

INDUSTRIAL RELATIONS -

Workers' Orgs -

FOSATU.

1-1-81 — 31-7-81

13/1/84 8/1/84 152  
1409 1459

# 'Lock-out: union plans court action'

**Labour Reporter**  
A union representing several hundred workers from the Raleigh Bicycle factory in Springs claimed today they were being "locked out" by management

Mr Calvin Nkabinde, general secretary of the Engineering and Allied Workers Union, said his union planned legal action against Raleigh as a result of the "lock-out"

But Mr Pieter Nel, personnel director of the

firm, denied any workers had been fired

He said work had returned to normal at the Springs plant

Mr Nkabinde said his union, which represented 400 to 500 of the 700 men who left work on Monday, opposed the company's policy of "selective rehiring" of staff

Police were called in by Raleigh officials when the company reopened, but there were no incidents

148 1604 KET

# Metal Box workers walk out

PRETORIA — More than 500 workers at the Metal Box plant in Rosslyn, Pretoria, walked out yesterday after talks with management had broken down

the premises *Edge Tums*  
Management had told representatives of the workers that it was not prepared to negotiate until all employees had resumed work Mr Seddon said

A spokesman for the company, Mr P Seddon, said that the workers, who went on strike shortly before Christmas, had returned to the plant yesterday but had not entered

The men were expected to report for work today and management was confident that the deadlock would be broken, he added — Sapa

6/1/61

# No rehiring of Toyota strikers

STRIKE (L2)  
7/1/51  
1000

Workers at Toyota Marketing warehouse in Sandton who were dismissed yesterday after going on strike and refusing to return to work would not be rehired, Toyota's managing director, Mr Colin Adcock, said.

A total of 131 workers at Toyota's warehouse were dismissed yesterday afternoon when they wouldn't work after eight men had been dismissed earlier for refusing to work overtime.

Mr Adcock said there were 261 weekly paid workers at the company. The rest were working as usual, he said.

"There was no reason for the strike and we have dismissed all those who are on an illegal strike.

"We went through all the procedures we could, and I am not going to rehire the men I have dismissed."

Mr Adcock said the men had refused to return to work were dismissed and had left the premises and that decisions on replacing them would be taken within the next few days.

## NO SOLUTION

A spokesman for the Metal and Allied Workers' Union said that "the present dispute lessens the chances of a permanent solution to the problems at the plant as negotiated between the company and the union."

The spokesman said the dispute arose from "the misunderstanding over the status of overtime and the inability of Toyota management to see that the dismissal of eight union members who refused to sign a warning for not working overtime because of this misunderstanding would not solve the deeper problems at Toyota."



# Threats to families of non-strikers

STAR 8/1/81

152

192

66

1409

By Iain Macdonald  
The families of the 130 employees who stayed at work at the Toyota Marketing plant in Sandton after a strike there earlier this week, have been threatened according to Toyota's managing director Mr Colin Adcock. Mr Adcock said today that last night all the remaining black workers at the plant were being taken home by bus when the buses were stopped and boarded by several men. "These men threatened to attack the families of the workers tonight if they did not stop work today. "We established that

every single one of the men had been threatened. "The Metal and Allied Workers' Union, and Fosatu, investigated and were satisfied that there was intimidation, and Fosatu is trying to establish who the men who threatened the workers were. "We have decided that the men will be going home earlier today and will come in tomorrow if nothing happens tonight," he said.

Earlier this week 132 striking workers were fired at the plant after they had refused to go back to work.

The proposed course in Finance is being offered in the third year under the title of Managerial Finance. Third-year CTA students will take the course in Finance in the third year under the title of Managerial Finance. Third-year CTA students will take the course in Finance in the third year under the title of Managerial Finance. Third-year CTA students will take the course in Finance in the third year under the title of Managerial Finance.

The proposed course in Finance is being offered in the third year under the title of Managerial Finance. Third-year CTA students will take the course in Finance in the third year under the title of Managerial Finance. Third-year CTA students will take the course in Finance in the third year under the title of Managerial Finance.

The additional stream (No. 3) was introduced at the request of the Department of Economics, to enable students to take the Accounting and Economics majors with a strong quantitative bias.

A few comments on this table follow :

(See page 30)

Attached is a curriculum schedule incorporating all the changes agreed upon. At its meeting of 24 July 1980 the Board approved, in principle, the broadening of the B.Com. to include alongside the Accounting major, the optional second majors of Economics III, Statistics III and Mathematics III, and also to include certain B.Bus.Sc. courses. Matters of detail were referred to the Dean's Advisory Committee to be resolved. This committee has made minor modifications to the curricula considered on 24 July 1980. The Academic Planning Committee considered and approved the proposal as a whole at its meeting on 8 September 1980. Senate and Council approval are awaited.

## 9. BROADENING OF THE B.COM. CURRICULUM

The following items are submitted for information.

### Section B

9/1/81 Argus  
~~1/9/81~~ ~~1/10/81~~ ~~1/11/81~~  
**Union denies intimidation**

Argus Correspondent

JOHANNESBURG— Management claims that workers at Toyota Marketing in Sandton had been 'intimidated' into striking have been dismissed as a 'red herring' by their trade union.

The entire Toyota work force is now on strike after a walk-out by cleaners and administrative staff — the result of intimidation, according to the company's managing director, Mr Colin Adcock

About 130 members of the warehouse staff had previously downed tools

However, the claims of intimidation were today branded as 'beside the point' and as a 'red herring' by a spokesman for the Metal and Allied Workers' Union (MAFU)

The strikers wished to express their solidarity with those who had been sacked, he said

Rather than being led by a handful of agitators, the strike had been sparked by genuine

grievances present for some time at the plant.

The crux of the dispute, the spokesman said, was the dismissal of eight workers who had failed to report for overtime.

These workers had understood that in terms of an agreement reached between MAWU and the company overtime was voluntary

However, they had been instructed to sign final

warning forms and when they refused to do so, were dismissed.

Too much overtime had been worked by Toyota employees, the spokesman said, and this had been conceded by management

The spokesman called on the company to take a more positive step towards the settlement of the dispute by re-instating all dismissed workers

however, not necessarily always have an advantage over one who does all his own work since differences in the profit margins may cancel out reductions in the investment base. Furthermore, if the subcontractor provides the site manager with the opportunity to improve the ROI of his site, it is to the benefit of the ROI of the company as a whole. It is felt, therefore, that the use of subcontractors should be viewed as a legitimate option open to the site manager to improve the ROI of his project.

**VALISED AND INTERNAL PLANT DEPARTMENTS**

tion must be made between cases where a company operates a separate sister plant from which the contract managers 'hire' their machines and plant. A special case also arises when the internal plant department operated as a separate profit centre and is only consolidated with the rest of the company in the annual balance sheet.

**Internal Plant Department: a Cost Centre**

In this case the plant department is treated as a separate entity for accounting purposes; i.e. to identify the costs associated with operating different items of plant and to determine the costs that must be charged to the various projects. In its most simple form the plant department is basically a cost collection and allocation department for the various sites. A more sophisticated approach is where the plant department is also in control of maintenance, purchasing, general administration and training of operators. In this type of one-component system, the return on investment of a particular contract (ROI<sup>c</sup>) is calculated as:

Toyota  
STAR 9/1/81  
workers:  
reply on  
strike

Management claims that workers at Toyota Marketing in Sandton had been "intimidated" into striking have been dismissed as a "red herring" by their trade union. All workers are now on strike after a walkout by cleaners and administrative staff — the result of intimidation, says the company's managing director, Mr Colin Adcock. However, claims of intimidation were today branded as a "red herring" by a spokesman for the Fosatu-affiliated Metal and Allied Workers' Union.

Rather than being led by a handful of agitators, the strike had been sparked by genuine long-felt grievances.

The crux of the dispute was the sacking of eight workers who failed to report for overtime. They had understood that, in terms of an agreement reached between Mawu and the company, overtime was voluntary.

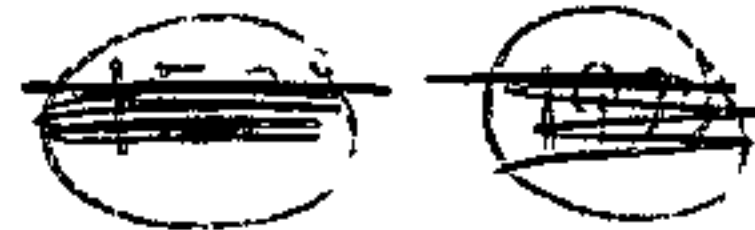
However, they had been told to sign final-warning forms. They refused and were dismissed.

Mawu called on the company to be more positive in settling the dispute by reinstating all sacked workers.



FM 9/1/81

1400



## Toyota gets tough

Efforts by the unregistered Metal and Allied Workers Union (Mawu) and Toyota management to reach a workable agreement have been dashed by the dismissal of 132 workers at Toyota Marketing warehouse in Sandton after a wildcat strike.

This is the third time the company has taken drastic action against striking workers at its Sandton warehouse. In October 1979 and 1980 it dismissed workers when they struck over work quotas. It reinstated them all on both occasions, in 1980 after successful negotiations with the union. Last year after the October strike, Mawu also negotiated an agreement with management which dealt with working and overtime conditions.

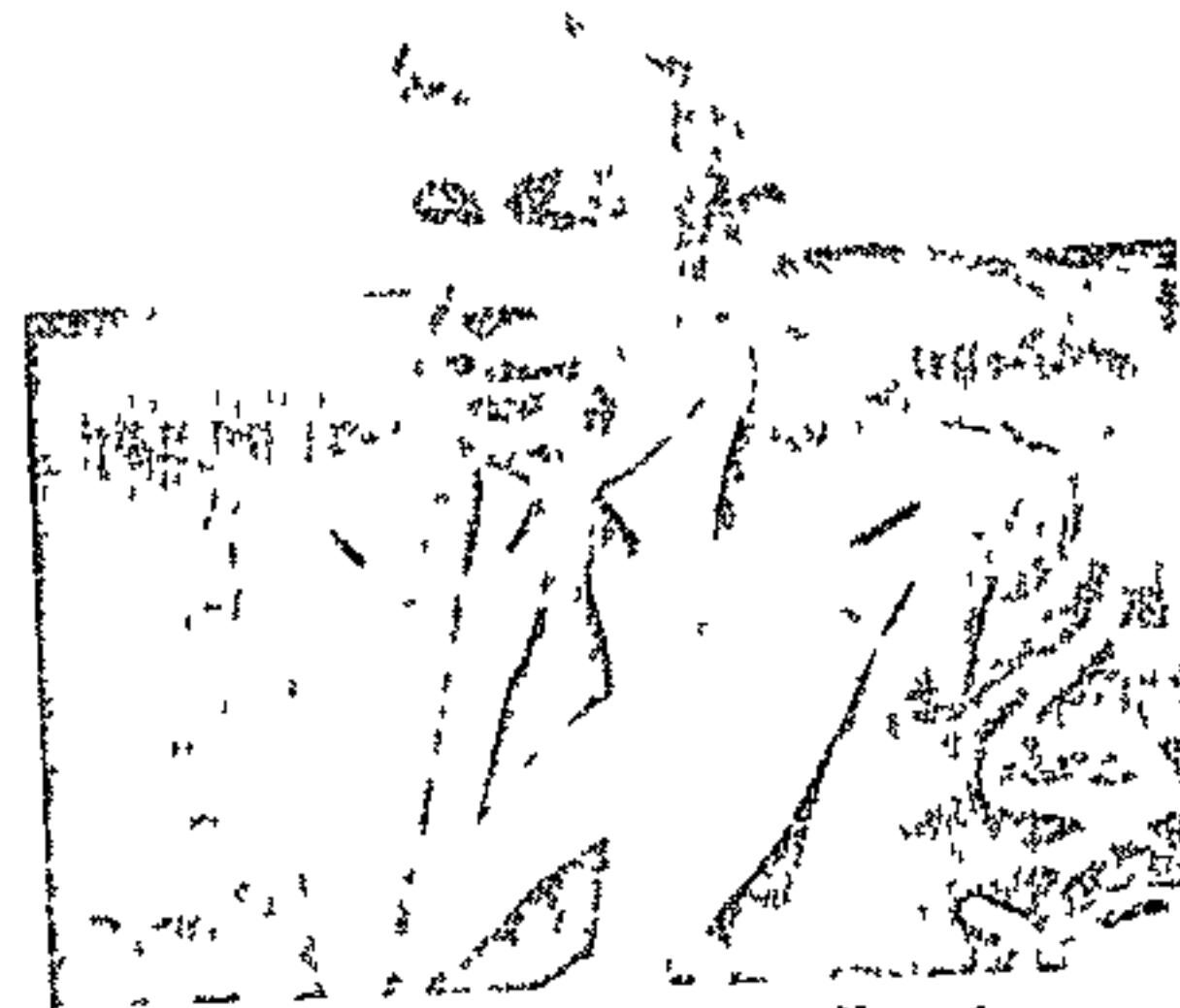
This week's dismissals followed the second wildcat strike at Toyota Marketing since the October agreement. The entire warehouse workforce went out on Tuesday in support of eight workers dismissed this month. They felt the company reneged on the agreement negotiated by the union in October and that the eight had been victimised for their union activities.

This time Colin Adcock, Toyota MD, is adamant that his decision is final and that negotiations with the union over the dismissals will not be resumed. He says the eight workers were dismissed for failing to inform management that they were unable to fulfil overtime quotas before Christmas. "We are entitled to assume that workers will work requested overtime if they do not inform us otherwise. These workers did not inform us that they would not be working and we took the necessary disciplinary steps. The other warehouse workers consequently had no reason to call an illegal strike in support of the eight."

But the union feels otherwise. It says workers understood that overtime was voluntary and that management was at

fault by demanding explanations from those who did not wish to work during the pre-Christmas rush.

Mawu has been fighting a recognition battle with Toyota Marketing since the end of 1978. In October last year, in a surprise move, the company agreed to recognise the Federation of SA Trade Unions (Fosatu) affiliated union. It had previously stated that it would not enter into a recognition agreement with an unregistered union.



Colin Adcock will not negotiate over dismissals

Mawu now faces serious problems at the company. Although Adcock categorically denies that union members have been victimised, Mawu's support was among warehouse workers, all of whom have now been dismissed. Allegations of victimisation were made against the company in October when the union claimed that a company official had said that union members would be removed and new staff introduced. The company was also accused of 'selectively rehiring' workers after the strike — tactics it was alleged to have used in 1979.

Although Adcock says that future negotiations with the union will be in order, he admits that 'very few members are left at the moment'.

# Security Police <sup>3/1/54</sup> help <sup>Star</sup> to sort out pay row <sup>13/1/54</sup>

**By Langa Skosana**  
Security Police in Springs were called in yesterday to "help" in a pay dispute between workers at Raleigh Cycles and management.

A factory official refused to talk to The Star today. He said he had no comment.

According to police, the dispute started last year when the company closed for the December holidays.

A police spokesman said today several workers were unhappy and had refused to work. They had been paid off.

When the factory reopened yesterday, the paid off workers were told they could be re-hired.

They arrived with officials of the Engineering and Allied Workers Union and it was then the police were called in to protect other workers.

D H Pryce Lewis

year.

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For the best work in fourth

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David Haddon Prize  
For the best student of Architecture (or Quantity Surveying) in the subject of Professional Practice.

Miss C Tredgold

Molly Gohl Memorial Prize  
For the best woman student in third year.

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P F Dunkley

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FINE ART & ARCHITECTURE

STAR (44)  
Toyota firm  
in face of  
15/11/81  
strike threat

The managing director of Toyota SA said yesterday that in no circumstances would the firm rehire eight men dismissed last week — despite union threats to continue the strike until they were reinstated.

Mr Colin Adcock said the eight were dismissed for "good and legal reasons" and would not be rehired.

But at a meeting of the Metal and Allied Workers Union in Johannesburg yesterday, union leaders said the 132 men who went on strike in protest over the dismissals would not return until the men were rehired.

#### DEADLOCK

Mr Moses Mayekiso, secretary of the union's Transvaal branch, said that if a deadlock was reached in negotiations with Toyota management representation with official labour bodies would be sought.

Mr Adcock said the men were dismissed only after several hours of bargaining with the Department of Manpower.

He said also there would be selective rehiring although none of the 132 had showed up for work this week.

Mr Mayekiso said the union hoped to meet Toyota officials today.

RDM 9/1/81  
Teargas  
used to  
disperse  
striking  
workers

Staff Reporters

TEARGAS was used to disperse about 700 striking workers and 18 strikers were arrested yesterday at African Telephone Cables in Brits, a spokesman for the Police Directorate of Public Relations confirmed in Pretoria yesterday.

The 700 workers at ATC walked out on Tuesday in support of a demand for an increase of R1 an hour and the re-instatement of a Mr Tinta whom management suspect of being behind the strike.

A representative of the workers said about 300 strikers were dismissed without explanation on Wednesday.

The 18 arrested strikers are charged with intimidation of workers who did not join the strike, the police spokesman said.

Mr L Stewart, managing director of ATC, yesterday denied there was a strike by workers from his company.

Meanwhile, the managing director of Toyota Marketing in Sandton, Mr Colin Adcock, yesterday accused strikers at the plant of intimidating workers in other sections.

Mr Adcock said the remaining workers, about 130 of them, were threatened with violence by their striking colleagues.

He said the workers reported for work yesterday despite the threats. "However, they asked me to allow them to go home and I did. They said they would return to work today if they are not threatened again."

But Mr Moses Mayekiso, secretary of the Metal and Allied Workers Union said the striking workers denied threatening their colleagues.

Arrangements were made for management and Mawu's representatives to meet in an attempt to end the strike, but the talks broke down.

Mr Mayekiso and Mr T Adler (of the Federation of South African Trade Unions) met Mr Adcock yesterday. He told the workers' representatives he would not take back the eight workers, but would consider re-instating the 130 strikers.

Sixty other monthly paid workers joined the 130 strikers yesterday.

And at the Lion Match factory in Pretoria, negotiations between management and 220 strikers broke down

Wednesday and the men were dismissed, the managing director, Mr R W Harker, said yesterday.

Mr Harker said the strikers were paid off after failing to comply with management's ultimatum of returning to work by 2pm.

Mr Harker said they had "dismissed themselves by their own actions" of not returning to work and were told to apply for reappointment next Monday, and would be accepted "without broken service", failing which they would be dismissed.

Trouble started on Monday this week when the 220 workers demanded 70% increases and gave the management until 1pm to meet their demands.



DD 22/1/81 127  
 EAST LONDON — The Border Chamber of Industries (BCI) has supported a call by the Federated Chamber of Industries (FCI) to talk to unregistered trade unions

1140A 134  
**We'll talk says Gqweta**

And yesterday spokesmen for the South African Allied Workers Union said they would be prepared to talk to organised industry — providing no pressure is put on them to register against their will.

After an executive committee meeting on Wednesday night, the BCI said it "strongly endorses the Federated Chamber of Industries document on the Guidelines for Industrial Relations in the 1980s."

Yesterday Mr Thozamile Gqweta of Saawu said the union would talk with organised industry, "if such talks are for the benefit of workers."

But Mr Gqweta warned that attempts to use such talks to force unregistered unions to register would not be successful

Explaining the Saawu stance in respect of registration, another official of the union, Mr Sisa Njikelana, said black workers opposed registration because registration meant swearing an oath of allegiance to racially discriminatory laws with

which the worker did not agree.

"If we were to register now we would in effect be asking the workers of our union to say they agree with the Group Areas Act, the Urban Areas Act, Pass Laws and other laws which discriminate against black labour," he said

"When registration of unions was opened to all in 1979, labour laws were not changed, and so if we were to register into the institutionalised labour system we would be acknowledging support for the present labour laws

"This we cannot do because the workers do not want to," Mr Njikelana said

But both Mr Gqweta and Mr Njikelana said if talks between unions and managements lead to improvements in black

labour conditions then they would support such talks

In their statement, the BCI said the FCI guidelines on industrial relations suggest that structures should be introduced to discussions between employers and workers' organisations in an environment of "trust and good faith."

"Agreements reached between parties should not conflict with current Industrial Council agreements.

"The Federated Chamber of Industries document gives employers guidelines in setting industrial relations policies — it gives employers the confidence that they need in dealing with both registered and unregistered unions and importantly, it strongly encourages employers to take more notice of the needs and aspirations of employees in the region — particularly black employees.

"The document must therefore be seen as having a positive influence on employer-trade union relations in the Border.

"The Border Chamber of Industries supports totally the concept of co-prosperity zoning and believes that it is the only approach which will maximise the creation of jobs in the region"

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 in third year.  
 Miss C Tredgold  
 David Haddon Prize  
 For the best student

# Strikers go back to work at Sappi

By Drew Forrest

The strike by at least 300 black workers at Sappi Fine Papers at Enstra, Springs, has been settled with the company agreeing to negotiate new minimum wage rates with their union.

This represents a major breakthrough for the Fosatu-affiliated Paper, Wood and Allied Workers' Union which has a strong following at the plant.

Last year, Sappi was publicly attacked by the union for insisting that all negotiation take place at industry rather than plant level, and for refusing the union access to company premises.

A recent union meeting on Sappi property was dispersed by Security Police.

According to a union spokesman, the tension which had been building up for several months had come to a head at the weekend over the minimum wage issue.

The new minimum for labourers was R1 an hour — a 10c increase over the previous rate.

## BACK ON JOB

Worker militancy had been increasingly difficult to restrain, the spokesman added, and management had been warned of the necessity to negotiate with the union.

The strike began on Tuesday morning when workers from three different shifts gathered outside the Sappi staff canteen to demand a minimum wage increase.

Sappi's managing director, Mr K Lechmere-Oertel, said about 300 workers had downed tools.

However, a worker source put the figure at closer to 1 000.

All workers were now back on the job, after a management undertaking to negotiate wages with a 12 man team consisting of union officials and shop stewards, the union spokesman said.

# Test of powers for new industrial court

1404

165

31/11/75

187

23/1/75

By Drew Forrest

South Africa's new industrial court is sitting for the second time as a court of law today to hear a unique application for urgent relief brought by members of an unregistered trade union

Since its establishment in 1979 the court has heard only one case in its new capacity as a court of law rather than merely of

arbitration — the celebrated Maponya case

The present action is seen as a further significant test of its largely undefined powers particularly in relation to urgent applications

The action arises from a dispute last November at Raleigh Cycles in Springs when about 700 workers were dismissed after a brief stoppage

Members of the Posatu-

affiliated Engineering and Allied Workers' Union will allege that by breaking an undertaking to rehine all dismissed workers in the New Year the company is guilty of an unfair labour practice

They will seek an urgent interdict restraining the company from continuing its alleged lockout of the strikers

The basis of the urgen-

cy is the company's present policy of hiring new workers to replace the applicants

Since labour disputes lend themselves to urgent applications for relief the case is seen as a crucial test of the court's powers

It may also help to flesh out the statutory definition of an "unfair labour practice," a key concept in Labour Law

Osborn Prize  
For the best work in fourth

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ARCHITECTURE

FINE ART & ARCHITECTURE



*5100*  
**Union accuses police of meddling in dispute** *1000* *337* *153*

The independent Metal and Allied Workers Union (Mawu) has protested against what it describes as "Security Police interference" in the dispute at the Toyota Marketing Company in Sandton

Two Mawu shop stewards at Toyota, Mr Sidney Zulu and Mr Wilfred Sihlangu, were detained by Security Police at the weekend, a union spokesman said

Both men were among the 132 warehouse workers dismissed after a strike at Toyota early in January

A Security Police

spokesman said the two unionists had been transferred from the Bramley police station to John Vorster Square for questioning

They were released on Monday without being charged after spending two days in custody according to a union spokesman

The spokesman "deplored" the practice of Security Police involvement in labour disputes. He said they could "prejudice any progress made in the area of industrial relations."

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# Threat to life of PE union leader

Argus 27/1/81

140A ~~244~~

6utu

es.

Argus Bureau

PORT ELIZABETH — Union organiser, Mr Fred Sauls, was threatened with death today because of his involvement with the Firestone strike.

His secretary, Miss Gloria Bhala, received a call just before 9 am. A man asked to speak to Mr Sauls, the general secretary of the Motor Assembly and Rubber Workers' Union. When he refused to identify himself, she asked if there was a message.

He said: "Tell Mr Sauls to stop interfering with Firestone. If he cannot stop that business, I will come and get rid of him."

Miss Bhala then transferred the call to her switchboard, but the caller hung up.

## 'BURNT DOWN'

Mr Sauls said he was taking the threat seriously. "I haven't yet contacted the police but I think the Press should know about it."

He said Uitenhage union organiser, Mr Thomas Kabisa, vice-chairman of the Uitenhage Black Civic Organisation, had his house burnt down after receiving threatening calls recently.

Mr Sauls's union has a membership of about 10 percent among Firestone's black workforce.

Negotiations started this morning between 20 labour representatives and the management of the Firestone plant over the strike by 1 500 workers yesterday.

## CHOSE

The workers initially refused to negotiate with management unless the managing director, Mr Peter Morum, addressed them. But about 300 workers outside the plant gates this morning chose 13 blacks and 10 coloured people to represent them.

This step was apparently taken at the instance of the Motor Assembly and Rubber Workers' Union, which so far has had little support.

Second Year

J A L Chapman

First Year

National Development Fund  
for the Building Industry  
Book Prizes  
For the best student in each  
year of study of the degree  
course.

BUILDING

M R I Ness

R Stubbs Award  
For the best project in  
structure and design.

J G Kirkman

S A Brick Association Prize  
For the student who has made  
best use of bricks in his  
design work.

Miss M F J Sandilands

Mrs. Thornton White Prize  
For the best work in  
first year.

ARCHITECTURE  
(Continued)

FINE ART & ARCHITECTURE

ARCHITECTURE

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of Professional Practice.

D H Pryce Lewis

General J B M Hertzog Prize  
For the best final year student.

S A Read

Osbourn Prize  
For the best work in fourth

STAR 27/1/81  
30 fired by  
Pretoria firm  
About 30 workers at the  
Angus-Hawken Fluid Seal  
Engineering Company in  
Rosslyn outside Pretoria  
were dismissed yesterday  
after a wage dispute with  
management.  
A spokesman for the  
National Union of Motor  
Assembly and Rubber  
Workers of South Africa  
— a non-racial union affi-  
liated to Fosatu — said  
the workers had been  
sacked after refusing to  
meet conditions set by  
management for their re-  
employment.  
Another 270 workers had  
been fired after a January  
16 strike.

STAR 27/1/81  
Three Toyota  
strikers freed  
By Drew Forrest  
Three more trade-  
unionists from the strike-  
bound Toyota Marketing  
Company in Sandton were  
arrested at the weekend  
and released yesterday  
without charge.  
This has aroused the  
anger of the Federation  
of South African Trade  
Unions (Fosatu)  
Two shop-stewards, also  
members of the Fosatu-  
affiliated Metal and Allied  
Workers Union, were held  
for questioning by the  
security police after being  
arrested last week.

FINE ART & ARCHITECTURE

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year.  
D H Pryce Lewis

John Perry Prize  
For the best work in  
third year.  
R A van Rosenfeld.

Talks to  
end strike  
deadlock

The Star Bureau  
PORT ELIZABETH — Ne-  
gotiations started today  
between 20 labour repre-  
sentatives and the ma-  
nagement of the Firestone  
plant here to bring an  
end to a deadlock be-  
tween these two parties  
since 1500 black workers  
there went on strike ves-  
terday

The negotiations could  
avert an impending clash  
between management and  
the black labour force  
later today when hun-  
dreds of workers could  
lose their jobs if they do  
not meet a deadline to be  
back at work

The workers on strike  
initially refused to nego-  
tiate with management  
unless the managing  
director, Mr Peter Morum,  
addressed them en masse

A gathering of about  
300 workers outside the  
plant gates this morning  
chose 13 black and 10  
coloured men to represent  
them

ARCHITECTURE



# Tyre men elect 20 for talks with company official

## Death threat to union official

Evening Post  
27.1.51

196 134 140A 152 200

By BILL GARDINER  
NEGOTIATIONS between Firestone workers and management began today at the strike-hit tyre factory after a decision by workers to elect a 20 man committee to negotiate a settlement to the pensions dispute

Earlier this afternoon management and worker representatives were locked in talks

Management is hoping on a settlement later today

About 1500 workers are on strike in protest against proposed Government legislation to stop employees withdrawing pension contributions if they change jobs

Workers earlier refused to elect a committee as requested by management and demanded that management address the entire workforce

This was rejected by Firestone, who set a deadline of 2pm today for workers to elect representatives for talks with management

The non-racial National Union of Motor Assembly and Rubber Workers of South Africa, an affiliate of the Federation of South African Trade Unions (Fosatu), cancelled a proposed mass meeting of workers last night to discuss the dispute when workers refused to board buses to take them to the meeting

Firestone's managing director, Mr Peter Morum, said today he anticipated no difficulties with the talks which would be easy to handle if the firm "abdicated its duty as a responsible employer" and allowed workers to withdraw from the pension scheme

Post Reporter  
THE general secretary of the non-racial National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa) Mr Fred Sauls, was today threatened with death by an anonymous telephone caller

The threat came after the walkout yesterday by 1500 Firestone workers who are protesting against the Government's proposed amendments to pension regulations

He said his secretary had received the call in which the caller warned Mr Sauls to "stop interfering with Firestone otherwise I will come in and get you"

"I have received many threatening pamphlets in the past before," Mr Sauls said, "but this is the first time I have received a call like this"

# Strikers asked to choose spokesmen

By BEN MACLENNAN

EP Herald  
27-1 81

152 196 300 1404 137

THE 1 500 striking workers who brought production to a halt yesterday at the Firestone factory in Port Elizabeth have until 2pm today to elect representatives to talk with management

The workers downed tools in protest against proposed Government legislation to stop employees withdrawing pension contributions when they change jobs

Firestone's managing director, Mr Peter Morum, said that after two successive shifts had refused to work yesterday, they were told to go home. The third shift, which was to have begun at 2pm, was admitted to the plant

"They wanted me to talk to all 1 500 of them at a mass meeting but I didn't think that would achieve anything"

Morum said workers were asked to appoint up to three spokesmen before today. "I would be very happy to speak to

any and the reason for this strike was a "communications problem"

## FIRESTONE HEAD READY FOR TALKS

Proposed legislation provided that employees would not be allowed to withdraw their pension contributions until retirement

Some workers believed that their money would "go to the Government and they would never see it again". This was despite repeated meetings between management, the liaison and consultative committees and groups of workers, to explain the scheme

Mr Morum said that if workers wanted the pension money they had accumulated so far, they would have to resign and then they would get only the money they had contributed, plus interest — not the company's contribution.

Those employees for whom the company paid back-dated pension contributions when the pension

scheme was introduced in 1971, would lose those contributions — "and Firestone has a record of long service. I think we would allow them to resign and rejoin, but it's morally indefensible to allow innocent people to lose all their benefits like that. They don't understand what they're going to forfeit"

The general secretary of the National Union of Motor Assembly and Rubber workers of South Africa, Mr Freddie Sauls, said Firestone workers were deeply suspicious of the new pension plan

His union planned to discuss the proposed legislation at Industrial Council level so that recommendations could be made to the Government

"We anticipate that the new law will create serious

problems, not only at Firestone, but all over South Africa," he said

A man who left a job at 30 could have completely lost track of his pension by the time he turned 65, he said

"Every couple of months the Government puts out the names of hundreds of people, entitled to workmen's compensation, who cannot be traced. We ask whether this scheme would be any better"

Mr Sauls said that the proposed law might be acceptable if it was combined with a compulsory national pension scheme and adequate pensions

He expected workers to meet outside the factory this morning, when his union would recommend that they elect representatives

RDM 23/1/81

(132) (194) (139) (140)

# Sappi meets workers to discuss grievances

Staff Reporter

WORKER representatives from the Enstra Mill in Springs met the management of the South African Pulp and Paper Industry (Sappi) yesterday to discuss worker grievances

Sappi management agreed to negotiate with the workers' representatives after virtually all black workers at the mill downed tools on Wednesday, demanding more pay

A Sappi spokesman said the meeting had taken place after workers had agreed to elect representatives to present their

grievances to the company. Management had held talks with two representatives from each of the six departments at the mill and a representative of the Paper Wood and Allied Workers' Union

The spokesman said workers had demanded a minimum basic wage of R3 an hour, but later reduced this demand to R2 an hour.

Other grievances were

● That the 10% increase earlier this month had been eroded by pension deductions which rose proportionately with income

● That meal hours were too short

● That the cost of hostel accommodation had been increased to R2,70 per week

Management refused to grant permission for the union to hold a report-back meeting of all workers at the Enstra Mill

"As there are some 2 300 employees at the mill, this request was refused," the Sappi spokesman said "But the company offered an alternative venue for the report-back meeting on a company-owned soccer field"

Negotiations are expected to be resumed on Monday

year.

Osborn Prize  
For the best work in fourth

S A Read

General J B M Hertzog Prize  
For the best final year student.

D H Pryce Lewis

For the best student of  
Architecture (or quantity  
surveying) in the subject  
of Professional Practice.

David Haddon Prize

Miss C Tredgold

Molly Gohl Memorial Prize  
For the best woman student  
in third year.

P A Rappoport

Helen Gardner Travel Prize  
For a student who has  
satisfactorily completed  
1st, 2nd and 3rd major courses.

P F Dunkley

Sixth Year

Cape Provincial Institute  
of Architects' Prize  
For the best student in :-

ARCHITECTURE

FINE ART & ARCHITECTURE



EP Herald 28/1/81 (300) (152)  
(140A) (139)  
(196)

# Companies can be exempted from pension legislation

A SENIOR Department of Finance official yesterday gave his firm assurance that companies experiencing labour unrest as a result of pending reforms to pension fund regulations would be exempted from the proposed legislation.

The Registrar of Financial Institutions, Mr J W Louw, said in a statement from Pretoria yesterday that the proposed legislation provided for the exemption of companies hit by industrial unrest.

The statement says the Registrar of Financial Institutions has already given firm assurances to companies that he will use the

powers in the proposed legislation to exempt from preservation (of pension funds) all cases where proposals may lead to unrest or friction between employers and employees.

The statement came a day after 1500 Firestone workers in Port Elizabeth downed tools in protest against proposed legislation to stop them withdrawing their pension contributions when they changed jobs.

In an interview from Pretoria, Mr Louw said: "We will exempt any company whose workers are shortsighted enough to ask for their pension contributions to be paid out."

# Strikers demand a payout of pensions

140A 189 300 196 152

By BEN MACLENNAN  
NEGOTIATIONS at the strike-hit Firestone factory ended in deadlock yesterday afternoon when, at a meeting punctuated by clenched fist salutes, workers rejected management's three compromise proposals on the pension dispute

They said they would only return to work once pensions were paid out

About 1 500 workers — Firestone's entire production staff — are involved in the two-day-old strike in protest against proposed legislation which will prevent employees from withdrawing pension contributions until they are 65

One worker said: "Some people don't think they will live until they're 65"

Yesterday morning, the strikers, who were shut out of the factory, elected a 20-man committee. It spent seven hours in closed-door negotiations with Firestone's management team

At an emotional report-back meeting late in the afternoon on a soccer field near the factory, committee members told the workers that Firestone had offered three choices

- Workers would get their money in seven weeks if they resigned from the company altogether. This meant they would take a chance on being re-employed, and that if they were, they would lose service bonuses and holiday pay benefits, and have to re-qualify for medical aid and pension

- They could have their money on April 30 if they resigned only from the pension scheme, but would again have to wait for a year before re-qualifying



Mr Welcome Vimbi (left) and another member of the Firestone strikers' negotiating committee address workers yesterday afternoon

- The third option was for workers to remain in the pension scheme while Firestone applied for exemption from the proposed legislation

The workers rejected all three proposals

They decided not to go back to work until they were paid, and that they would meet this morning to hear management's reaction to their decision

One member of the workers' committee told the Eastern Province Herald that he thought the exemption option would have been the most logical choice for the workers, but that a great feeling of distrust had developed.

Firestone's managing director, Mr Peter Morum, said the company would await developments

"This is a totally illogical situation," he said "I'm not sure that the workers really know what they want" He said there was no way that anyone could get pension subscriptions back immediately "The sheer administration involved takes time"

He said it was disappointing that there seemed to be a lack of appreciation of the good the company had done for its workers, including back-payment of pension benefits. This had involved an outlay of more than R1,8-million

• See also page 11.

# Firestone strike

## Monday's

EP Herald 28/1/81

## move

## 'hasty'

300  
10%  
150  
140  
130

**PENSION** fund experts have described as premature Monday's strike by 1 500 Firestone workers who walked out in protest against proposed Government legislation for the compulsory preservation of pension funds

The strike was sparked off by recommendations in June last year by the Committee of Inquiry into pension matters to the effect that employees who changed jobs would not be able to withdraw their pension contributions

These would be frozen in interest-bearing accounts to be recovered intact on retirement

Pensions manager for a large Port Elizabeth life assurance company said he saw the proposals as a "meaningful exercise" to preserve an employee's pension for old age

"It would preclude employees who changed jobs from unwisely spending their pension contributions accumulated over the years"

In terms of the proposals, a person who resigned would receive his contributions, accrued interest and a portion of the employer's contribution, he said

"At present employees leaving their jobs can either have their own contributions refunded with interest, or choose to retain paid-up pension benefits for a set future date," he said

The fear among workers that frozen pensions would be paid to the Government were unfounded, he said

"The Government is not getting involved. Although the money is out of the individual's hands, control over the investment of the frozen pension contributions would remain with him"

A leading spokesman on pension matters and managing director of a Johannesburg group of pension brokers, Mr Fiachra O'Hanrahan, said the committee's recommendations did not apply to black workers

"The committee heard representations to the effect that blacks regarded pension funds as a form of compulsory saving and that they might not understand or accept the concept of compulsory preservation"

"The committee heard representations to the effect that blacks regarded pension funds as a form of compulsory saving and that they might not understand or accept the concept of compulsory preservation"

Mr O'Hanrahan predicted in October that the proposals could precipitate industrial unrest — some four months after the recommendations were made public

He said the strike was unnecessary as there was sufficient time to press for changes to the proposals.



# Pension exemption but workers firm

(152) 196 300 (1404) 137

Evening

24-1-61

By BILL GARDINER

AN angry meeting of about 500 striking Firestone workers today rejected a move by the management to exempt employees from proposed legislation which would prevent people withdrawing pension contributions if they resigned.

At the Port Elizabeth plant earlier this week 1500 workers downed tools in protest against the proposed law.

They have demanded that the management pay out all accumulated pension contributions before they return to work.

They were given until 2pm today to return to work, failing which they will be presumed by the management to have resigned.

Last night the management received an assurance from the Registrar of Financial Institutions, Mr J

W Louw that the firm's pension scheme would be exempted from the proposed legislation, after a last-minute request by the managing director of Firestone, Mr Peter Morum.

Mr Louw, who is chairman of the Committee of Inquiry into Pensions, told the Evening Post today that the proposed Bill, which was still in its draft stages, would provide for the exemption of company pension schemes hit by industrial unrest.

"I have given an assurance to Firestone that the exemption will be granted," he said.

But today workers rejected the exemption move and demanded that Mr Morum address a meeting.

In a letter to all employees, distributed at a meeting of workers on a soccer field near the factory, Mr Morum told them the Fire-

stone pension scheme would be unchanged.

He gave a guarantee that the scheme would not come under the proposed Pensions Act, and said:

"As in the past you will be free to resign and get your contributions within a reasonable time, as has always been the case."

He called on workers to return in time for the second shift at 2pm today, otherwise "we will accept that you have resigned", and this would apply for the two other shifts.

At the report back meeting today, convened by the 20-man negotiating committee elected by the workers, the move to exempt them from the scheme was rejected and they demanded they be allowed to opt out of the scheme.

The meeting closed with a call for Mr Morum to address the workers.



# Walkout hits PE <sup>STAR</sup> 29/1/81 firm's production

## Labour Reporter

Production at the Firestone Tyre plant in Port Elizabeth has been seriously affected following this week's walkout of about 1 200 workers

Managing director Mr Peter Morum, said the workers had effectively "dismissed themselves" by not turning up for yesterday's two shifts and today's early morning shift

He described the reason for the walkouts as "totally illogical"

Management had met with worker representatives over the last two days and told them their major grievance — pension pay-outs — had been resolved

Workers had expressed fears over proposed legislation which would freeze pensions until the age of 65

But Mr Morum said they had an exemption from the proposed ruling and Firestone employees had been informed of this, but they had still walked out

S A Read

For the best final year student.  
General J B M Hertzog Prize

D H Pryce Lewis

For the best student of  
Architecture (or Quantity  
Surveying) in the subject  
of Professional Practice.  
David Haddon Prize

Miss C Tredgold

For the best woman student  
in third year.  
Molly Gohl Memorial Prize

P A Rappoport

For a student who has  
satisfactorily completed  
1st, 2nd and 3rd major courses.  
Helen Gardner Travel Prize

P F Duncley

Sixth Year

For the best student in :-  
of Architects' Prize  
Cape Provincial Institute

ARCHITECTURE

FINE ART & ARCHITECTURE

# Confusion over proposed law

## on pensions

By BILL GARDINER

WHEN 1 500 Firestone employees — the entire black workforce — downed tools this week, their action highlighted growing confusion about proposed legislation to stop employees withdrawing their pension contributions when they change jobs

And concern about the new legislation has not been eased by the continuing doubts about the new regulations and their implications

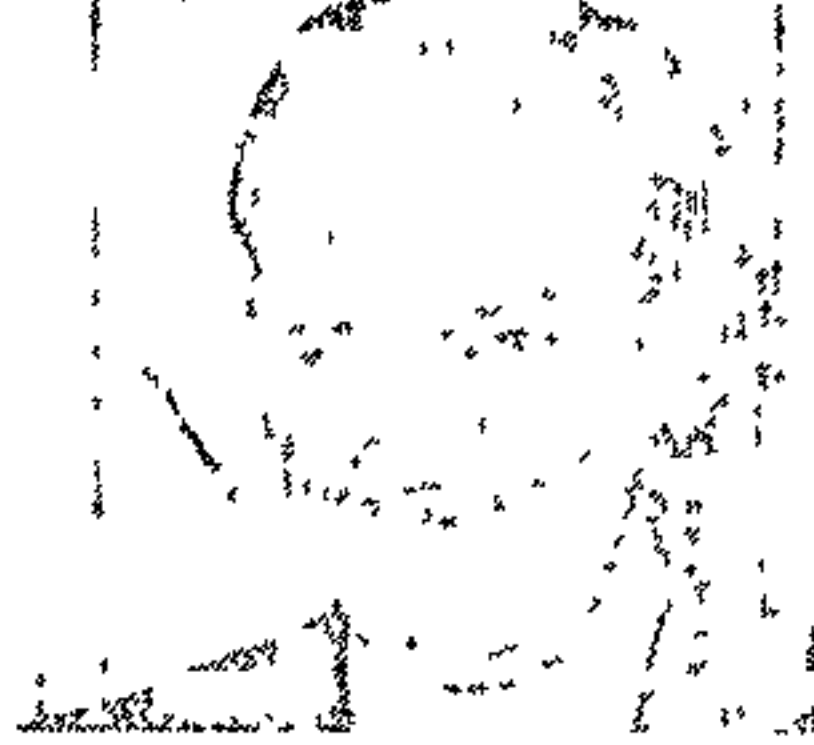
At present the legislation is only in its draft stages and, according to the chief Registrar of Financial Institutions, Mr J W Louw, will be published in the Government Gazette in about two weeks' time

The legislation, which flows from the report of the Interdepartmental Committee of Inquiry into Pensions, is in accordance with the committee's terms of reference to improve pension schemes and encourage more of them to avoid the need for a national compulsory pension scheme

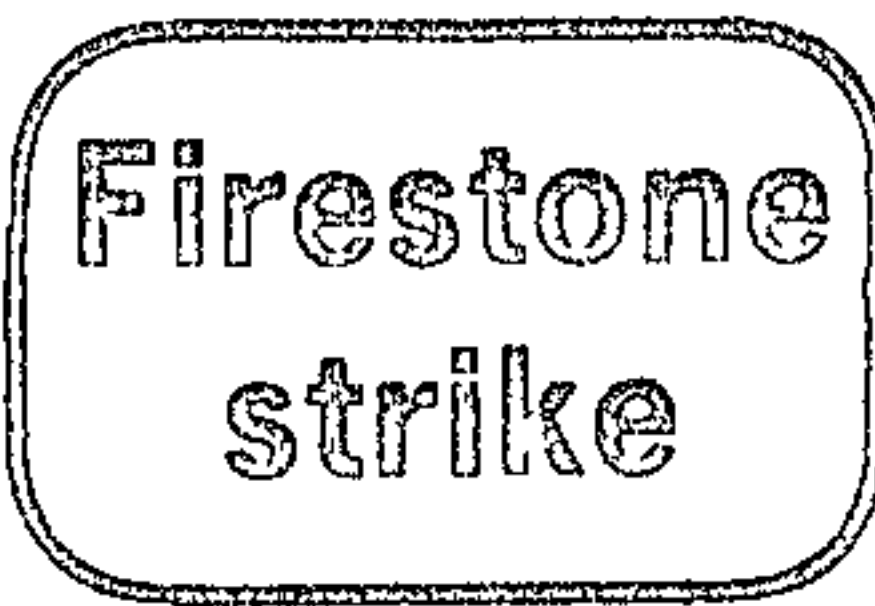
The new legislation does not make it compulsory for every firm to provide a pension scheme for employees. Those having schemes however, could apply for exemption of their funds from the new regulations if they were hit by industrial unrest

He stressed, however, that the draft Bill would be modified to accommodate

Evening Post 29/1/71



Mr PETER MORUM



"constructive criticism" and there would be time for a "full debate" on the proposals

What are the new regulations and their implications for employees?

One of the key recommendations of the committee is to devise a new system to stop employees from withdrawing their contributions in cash when they change jobs

Until now an employee, on leaving his job, could choose to withdraw from the firm's pension fund and would receive a refund of his own contributions with a nominal amount of interest

In most cases these funds would not be re-invested in retirement benefits and would be put to some other use

By opting out of the scheme he would, however, lose the employer's contributions to the pension fund

Most hourly paid black employees have traditionally regarded the pension funds as a form of compulsory savings and appear opposed to the concept of compulsory preservation of contributions till retirement

But the new legislation envisages that cash withdrawal benefits would not be available any more. Members would, however, secure the right to the pension benefits paid in by employers

Pension experts have in fact pointed out that under the new legislation the value of an employee's pension interest could easily be as much as three or four times as great as

the old withdrawal benefit. This would apply regardless of the size of the pension benefit or the length of service the member had with the particular employer

But the dispute at Firestone this week goes deeper than workers wanting to stick with the old system for fear of the new

Workers have essentially rejected the concept of "pensions at retirement" completely. They would rather have the money today

They have demanded that management pay out all their pension benefits completely and will not return until February 11 — the earliest date management has said it can reasonably be expected to get the money out of the pension fund to be handed over to each and every employee

One worker said it was more important for him to get his pension money immediately to pay this month's rent than to worry about cash in 30 years' time

Management first introduced a pension scheme for black workers 10 years ago and paid out a considerable amount of money to get it on its feet — an outlay of more than R18 million in backdated pension contributions

So from 1971 all employees had their pension contributions backdated to a year after they joined the firm and the company paid in both the employer's contribution and the member's contribution until 1971

The managing director, Mr Peter Morum, stressed that in cash terms that meant that a worker who retired two years ago would receive about R25 a month as the pension fund began only in 1971

But as the company had back-paid the worker and the company's contributions to a year after the worker joined Firestone, employees could gain the benefits of a full 20 years of employment and would receive about R180 a month

Firestone has made the options clear — but their employees have opted to have their own contributions plus interest now rather than the company's contributions and back payment benefits later



We want our  
money now,  
mistrustful  
workers say

EPHRAIM 1/15/51 79/1-51

By ROBERT GREIG

"THEY want us to wait until infinity for our money," one of the Firestone strikers said

There were appreciative nods and laughter from those gathered round him on the Firestone football pitch, where strikers waited for the outcome of negotiations between the management and the workers' committee

The young man, who'd been with Firestone for four years, decided to improve on the remark

"Like waiting for God to come," he said. But the reaction was stony. Bitter humour was acceptable, impiety not

All round the football pitch were strikers sitting against the fence. Some played football. A group of three sheltered from drizzle under one umbrella. When the sun came out, they sheltered from the sun

But that was all that resembled a picnic. Earlier, when spokesmen had read out the management's statement, the crowd listened attentively

The statement was handed out and read. Speakers discussed it. The feeling of the meeting was it was money now, not promises, that counted

A flutter of papers in the air, some jeers and the odd cry of "Tell Morum to come" (referring to the Firestone managing director) was heard. The statements were tidily collected again for return to the management

"We're not asking for money from Firestone," explained a striker patiently. "We just want our own money. This isn't political. There is no violence. We're not against the management or the Government. We just want our money."

Money — that is, the money paid in the savings scheme which, under the present situation is to be transferred to pension — is one issue

Firestone  
strike

Another entangled issue is distrust

"How can you trust a man who tells you the price of bread is 10c one day and 15c the next?" asks one striker. "Every day, they say something different," another says

"This new pension scheme — what happens if I leave and join a company without a pension scheme? Do I get my money? And what happens if I need my pension to start my own business. Many of us want to be self-employed, but you cannot begin without money"

Another tells me "We think this new pension law is only for blacks because why are the white workers not angry? Why do the white workers not join us?"

Clearly, no one has troubled to explain, if the details are there to explain, the new Bill about pensions

And to many of the black workers, a savings scheme, with readily available money, is preferable to a pension scheme in which the money is out of reach

A coloured worker, with deep lines, explained "In three years' time, how much will my money in the pension fund buy me? Then it may cost me a rand for a loaf of bread — I need the money now, not later."

So inflation is also a factor

Another asked "Must I work until I am 65 to get my money? Tomorrow I may die"

A slow-speaking Xhosa man looked at me directly "In English you say 'Why bite the hand that feeds you?' But I say, a man can't get fat on promises. We're getting promises. We need our money"

# Firestone

## planning

## for new

## workforce

Evening Post 29.1.51

By BILL GARDINER

FIRESTONE workers today refused to accept that they had resigned from the strike-hit tyre company.

At a meeting today workers said they would collect their weekly pay tomorrow but would not collect their severance pay on Monday as requested by management. This would be tantamount to accepting they were no longer Firestone employees.

But, according to a company spokesman, another 500 striking workers lost their jobs today when the early morning shift failed to respond to the management's ultimatum to return to work. This brought to 1500 the number of workers effectively dismissed.

The managing director of Firestone, Mr Peter Morum, stressed today that workers had resigned of their own accord. The company started recruiting a new work force today.

The strike was the result of opposition to the proposed Government's pension legislation which provides that employees may not withdraw their contributions until they retire.

However, Firestone received an assurance from the Registrar of Financial Institutions, Mr J. W. Louw, that their pension fund would be exempted.

The company yesterday acceded to workers' demands to allow them to opt out of the pension scheme, but stressed the earliest date pension contributions could be paid out was February 11.

The management gave workers an ultimatum that those who failed to report for work yesterday on the

would be presumed to have resigned.

About 20 workers responded to the ultimatum and returned to work this morning.

Workers will be paid their week's wages tomorrow and can claim their severance pay on Monday. Pension contributions will be paid out on February 11 as promised.

Mr Morum said Firestone had been willing to respond to the demands for pension contributions, but a considerable amount of paper work would have to be processed before the money could be withdrawn from the pension fund.

He said the firm was not prepared to keep production idle until the workers returned on February 11. He added that it was a tragedy, as workers did not realise the effect of their decision.

"We pay the best rates in industry," Mr Morum said. "At yesterday's meeting I was talking as if I was on the other side of the table."

At a meeting yesterday workers were firm that they would stay out until they received their money. They said they had no confidence in the Government's promise that the pension scheme would be exempted from the legislation.

They added that they had no faith in the company's promise to pay out on February 11, and would therefore return to work only when they got the money.

Workers would remain outside the factory gates to prevent the management from recruiting scab labour and "sell-outs" who chose to return.

"Everyone must come here every day until February 11," one worker said.

● Background to the strike — Pages 6 and 7



# 1000 LOSE JOBS FOR NOT GOING ON STRIKE

By BEN MACLENNAN

ABOUT 1000 striking Firestone workers were effectively fired when they failed to report for the 2pm and 10pm shifts yesterday.

It was expected that the 500 men on the third shift, starting at 6am today, would not report for work.

In an ultimatum delivered before noon yesterday, the company offered to pay workers their pension money on February 11 if they reported for the 2pm shift, and said that those who did not report would be considered to have resigned.

But at a meeting which ended three hours after the deadline, workers said they would pick up their tools only when they got the money.

They said they would keep a watch on the factory until February 11 to prevent Firestone from recruiting scab labour.

Firestone's managing director, Mr. Peter Morum said

last night that the business had to keep going. If shifts did not pick up for work, "we must find other people".

The three-day-old strike was sparked off by opposition to the proposed pension legislation which provides that employees may not withdraw their pension contributions until they turn 65.

The Government yesterday gave Firestone exemption from the proposed legislation, but when workers learnt of this in a circular from Mr. Morum, they said they "could not trust a white man". The thing he's talking about today, he wasn't talking about yesterday. We want our money, that's all."

They said that Firestone could "turn around any time on the thing they've written on this piece of paper and that the company had "tricked us and now it wants to bury us".

They handed the circulars back to their negotiating

committee, saying they should be returned to management.

Members of the strikers' negotiating committee told workers that Mr. Morum entered negotiations directly for the first time yesterday.

They said he told them of one employee who was due to retire this Sunday normally, he would be able to take R1 638 of his pension in cash and still be assured of R45,90 a month for the rest of his life.

But if he resigned from the pension fund before Sunday and was paid out as the strikers demanded, he would get only R700 — his contribution plus interest, and not the company's contribution.

Mr. Morum told the Herald last night that the strikers would be paid out in the normal way, but that they would be in a similar position who would be "pensioned" an unhelpful degree.

"This situation is morally wrong," he said

Did not  
139/140A 152  
know 196  
300

he was

due for

El. H. 301

pension

By BEN MACLENNAN

A 65-YEAR-OLD Firestone worker who was to retire on Sunday after 23 years' service, claims he did not know that he was due to leave the company. He says that he will refuse to accept his pension until his fellow-strikers' demands are met.

His case was described to the strikers' spokesmen on Wednesday, by Firestone's Managing Director, Mr Peter Morum, to illustrate how much money long-standing employees stood to lose, if they were allowed to withdraw their contributions from the company's pension scheme, as demanded by the strikers.

Mr Morum said that if Mr Edward Ntengu withdrew from the scheme, he would get about R700 — his contribution plus interest — but not the company's contribution.

If he retired normally on Sunday, he could get a third of his pension in



Mr Edward Ntengu

cash — which would amount to R1 638 — and still be paid R45 90 a month for the rest of his life.

He said that despite his participation in the strike, Mr Ntengu would be paid out his normal pension.

But Mr Ntengu told the Herald yesterday that even if Mr Morum came out to him with his full pension, he would not take it.

"It wouldn't be good if I got my pension while the other strikers are still

pension

But Mr Ntengu told the Herald yesterday that even if Mr Morum came out to him with his full pension, he would not take it.

"It wouldn't be good if I got my pension while the other strikers are still suffering," he said.

Mr Ntengu said the first time he heard that he was due to retire was at a strikers' meeting on Wednesday. "I just worked," he said. "I didn't know when I was going to retire."

He said he had worked in the same job at Firestone for 23 years, and earned about R40 a week.

140A

# Strikers damage

By BEN MACLENNAN

ANGRY Firestone strikers yesterday damaged the cars of four men who went back to work and threatened violence to others who had returned.

The Eastern Cape police liaison officer, Major Gerrie van Rooyen, said police were monitoring the situation and would step in if necessary.

The threats to returning workers came after about 1 500 strikers lost their jobs for not returning to work since Wednesday.

Firestone management had said that if

the men did not report for their shifts, it would be regarded that they had resigned.

At a mass meeting on a soccer field near the factory yesterday morning, some men refused to accept this.

"If we have resigned, what are we doing here?" asked one.

Strikers said about 30 men had broken the strike and were working.

They decided to keep a watch on the factory gates to ensure that no work-seekers applied for what they regarded as their jobs.

One said that the men who had re-

sumed their jobs would "have a hard time when they come out".

The tyres of four cars belonging to men who had gone back were slashed and their exteriors damaged.

Firestone's managing director, Mr Peter Morum, said that instances of intimidation had been reported at the factory's main gate, where earlier in the day, a notice was put up advertising vacancies.

Mr Morum told the strikers' negotiating committee that it will give preference to the company.

# ALSO SEE THE STRIKERS WHO

people who had resigned from the company but that no commitments could be made on the re-unstatement of fits.

The strikers, representing all of Firestone's production staff, on Monday over the proposed Act, which will make it impossible for an employee to withdraw his pension contributions until the age of 65.

They rejected a guarantee from Mr Morum that the company would be exempt from the new law and that the reason for the strike no longer existed.

© See also Pages 3 and 5.



# Strikers will not go back till payout

By BILL GARDINER

A MEETING of about 500 Firestone workers today decided not to return to work until February 11 — the date management has promised to pay out workers' pension contributions

The decision came after about 1500 workers — the entire production work force — lost their jobs yesterday for failing to respond to a management ultimatum for a return to work

The strikers downed tools on Monday over the proposed new pensions legislation which will stop employees withdrawing their contributions before they retire

Firestone has, however, received a Government assurance that it will be exempted from the new regulations and has promised to pay out workers' contributions on February 11

As the pensions dispute at the Port Elizabeth tyre company entered its fifth day today, a member of the strikers' negotiating

committee, Mr Lawrence Vimbi, urged workers to return to work until February 11

He said that if management failed to honour its promise to pay out all pension contributions on that date, workers could elect to take further action against the company

A number of workers at the meeting today supported Mr Vimbi's call for a return

But the majority of workers elected to stay out until February 11 and return to the factory gates every morning to ensure that no workseekers applied for their jobs

Strikers yesterday damaged the cars of four men who went back to work

Firestone's managing director, Mr Peter Morum, confirmed today that a number of Firestone workers had returned to work today, but refused to disclose figures. He said the information would encourage intimidation

130  
140A  
152  
196  
300

Evening Post 30/1/51

## THE Firestone strike need never have happened.

When, at the beginning, the company's managing director, Mr Peter Morum, blamed it on a communications problem, he was right

For if there had been better communication between workers and management, their grievances might have been dealt with before they escalated into strike action

And had there been better communication, it would almost certainly not have ended with 1500 strikers out of work and bitterly angry

The strike was sparked by dissatisfaction over proposed Government legislation that would not allow employees to withdraw pension contributions until they were 65

It began on Sunday night and climaxed on Wednesday when workers ignored a management deadline to return to work — and lost their jobs

At the start of the strike, formal communications between management and the strikers were non-existent

They had no spokesmen, and it was only on Tuesday that, at management's request, they chose a negotiating committee.

But even when the committee had been chosen, the problems continued

When management officials returned to their offices after a round of talks, the negotiating committee held its report-back meetings in the open air, with up to 600 workers straining against a blustery wind and the constant interruption of passing vehicles and trains to hear what was being said

On Tuesday afternoon, management suggested to the workers that they stay in the pension scheme and that Firestone apply for exemption from the proposed law — a proposal which one member of the committee said appeared to be the logical step for the strikers to take

But another committee member was under the impression that Firestone had suggested that workers simply remain in the scheme and that the company would not apply for exemption

When Mr Morum told the workers in black and white that the Government had, in fact, granted exemption, they rejected his guarantee

Firestone relies on the Government-initiated liaison committee system as a device for solving labour disputes

## LACK OF COMMUNICATION WAS AT THE ROOT OF THE TROUBLE

# The facts of the strike at Firestone

EP Herald 30-1-81

152 196  
322  
140A 129

### Special report by BEN MACLENNAN

Firestone's committee consists of eight workers and four management representatives

Mr Morum says the committee has worked "reasonably well in resolving issues on the shop floor before they escalate"

Workers, however, believe people are scared to speak out at the committee and say it is ridiculed

The committee, they claim, does not help them at all "They just help Firestone. When the company fires you, it fires you," said one worker

They say they told committee members many times last year about their dissatisfaction over the pension issue, but that nothing was done

"The committee members don't report back," one said "You have to go and ask them what happened"

Mr Morum says the eight workers are nominated and elected by their

fellows and that the "80 per cent poll in the election indicates that there is some support for the committee system"

But many workers don't believe they have free choice

"Firestone puts up a list of names (which Mr Morum says is the list of nominees) and says we must choose from them. They're all sellouts," said one worker

Another said that at election time anyone who wanted, could go to the personnel office to have his name put on the list

#### Voting

Asked about the 80 per cent poll, he said workers were forced to vote "When you come in for your shift, there's a voting table at the gate. If you don't vote, they don't let you in to work"

Said Mr Morum "If the liaison committee is as bad as they make out, why was it that in 1978, when so many other factories were having labour problems, were we unaffected?"

A well-represented union might have provided an alternative mouthpiece for the Firestone workers

But the union with most support among Firestone's black production workers, the National Union of Motor and Rubber Workers of South Africa (Numarwosa), has only about 250 members — far short of the more than 750 required before it will be recognised by the company

Workers' attitudes to Numarwosa vary

Said one "We don't want anything to do with any union. We've been paying dues (to Numarwosa) since 1973 and it has done nothing for us. Now it wants to come in on the strike. They had better stay away"

When Numarwosa supplied buses to take workers to a mass meeting at the end of the first day of the strike, workers ignored them

On the second day Numarwosa's general secretary, Mr Freddie Sauls, received an anonymous death threat telling him to "stop interfering with Firestone". And later angry

strikers chased away a man who they believed was a union official

Some workers said that although they were keen to join the union if it could improve things for them, they feared victimisation by the company

One worker said that when membership forms for Numarwosa were circulating in the factory, "the bosses said the forms were not allowed in there because we don't need a union"

Said Mr Morum "We don't like people wandering around with all kinds of forms in there"

One of the members of the strikers' negotiating committee, Mr Welcome Vimbi, said he did not like to discredit the liaison committee system completely, because it had done a lot for the workers, even though they might not realise it

Before the committee came into operation, there was no recognised avenue of communication at all between management and the workers

He said that management had possibly never taken the committee seriously enough over the pension issue

#### Ignorance

"Firestone should sound out workers and see if there is any means of either improving the liaison committee system or setting up a better means of communicating with workers," he said

Mr Vimbi also said that workers' ignorance of the issues at stake had aggravated the situation during the strike, and he suggested that some sort of educational programme — perhaps in the form of illustrated booklets "rather than the rulebooks with their subsections 12(b) as amended" — would have helped a great deal

Said Mr Morum "We did everything possible to clarify the pension scheme by talking to workers repeatedly, getting experts in to explain it to them. What else could we do? Ultimately, this issue was over a grievance not of our making"





U.D.A.



FM 30/1/81

## HERE COMES MACWUSA

After experiencing a volatile year of labour relations, Port Elizabeth motor companies face an added force this year — a new union seeking widespread community support, the Motor Assemblies and Components Workers Union of SA (Macwusa), will officially be launched in New Brighton township this weekend.

Macwusa, which initially began organising in the Ford Cortina plant last year where it now claims 97% membership, also claims substantial representation at General Motors and component factory Feltek.

The union has emerged as the first opposition to two well established unions in the area — the United Automobile Workers Union (UAW) and the National Union of Motor Assembly Workers (Numarwosa), both affiliated to the Federation of SA Trade Unions (Fosatu). The two unions merged at the beginning of the year.

In the past, Macwusa spokesmen have criticised the Fosatu unions for playing a limited union role by failing to serve their members' needs outside factory premises. Dumile Makanda, Macwusa organiser, says "We are a union, but are also very involved in community issues. We would not like to divorce the two roles."

The first hints of a new labour movement which would have close affiliations with community issues and organisations surfaced after the Ford strike in December 1979. Thozamile Botha, prominent in the Port Elizabeth Black Community Organisation (Pebco), became a union leader almost overnight. He was subsequently banned and fled the country. Macwusa clearly wishes to align itself with a growing tendency among certain unions to be

charismatic, militant and to have mass appeal.

The union's guest list for the opening congress reflects this. Thozamile Gqweta, SA Allied Workers Union (Saawu) national organiser and Joseph Mavi, organiser of the Black Municipality Workers Union, have been invited to the launch.

Macwusa adheres to at least one principle which is the cornerstone of both Saawu and the Black Municipality Workers Union — refusal to register. Says Makanda "We think, under the present system, we will stay unregistered."

A number of unions throughout the country have stoically refused to register. They are the Western Province General Workers Union, the African Food and Canning Workers Union, Saawu, and the Black Municipality Workers Union.

Macwusa has also adopted a similar approach to these unions — an emphasis on factory floor representation and a high degree of worker involvement in union activities. Makanda says "We want to form one united front — on the shopfloor."

The union says it will apply for recognition from companies in which it feels it has satisfactory representation. In the case of Ford and GM, the union may face difficulties as UAW and Numarwosa are well entrenched in the area.

Managements, too, will have difficulty in dealing with the new union as UAW and Numarwosa are registered and have representation on the Industrial Council. Whether they will be prepared to recognise Macwusa remains to be seen. Meanwhile the unions will be fighting for worker support.



frozen," says Fred Sauls, secretary of the National Union of Motor Assembly and Rubber Workers

Thozamile Gqweta, South African Allied Workers Union (Saawu) organiser points out that many workers, particularly those at the bottom end of the wage scale consider pension contributions as a form of savings "They rely on cashing in their contributions when they leave a job. Sometimes people are unemployed for some months and this lump sum provides them with some security during this period"

the Federation of SA Trade Unions (Fosatu) "The problem can be tackled on various levels, obviously there need not be a strike"

But, he says, no further steps should be taken by government without consultations with worker organisations

Louw says he has granted certain companies exemptions "In the draft Bill we have specifically provided for cases where companies are faced with industrial unrest or where there are migrant workers who demand their pension benefits. These exemptions will be for good and it will be up to the individual pension houses to decide whether they will accept contributors who wish to be exempted," he says

Unionists fear this may cause mayhem, with some workers seeking exemption while others opt for the new system Says Louw "We don't think there will be too much of a problem. There are other categories, such as immigrants and married women, who are already exempted"

#### Low wages

Black union objections to the frozen pension funds proposal are that black wages are too low for a scheme of this nature to be progressive Says Erwin "Because of the low wages paid, contributions are low and the final pensions are not nearly enough to live on. Workers would therefore prefer lump sum payments"

Unionists point out that workers fear that they will not be able to keep track of how much they have paid in, if they change jobs often. Similarly they feel they may lose track of previous payments if they change jobs and join a company which does not have a pension scheme. And there are fears that dependants will have trouble claiming benefits. They have had experiences with the workman's compensation payouts where government has lost track of many of the claimants. There is strong feeling that this may be repeated if their pensions are

### FM 30/1/81 WORKERS AND PENSIONS

#### Doubts over deferral

Proposals to freeze pensions have come in for their share of flak — not least from black workers, 1 000 of whom downed tools at Firestone PE this week, and demanded instant payment of their contributions

By the time the FM went to press the dispute had not been settled. On Tuesday workers rejected management proposals that they resign from the company to obtain their pension money, and then re-apply for jobs. The company has also offered to apply for exemption from the Registrar of Financial Institutions, or alternately to allow workers to resign from the pension scheme

Firestone workers are not the first to strike in objection to the proposals. In October last year workers at Wilson Rowntree (East London) called a work stoppage over the same issue. They returned to work after the assurance that they could withdraw from their pension scheme — then re-apply once legislation had been introduced and they had had time to assess its merits and demerits

In certain instances, companies have pre-empted the problem by allowing workers to resign from pension schemes with the understanding that they can re-apply once the law has been passed and assessed. Others have applied for exemption from Registrar of Financial Institutions. Wynand Louw

Says Alec Erwin, general secretary of

productivity of any

measuring performance for government... to the television spectrum, air space highways, national airports, harbours, federal forests, off-coming commissions such as how controlled to maximize any government maximize profits: er, electricity, gas, icted to "serve the with consequences

ways, told to "maximize public welfare and benefit" (The agency might be a nonprofit corporation for hospitals, colleges, or the post office.) How is "maximize public welfare" interpreted? In our example, maximize the number on board? Or maximize the catch on the boat? Or the social total? Maximizing the catch on board would, as we have seen, result in marginal products on board that are less than on shore, thereby reducing the social total—a social waste. The ambiguous goal "maximum public benefit and welfare" is sturdy and widespread, because its ambiguity permits the authorities wide latitude

boat (which is the same as total rent since we assume the boat is costless to operate). He charges a fee of 2.8 fish per person for the right to be on board. With an average catch of 6.8 out of which each pays 2.8 and keeps four, only five persons will want to be on board. Now the 14-fish rent (social gain) goes to the government and is distributed however the government sees fit. It would appear that the only difference between this and the private-property control system is in who gets the 14-fish gain. The private owners, seeking personal profits, also achieved the maximum social output.



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Miss G C Littlewort

Third Year (Silver Medal)

Miss N C Davidson

Fourth Year (Gold Medal)

P M Salmon

T J Cumming

D P Weeks

J H Rens

B F McClelland

Professor George Menzies Prize  
Awarded on results of final  
examinations to the best male  
student in Land Surveying or  
Civil Engineering.

J H Rens

Sammy Sacks Memorial Prize  
Awarded to the student with the  
best classwork in Engineering  
Drawing.

L Menegaldo

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obtaining the highest average  
mark.

G L Cragg

STAR 2/2/81  
Firestone  
queue to  
sign on

Own Correspondent

PORT ELIZABETH —  
The week-long strike at  
the Firestone tyre plant  
in Port Elizabeth has been  
broken

Managing director Mr  
Peter Morum said more  
than 300 workers reported  
for work early today and  
many more workers who  
had "resigned" were  
crowding outside the  
plant gate, waiting to be  
signed on

"I expect the full com-  
plement of workers, both  
blacks and coloureds, to  
be signed on by the end  
of today," Mr Morum said

PENSION CHANGE

The 1500 strikers down-  
ed tools last Monday  
over proposals which  
would make it impossible  
for an employee to with-  
draw his pension contribu-  
tions until he is 65

Despite a guarantee  
from Mr Morum that  
Firestone would be  
exempted from the pro-  
posed legislation, they de-  
manded that their contri-  
butions be paid out before  
they resumed work

When they did not  
meet a management dead-  
line to return to work,  
they lost their jobs

152 (190A) 139/112 (300) Ev. Post 2 2 81  
**Strike at Firestone called off**

By **BILL GARDINER**

THE eight-day strike at Firestone, Port Elizabeth, ended at the weekend as strikers decided to return to work — amid fears that they would not get their jobs back

Firestone's managing director, Mr Peter Morum, said today the company had signed up about 400 workers, but the company was not obliged to re-employ former employees

About 1 500 workers downed tools last week over the proposed amend-

ment to the Pension Act which will stop employees withdrawing their pension contributions before they retire

Firestone, however, received Government assurance that the pension fund would be exempt from the new regulations and promised to pay out pension contributions on February 11

Workers lost their jobs on Thursday when they rejected a management ultimatum for a return to work because they were

not convinced management would honour its promise

Mr Morum said late on Friday afternoon workers had been returning "in their hundreds" and it was reported that coloured workers were the first to opt for a return to work

Today, however, he said only 400 had been signed up by the company to date because of the paper work involved

He stressed that Firestone had made no obligation to re-employ workers "There is no re-employ-

ment They elected to resign and the company has chosen to employ anybody"

He could not stipulate how long the employment process would take to complete, but predicted it would be over "in the near future" and the factory would be back to full production "during the course of the week"

About 400 people gathered outside the factory gates today waiting to be signed up again



THE Firestone strike need never have happened

At the beginning, the company's managing director, Mr Peter Morum, blamed it on a communications problem.

And he was right. If there had been better communications between workers and management their grievances might have been dealt with before they escalated into strike action.

And had there been better communication, it would almost certainly not have ended with 1 500 strikers out of work and bitterly angry.

The strike was sparked by dissatisfaction over proposed Government legislation that would prevent workers from withdrawing pension contributions until they are 65.

It began on Sunday night and climaxed on Wednesday when workers ignored a management deadline to return to work, and lost their jobs.

At the start of the strike, formal communications between management and the strikers were non-existent.

They had no spokesman, and it was only on Tuesday that, at management's request, they chose a negotiating committee.

But even when the committee had been chosen, the problems continued.

When management officials returned to their offices after a round of talks, the negotiating

committee held its report-back meetings in the open air, with up to 600 workers straining against a blustery wind and the constant interruptions of passing vehicles and trams to hear what was being said.

On Tuesday afternoon management suggested to the workers that they stay in the pension scheme and that Firestone apply for exemption from the proposed law — a proposal which one member of the committee said appeared to be the logical step for the strikers to take.

But another committee member was under the impression that Firestone had suggested that workers simply remain in the scheme and that the company would not apply for exemption.

When Mr Morum told the workers in black and white that the Government had in fact granted exemption, the rejected his guarantee.

Firestone relies on the Government-initiated liaison committee system as a device for solving labour disputes.

Firestone's committee consists of eight workers and four management representatives.

Mr Morum says the committee has forwarded 'reasonably well' 17 resolving issues on the shop floor before they escalate.

Workers, however, believe people are scared to speak out

# The strike RDM that need never have happened

Last week about 1 500 workers at Firestone in Port Elizabeth lost their jobs when they ignored a management ultimatum to return to work after a four-day strike BEN MACLENNAN examines the underlying issues

at the committee and say it is ridiculed.

The committee they claim, does not help them at all.

"They just help Firestone when the company fires you, it fires you," said one worker.

They say they told committee members many times last year about their dissatisfaction over the pension issue, but that nothing was done.

have they have free choice. "Firestone puts up a list of names (which Mr Morum says is the list of nominees) and says we must choose from them. They're all sellouts," said one worker.

Another said that at election time any one who wanted could go to the personnel office to have their name put on the list. Asked about the 80%, he said workers were forced to vote. "When you come in for your shift there's a voting table at the gate. If you don't vote they don't let you in to work."

Said Mr Morum: "If the liaison committee is as bad as they make out, why was it that in 1978, when so many other factories were having labour problems, were we unaffected?"

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But the union with most support among Firestone's black production workers, the National Union of Motor and Rubber Workers of South Africa, has only about 250 members — far short of the more than 750 required before it will be recognised by the company.

Workers' attitudes to Numarwosa vary. Said one: "We don't want anything to do with any union. We've been paying dues (to Numarwosa) since 1973 and it has done nothing for us. Now it wants to come in on the strike. They had better stay away."

When Numarwosa supplied buses to take workers to a mass meeting at the end of the first day of the strike, workers ignored them.

On the second day, Numarwosa's general secretary, Mr Freddie Sauls, received an anonymous death threat telling him to "stop interfering with Firestone." And later angry strikers chased away a man they believed was a union official.

Some workers said that although they were keen to join the union if it could improve things for them, they feared victimisation by the company. One worker said that when membership forms for Numarwosa were circulating in the factory, "the bosses said the forms were not allowed in there because we don't need a union."

Said Mr Morum: "We don't like people wandering around with all kinds of forms in there."

One of the members of the strikers' negotiating committee, Mr Welcora Yimbi, said he did not like to discredit the liaison committee system completely, because it had done a lot for the workers, even though they might not realise it.

Before the committee came into operation, there was no recognition avenue of communication at all between management and the workers.

He said management had possibly never taken the committee seriously enough over the pension issue.

Firestone should sound out workers and see if there is any means of either improving the liaison committee system, or setting up a better means of communicating with workers," he said.

Mr Yimbi also said that workers' ignorance of the issues at stake had aggravated the situation during the strike, and suggested that some sort of educational programme — perhaps in the form of illustrated booklets "rather than the rule books with their subsections 1 2(b) as amended" would have helped a great deal.

Said Mr Morum: "We did everything possible to clarify the pension scheme by talking to workers repeatedly, getting experts in to explain it to them. What else could we do? Ultimately, this issue was over a grievance not of our making."

RDM 2/8/1983  
 Bus drivers  
 union is  
 accepted now

40A

DURBAN — The Durban Transport Management Board has recognised a non-racial and unrecognised trade union to act on behalf of its 600 bus drivers. The board has entered into an agreement with the Transport and General Workers' Union, and has granted the union stop-order facilities. Eight shop stewards have been elected. The TGWU has about 75% membership among their

drivers. A spokesman for the union said "The board has recognised us now, so things will develop from here. We hope soon to have a full agreement covering all aspects of working conditions and pay." — Sapa

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 examinations to the best male  
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Professor George Menzies Prize

- B F McClelland
- J H Rens
- D P Weeks
- T J Cumming
- P M Salmon

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Miss N C Davidson

Third Year (Silver Medal)

Miss G C Littlewort

Second Year (Bronze Medal)

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Handwritten signatures and marks, including a large circle and the number 87.



# Registrations: Fosatu hits 'disastrous terms'

5.1.10K  
7/12/81  
(140/1A)

By Drew Forrest

The first trade union affiliates of the Federation of South African Trade Unions (Fosatu) have been officially registered in terms of the Government's new labour deal — but on terms which have been severely criticised.

After nearly a year since their original applications, the Chemical Workers Industrial Union, the Sweet, Food and Allied Workers Union and the Paper, Wood and Allied Workers Union had received registration certificates, Fosatu general

secretary, Mr Alec Finin said.

But far from expressing relief at the outcome, he described it as a 'disastrous move on the part of the State'.

This was because the unions had been registered for blacks only, he said. Although Fosatu's affiliates have largely an all-black membership, the federation had made an uncompromising stand on the principle of non-racial unionism.

No formal decision on how to respond to the granting of racial registra-

tion certificates had yet been taken by Fosatu.

A possible outcome, is the withdrawal of the federation from the whole registration exercise.

After a meeting late last year with the Minister of Manpower Utilisation, Mr Jamie Botha, Fosatu warned that unless the State met certain conditions — including the registration of its affiliates for all race groups — it would reject registration.

Mr Finin said the Industrial Registrar appeared to have upheld the objections of registered

white and coloured unions to the non-racial scope of the registration of Fosatu affiliates.

A flood of such objection, is known to have reached the registrar's office and they have been attacked by Fosatu.

Last year The Star revealed that the Department of Manpower Utilisation was severely embarrassed by the objections which forced it to choose between the registration of the Fosatu unions on their terms, and the interests of the white labour movement.

The following table lists the names of the unions registered and the date of registration. The names are listed in the first column and the dates in the second column. The names are: Chemical Workers Industrial Union, Sweet, Food and Allied Workers Union, Paper, Wood and Allied Workers Union. The dates are: 12/1/81, 14/1/81, 16/1/81.

Union Name	Date
Chemical Workers Industrial Union	12/1/81
Sweet, Food and Allied Workers Union	14/1/81
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Paper, Wood and Allied Workers Union	16/1/81

# Unions in crisis over racial registration

CT 18/2/81

140A 154

Own Correspondent

JOHANNESBURG — The government's new labour dispensation faced a serious crisis yesterday after unions affiliated to the Federation of South African Trade Unions (Fosatu) were granted government registration — but on a racial basis.

Mr Alec Erwin, Fosatu's general secretary, warned yesterday that the body would reconsider its willingness to accept registration if appeals to change the registrations failed.

All Fosatu unions have non-racial constitutions, but the registration certificates for three unions received so far — granting them entry to the official bargaining system — have given them registration for some race groups only.

One Fosatu union is only registered for coloured workers in Port Elizabeth and for black workers only in Durban. Others have certificates allowing them to bargain officially only for black workers.

Registration certificates for two other Fosatu unions are expected soon.

Yesterday Mr Erwin described the certificates as "unacceptable". He said Fosatu would appeal against them to the Minister of Manpower Utilization and, if unsuccessful, would appeal to the Supreme Court.

However, Dr P J van der Merwe, Deputy Director-General of Manpower Utilization, said the department fully recognized the right of unions to order their affairs as they wished.

## Must comply

Its only task was to ensure that registration applications complied with present legal prescriptions, which could allow differences of opinion on "purely technical points of law" and he urged dissatisfied unions to continue discussions with the department.

Fosatu and the Council of Unions of South Africa (Cusa) are the only members of the independent black union movement who have agreed to seek government registration. Fosatu said it would do so only if its unions were allowed to remain non-racial.

A Fosatu decision to reject registration would mean that the vast bulk of the independent black union movement would remain outside the official bargaining system. Some top government men regard Fosatu's participation in the new dispensation as crucial.

Fosatu's "racial" registration follows a decision by the

Minister of Manpower Utilization, Mr Fanie Botha, to allow Fosatu unions to apply for registration on a non-racial basis.

In terms of labour law, these applications were published in the Government Gazette and objections invited from rival unions. A spate of objections was received, many of them claiming that Fosatu had no right to represent workers of a particular race group.

## Upheld

The industrial registrar now appears to have upheld these objections and registered Fosatu unions only for those races for which they have substantial membership.

The only Fosatu union with full non-racial registration is an already registered coloured union.

Registered unionists and official sources argue that Fosatu unions are predominantly black and have no white members and few members of other races.

They therefore argue that, in terms of the Industrial Conciliation Act, Fosatu unions should not be entitled to official bargaining rights on behalf of non-black workers.

Mr Erwin said yesterday, however, that "the situation is extremely fluid" and that predominantly black unions were "rapidly" recruiting members of other races. Many Fosatu unions had received membership applications from white workers, he said.

"In terms of these certificates, every time we want to vary our scope to include these workers, it will take four or five months — which will make industrial relations unworkable."

## Disaster

The registration system was not designed for changing circumstances and it would be a disaster if Fosatu unions accepted "racial" registration, he added.

The industrial registrar, Mr M le Roux, declined to comment on the registrations as they were subject to appeal.

Dr Van der Merwe said the department recognized the principle of trade union autonomy and had no objection to registering trade unions on any basis they chose.

Insisting that there were no policy differences at issue, he said the possibility of the department reaching other conclusions on "technical points of law" could not be excluded.

"If necessary, we may even refer the matter to neutral legal advisers."



# Unions to appeal on racial registration

(139) (140A)

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One Fosatu union is registered for only coloured workers in Port Elizabeth and black workers in Durban. Others can bargain officially for black workers only

Certificates for two other Fosatu unions are expected soon

Mr Erwin said the certificates were "unacceptable", and that Fosatu would appeal against them to the Minister of Manpower Utilisation and, if unsuccessful, to the Supreme Court

Dr P J van der Merwe, deputy director-general of Manpower Utilisation, said the department recognised the right of unions to order their affairs as they wished

Its only task was to ensure registration applications complied with legal prescriptions, which could allow differences of opinion on "purely technical points of law", and he urged dissatisfied unions to continue discussions with the department

Fosatu and the Council of Unions of SA are the

only members of the independent black union movement who have agreed to seek government registration

A Fosatu decision to reject registration would mean the vast bulk of the independent black union movement would remain outside the official bargaining system, which would severely weaken the system's representativeness and credibility

The row over Fosatu's applications may also deal a serious blow to the new labour system among overseas unionists, with whom several Fosatu unions have close links

Fosatu's "racial" registration follows a decision by the Minister of Manpower Utilisation, Mr Fanie Botha, to allow Fosatu unions to apply for registration on a non-racial basis.

The industrial registrar

appears to have upheld objections that Fosatu had no right to represent workers of a particular race group, and registered Fosatu unions only for those races for which they have substantial membership

The only Fosatu union with full non-racial registration is an already registered coloured union open to other races

Registered unionists and official sources argue that Fosatu unions are predominantly black, have no white members and few members of other races, so should not be entitled to bargain on behalf of non-black workers

Mr Erwin said, however, that the situation is extremely fluid and that predominantly black unions were "rapidly" recruiting members of other races, including white workers — DDC

FRIDAY, FEBRUARY 20, 1981

# LABOUR PAINS

140A

BS

ON THE face of it, the Government's decision to grant registration on a racial basis only to three trade unions affiliated to the Federation of South African Trade Unions (Fosatu) looks like a serious and inexplicable contradiction of the non-racial principle that runs strongly through the three Bills that are the cornerstone of its new labour dispensation.

On closer examination, however, it seems that the decision is due not so much to reluctance by the Government to carry out its repeated assurances as to certain legal complications arising from a power struggle that has been developing for some time on the highly fluid trade-union scene.

The trade-union spectrum at the moment ranges from the Council of Unions of South Africa, which emphasises black leadership, to the massively conservative South African Confederation of Labour. The centre positions are held by the venerable Trade Union Council of South Africa (Tucsa), which represents more than 300,000 workers of all races, and the recently registered Fosatu, which leads the independent black labour movement but is, like Tucsa, non-racial in its approach to all matters.

At the Tucsa conference last year tensions between affiliated unions and other unions over funds and recruitment were damped down by sober pleas to the movement as a whole to refrain from establishing new unions where workers were already organised, and to try to resolve differences between competing unions by discussion and negotiation. But the vexed question of who belongs under

what umbrella remains

Fosatu has said that it will seek Government registration for its affiliates only if they are allowed to remain non-racial. And it is widely conceded that if the large black labour force represented by Fosatu were to remain outside the official bargaining system the credibility of the new labour dispensation would suffer both here and abroad.

But the law is that applications for the registration of non-racial unions must be gazetted and can be opposed by rival unions. It appears that the industrial registrar has upheld objections from a substantial number of unions which maintain that membership of Fosatu unions is so overwhelmingly black that they do not have the right to represent workers of other races.

The Department of Manpower Utilisation says there are no policy differences at issue and appears anxious to resolve the matter by discussion.

Meanwhile the all-white Confederation of Labour is likely to erupt over the decision of white Railways policemen to open their union, the SA Railways Police Staff Association, to coloureds, Asians and Africans. Another powerful Railways union, the SA Footplate Staff Association, already has Government permission to become fully non-racial.

Recognition of the essential identity of interests of all workers seems to be percolating through to even the most conservative strongholds, but is the trade union movement flexible enough to cope with the new situation?



UP 2/21/31  
Union to appeal against  
govt racial registration

One independent  
A TRADE UNION linked to  
the Federation of SA Trade  
Unions has decided to appeal  
against government registra-  
tion on racial basis and not to  
accept registration if his ap-  
peal is resolved

A trade union leader this  
week said that conditions  
received registration certifi-  
cates which prevented them  
from bargaining officially for  
some time ago

Registration certificates are  
still on the way to other  
Federation unions but it is believed  
they also restrict the unions  
official bargaining rights on ra-  
cial grounds

Official spokesmen have ar-  
gued that the government's in-  
dustrial registrar is forced to  
apply the law as it now stands  
and that the law currently lays

down that unions with insuffi-  
cient representation for a par-  
ticular group should not be  
allowed to officially bargain for  
that time

They have added that this  
situation will be changed  
when amending legislation is  
introduced in Parliament

Posatu has argued that the  
registrar is not compelled to in-  
terpret the law racially

When it agreed to apply for  
registration Posatu said it  
would only accept official bar-  
gaining rights if they were non-  
racial it has said it will appeal  
against the decision to the Min-  
ister of Manpower Utilization  
and if unsuccessful to the  
Supreme Court

Posatu has also warned that  
it could withdraw from the gov-  
ernment's bargaining system if  
its unions registration remains  
racial

(6)

also be delaying their visit to a doctor until advanced pathology set in, with the associated higher cost of curing them, increased morbidity and possible death. The possibility also exists that the existence of convenient relatively cheap (from the patients' point of view - 50c if correct income concealed) medical care, has led to some social iatrogenesis (10) - a reduced inclination and ability for self-care so that trivial complaints 'are taken to the doctor' for professional care.

(1.3) The method of the paper

The method of the paper is to examine the theory of cost benefit analysis, to consider the logical foundations of the technique particularly the flaws in the compensation principle and the conflict between efficiency and equity considerations. Apart from the foundations in welfare economics, the emphasis is on application of the technique in the health sector. This work makes no pretence at being original but draws from an extensive literature on the pure theoretical aspects, and on the application to health programmes.

The figures for ca patient, attendance maternity are take kept by individual. Information on ind times - and on sub of 1 000 patients, half at five Day H sized Day Hospital 5% significance le structure and staf great deal of info discussion with th

Footnotes:

- (1) Cape of Good Hope to be defrayed from the local funds for the year ending March 1950 and March, 1977.
- (2) See Feldstein Ch.1.
- (3) See for example Dick
- (4) Ferster in "Measuring for Management". N.P.H.T.
- (5) Gruer p.390.
- (6) Nurock (1974) p.1053.
- (7) Bryant p.116

7/.....

(7)

- (8) King 11.1
- (9) Mr. P.J. Loubser Argus 10.7.78
- (10) Illich "Medical Nemeses".

pressed is that by granting registration certificates along racial grounds the Department of Manpower Utilisation is inviting employers to create racial friction. Employers can turn on unions and demand that they organise one race group of workers only. This can only have the effect of creating greater racial polarisation contends one observer

UNIONS    
**Racial hassles**

FM 20/2/81

The Federation of SA Trade Unions (Fosatu) is facing its gravest crisis since its inception three years ago following government's steps this week to grant three of its unions registration certificates based on racial criteria

No information is available on the identity of the three unions but union sources say two have been given permission to organise black workers only and one to organise white workers only

In an interview with the FM Fosatu's Alec Erwin said "We have not yet decided on the exact steps to take" Basically Fosatu can appeal to the Minister of Manpower utilisation and, if unsuccessful, take the matter to the Supreme Court

Another option, which could appeal to some militants, is withdrawal from the registration procedure - and thus from the official conciliation set-up

Fosatu's withdrawal from the registration procedure would have serious ramifications for the Department of Manpower Utilisation, which has desperately tried to win black unions over to its "new labour dispensation" since the first Wiehahn reports appeared two years ago. It has been only partly successful, with a large number of black unions still refusing to register

Fosatu's main objection to the registration certificates is that they are the result of "racial implementation of the legislation"

Fosatu contends that occupation, industry and area are the only criteria to be considered in registration applications "The department is making race a fourth category," says Erwin. He argues that the registrar has accepted the "logic of the objections placed by unions on racial grounds. Fosatu affiliates believe that these objections should be ignored and that race cannot be held to be an industrial interest"

This, says Erwin "makes the registration procedure less attractive for a great many more unions than is the case at present"

Furthermore, Fosatu argues, the granting of certificates along racial lines makes union organisation impractical. Says Erwin "Since we submitted our applications at the beginning of last year we have had members of different racial groups join the unions in question. What are we at this stage meant to do with these members?"

Another fear labour observers have expressed is that the granting of certificates along racial lines will lead to a fragmentation of the labour movement. This work makes no pretence at being original but draws from an extensive literature on the pure theoretical aspects, and on the application to health programmes.

TABLE 8

Response to question -  
 "Rank the importance of the following criteria for the selection of medical students"

1	Personal interview
2	Personality
3	Academic results
4	Entrance exam
5	Previous qualifications
6	Age
7	Nationality
8	Sex
9	Random selection
10	Proximity to UCT
11	Race

# 'Racial' unions unacceptable

2/12/81

SCAPK

1401A  
154

Two more trade unions affiliated to the Federation of South African Trade Unions (Fosatu) have been registered on racial terms — drawing a sharp reaction from the federation's officials

The registration of the Transport and General Workers' Union for blacks and coloured workers only, and of the Metal and Allied Workers' Union for blacks only, was "entirely unacceptable," the general secretary of Fosatu, Mr Alec Erwin, said yesterday

Five Fosatu unions have now received racial registration certificates — a policy which could have serious repercussions for the State's new labour deal. One of the fastest-growing union federations in the country, Fosatu has warned that unless its affiliates are registered for all race groups, it may reject registration altogether

Reacting to Government assurances that existing registration procedures are to be reviewed by the National Manpower Commission, Mr Erwin said

such action "came far too late."

The Industrial Registrar appeared to have upheld the objections of white and coloured registered unions to the non-racial registration of Fosatu's affiliates, he said. This indicated the State had "misunderstood" the federation's arguments on the registration issue

A formal decision on how to respond to the "racial" registration would be made within the next fortnight, Mr Erwin said.



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**Third Year (Silver Medal)**

Miss N C Davidson

**Fourth Year (Gold Medal)**

P M Salmon

T J Cumming

D P Weeks

J H Rens

B F McClelland

**Professor George Menzies Prize**  
Awarded on results of final  
examinations to the best male  
student in Land Surveying or  
Civil Engineering.

J H Rens

**Sammy Sacks Memorial Prize**  
Awarded to the student with the  
best classwork in Engineering  
Drawing.

L Menegaldo

**A E & C I Prize**

For the first year student

obtaining the highest average

mark.

G L Cragg

'Racial'  
RDM 21/2/81  
listings  
140A  
UPSET

**unions**

By STEVEN FRIEDMAN  
Labour Reporter

TWO more unions affiliated to the non-union ILEF division of SA Trade Unions (TUC) have been granted racial registration certificates for the first time.

The ILEF unions are the Mot L and Allied Workers Union and the Transport and General Workers Union (TGWU) which has been registered to represent black workers only.

In another development it has been disclosed that the ILEF division has also granted racial registration certificates to the Workers Union of Britain (WUB) and the National Union of Marine Workers (NUMW).

A statement issued this week said that the TUC has granted racial registration certificates to these unions because they are engaged in bargaining for some of its members.

One union was allowed to negotiate officially for coloured workers only in Port Elizabeth - but black workers only in Durban.

It is said that the TUC has agreed to register racial registration certificates to these unions because they are engaged in bargaining for some of its members.

The NUMW has resolved to appeal against the Government's decision, but has decided not to use racial registration certificates until this has been resolved.

The TUC has said that the unions are not to be registered because they are engaged in bargaining for some of its members.

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At this stage the federation

CT 23/2/81 (62) (134) (140A) (134)

# US firm opposed to 'racial' unions

Own Correspondent

JOHANNESBURG — A major company has criticized the government's decision to grant trade unions affiliated to the Federation of SA Trade Unions "racial" registration

Mr Murray Rogers, managing director of Kellogg's (SA), said in an interview that his company was "disappointed" by the government registrar's decision and felt that it made "a mockery" of labour reforms

"The effect of this decision is that these unions are prevented from representing the workers of their choice and we sympathize with them in their

plight," he added

Kellogg's recognizes a Fosatu-affiliated trade union, the Sweet, Food and Allied Workers Union, which is one of those Fosatu unions to have received a registration certificate preventing it from bargaining officially for some race groups

Mr Rogers said that as a US company operating in South Africa, Kellogg's was committed to desegregation in the workplace

"As such, a non-racial union, such as those affiliated to Fosatu, is precisely the type of union we would prefer to have to deal with

"However, this decision

seems to make it impossible for us to deal with one union. Unless it is rescinded, we could have to deal with separate unions for each race group. Having taken a decision to desegregate, we would be forced against our will to re-segregate in a crucial area"

This created problems for US companies operating here which were keen to demonstrate to their critics that they were fully committed to desegregation

He added that it was possible that whites would be working alongside blacks on the Kellogg's packing line within the foreseeable future

"We cannot see the sense of forcing people doing the same jobs to belong to different unions"

The company was also worried about the decision because it could prompt Fosatu unions to reject registration

"We want to work within the law and the official labour system. But this decision is making this difficult to achieve"

Mr Rogers said he hoped Fosatu unions would decide to "take a sensible view of the decision and appeal against it". The company hoped the appeal would succeed in overturning the decision

# 'Race' bar on unions criticised

EDM 23/2/81 (157) 1402A

By STEVEN FRIEDMAN  
Labour Reporter

A MAJOR company has criticised the Government for granting "racial" registration to trade unions affiliated to the Federation of SA Trade Unions.

It is rare for individual employers to take a stand publicly on controversial issues of labour policy.

Mr Murray Rogers, managing director of Kellogg's (SA), told the Rand Daily Mail that his company was "disappointed" by the Government registrar's decision, and felt that it made a "mockery" of labour reforms.

"The effect of this decision is that these unions are prevented from representing the workers of their choice, and we sympathise with them in their plight," he said.

Kellogg's recognises a Federation of SA Trade Unions-affiliated (Fosatu) trade union — the Sweet, Food and Allied Workers Union — which is one to have received a registration certificate preventing it from bargaining officially for some race groups.

Mr Rogers said that Kellogg's was, as a United States company operating in South Africa, committed to desegregation in the workplace.

"As such a non-racial union such as those affiliated to Fosatu, is precisely the type of

union we would prefer to have to deal with.

However, this decision seems to make it impossible for us to deal with one union. Unless it is rescinded we could have to deal with separate unions for each race group. Having taken a decision to desegregate, we would be forced against our will to re-segregate in a crucial area."

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He added that it was possible that whites would be working alongside blacks on the Kellogg's packing line within the foreseeable future.

"We cannot see the sense of forcing people doing the same jobs to belong to different unions."

The company was also worried about the decision because it could prompt Fosatu unions to reject registration.

"We want to work within the law and the official labour system. But this decision is making this difficult to achieve."

Mr Rogers added that he hoped Fosatu unions would decide to "take a sensible view of the decision and appeal against it."

The company hoped the appeal would succeed in overturning the decision.

CHEMICAL

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  - Third Year (Silver Medal) Miss N C Davidson
  - Fourth Year (Gold Medal) P M Salmon
  - T J Cumming



# Trade unions will not use 'racial' registration certificates

14 DA  
25/2/81  
137  
135

Mercury Correspondent

JOHANNESBURG—In a blow to the Government's official labour system four trade unions affiliated to the non-racial Federation of South African Trade Unions (Fosatu) have resolved not to use Government registration certificates as long as these remain racial.

This means that the unions will not make use of any of the machinery which makes up the Government's official bargaining system for as long as their registration prevents them from bargaining officially for some race groups.

Their decision is a serious blow to Government labour plans because it means that the vast majority of the independent black trade union movement has decided to stay out of the official system — at least for the time being.

It is still likely, however, that the Fosatu unions will appeal against the registrar's decision racially restricting the groups they can bargain for — a move which could still open the way for them to join the official system.

Earlier this week, the Government's decision to grant Fosatu unions racial registration was criticised by the Nationalist newspaper Beeld.

The paper argued that Fosatu unions' desire to remain non-racial was consistent with Government policy that

unions should be autonomous — even if it did not strictly comply with legal requirements.

It said it hoped the Minister of Manpower Utilisation, Mr Fanie Botha, would consider the Fosatu appeals in the light of labour peace.

The four unions which have decided to reject racial registration are the Metal and Allied Workers Union, the Paper Wood and Allied Workers Union, the Sweet Food and Allied Workers Union and the National Union of Textile Workers.

The NUTW — which has not yet received a racial registration certificate but is expected to do so — took this decision some time ago.

The other three unions, it is understood, resolved to reject racial registration at individual union meetings held at the weekend. All three of them now have received racial registration certificates.

Government sources have argued that the registrar correctly applied the law as it stands and that the present registration procedures, which make racial registrations possible, will be amended soon.

Fosatu has claimed, however, that the registrar is not forced to take race into account when he decides on a union's registration application.

NOTES

1 "These events were simply overwhelming when they occurred student at the time of sulfanilamide and penicillin and I remember the earliest reaction of flat disbelief concerning such things we had given up on therapy a century earlier With a few exceptions which we regarded as anomalies, such as Vitarun B for pellagra, liver extract for pernicious anemia, and insulin for diabetes, we were educated to be skeptical about the treatment of disease Military tuberculosis and subacute bacterial endocarditis were fatal in 100 per cent of cases, and we were convinced that the course of master diseases like these could never be changed, not in our lifetime nor in any other. O er night, we became optimists, enthusiasts The realization that disease could be turned around by treatment, provided that one knew enough about the underlying mechanism, was a totally new idea just forty years ago. Best people have forgotten about that time, or are too young to remember it, and now tend to take such things for granted." (Thomas 1977 16)

In 1971 the National Health Policy Commission reported that the health care system was in a state of crisis. It noted that the health care system was not meeting the needs of the population, and that there was a need for a new health policy. The Commission recommended that the government should take a more active role in the health care system, and that there should be a new health policy. (Thomas 1977 16)

Only registered unions may join industrial councils

However, only one union which has not been established by a registered non-black union has been admitted to a council - the Steel, Engineering and Allied Workers Union which is affiliated to the Council of Unions of South Africa

The other two are steel and engineering, and transport The steel and engineering industrial council has now granted membership to three black unions

This makes the industry only the third which is known to have admitted a black union to its industrial council, a key element in the official bargaining system

A black trade union the Tucca-affiliated African Tobacco Workers' Union, has been admitted to the tobacco industry's industrial council

It is still likely, however, that the Fosatu unions will appeal against the registrar's decision racially restricting the groups they can bargain for - a move which could still open the way for them to join the official system

Their decision is a blow to government labour plans because it means that the vast majority of the independent black trade union movement has decided to stay out of the official system

This means that the unions will not make use of any of the machinery which makes up the government's official bargaining system for as long as their registration prevents them from bargaining officially for some race groups

JOHANNESBURG - In a blow to the government's official labour system, four trade unions affiliated to the non-racial Federation of South African Trade Unions have resolved not to use government registration certificates as long as these remain "racial"

Own Correspondent

Blow to govt labour system

5 "The guild privileges granted them by the state allow physicians to control entrance into the profession, via their control over medical schools, and to control certification of all workers (including those of lesser skills and grades) permitted to deliver medical care. So long as they are able to exercise these controls, they are able to extract a form of 'economic rent' from the consumers of their services" (Rodberg & Storer 1977: 107)

6. "A market is a pattern of regular, recurrent exchange relations between units of economic decision who transact their exchange in the market, and who sell their resources for money and buy with the money the resources desired. Certain in the market the various units have different offers and bids, the supplies and demands, against each other. The market is a process of adjustment and equilibrium that occurs in the market." (Lantier 1973: 33)

1 The American situation is described in the following terms. "In essence, federal health-care policy is formulated by multiple organizations in the Office of Management and Budget and Policy Advisors among physicians, state and local officials, contractors, and Congress, interests at the point of implementation. This array of voices local results, but it breaks to the first limitation of 'rational actor' approaches to policy: the uncertainty and disagreement which may arise from different institutions in the 'dance of legislation' represent different interests, values, and opinions; lacking a better way to make policy, it is not strange that our system follows its structural institutional and leaves great latitude for their expression and interaction" (Brown 1978 57)

10 Once upon a time - another fraternal society, the political role of the medical fraternity, as seen under a different sky. "No, then, should derouge it rather to stand if not the doctors, to be a man their sole study, and who, each day, in the homes of poor and rich, know ordinary citizens and among the highest in the land, in cottage and mansion, contemplate the human miseries that have no other origin but tyrant, and slavery." (Lantienas 1792, quoted in Foucault 1973: 33)

10 "The health care system is a market in which the interests of the state and the interests of the patients are in conflict. The interests of the state are to have a health care system that is efficient and cost-effective. The interests of the patients are to have a health care system that is accessible and of high quality. The health care system is a market in which the interests of the state and the interests of the patients are in conflict. The interests of the state are to have a health care system that is efficient and cost-effective. The interests of the patients are to have a health care system that is accessible and of high quality." (Lantier 1973: 33)

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# Four unions spurn 'racial' registration

RDM 25/2/81

140A

757

By STEVEN FRIEDMAN  
Labour Reporter

IN A blow to the Government's official labour system, four trade unions affiliated to the non-racial Federation of SA Trade Unions (Fosatu) have resolved not to use Government registration certificates as long as they are "racial"

This means they will not make use of the machinery which makes up the Government's official bargaining system as long as their registration prevents them from bargaining for some race groups

Their decision is a serious blow to Government labour plans, because it means most of the independent black trade union movement has decided to stay out of the official system — at least for the time being

It is still likely, however, that Fosatu unions will appeal against the registrar's decision to restrict racially the groups for which they can bargain

Earlier this week, the Government's decision to grant Fosatu unions "racial" registration was criticised by the Nationalist newspaper, Beeld

It said the unions' desire to

remain nonracial was consistent with Government policy that unions should be autonomous — even if it did not comply strictly with legal requirements

It said it hoped the Minister of Manpower Utilisation, Mr Fanie Botha, would consider the Fosatu appeals "in the light of labour peace"

The decision has also evoked criticism from the Kellogg's company, which recognises a Fosatu-affiliated union

The four unions which have decided to reject "racial" registration are the Metal and Allied Workers Union, Paper Wood and Allied Workers Union, Sweet, Food and Allied Workers Union, and National Union of Textile Workers (NUTW)

The NUTW has not yet received a "racial" registration certificate, but expects one, and took a decision some time ago

The other three unions, it is understood, resolved to reject "racial" registration at meetings at the weekend. All have received "racial" certificates

There has not yet been an official Fosatu response to the

Government decision, but it is understood a detailed statement outlining its unions' response will be issued soon

Recently a storm erupted in union circles when the Government's industrial registrar issued registration certificates to five Fosatu unions which prevented them from bargaining officially for some race groups

Government sources have argued that the registrar correctly applied the law as it stands at present, and that the present registration procedures, which make racial registrations possible, will be amended soon

Fosatu has claimed, however, that the registrar is not forced to take race into account when he decides on a union's registration application

Observers believe the incident has created serious problems for the Government's labour system

A Fosatu decision to withdraw from this system permanently would mean that most of the independent unions representing black workers had decided not to take part in the system

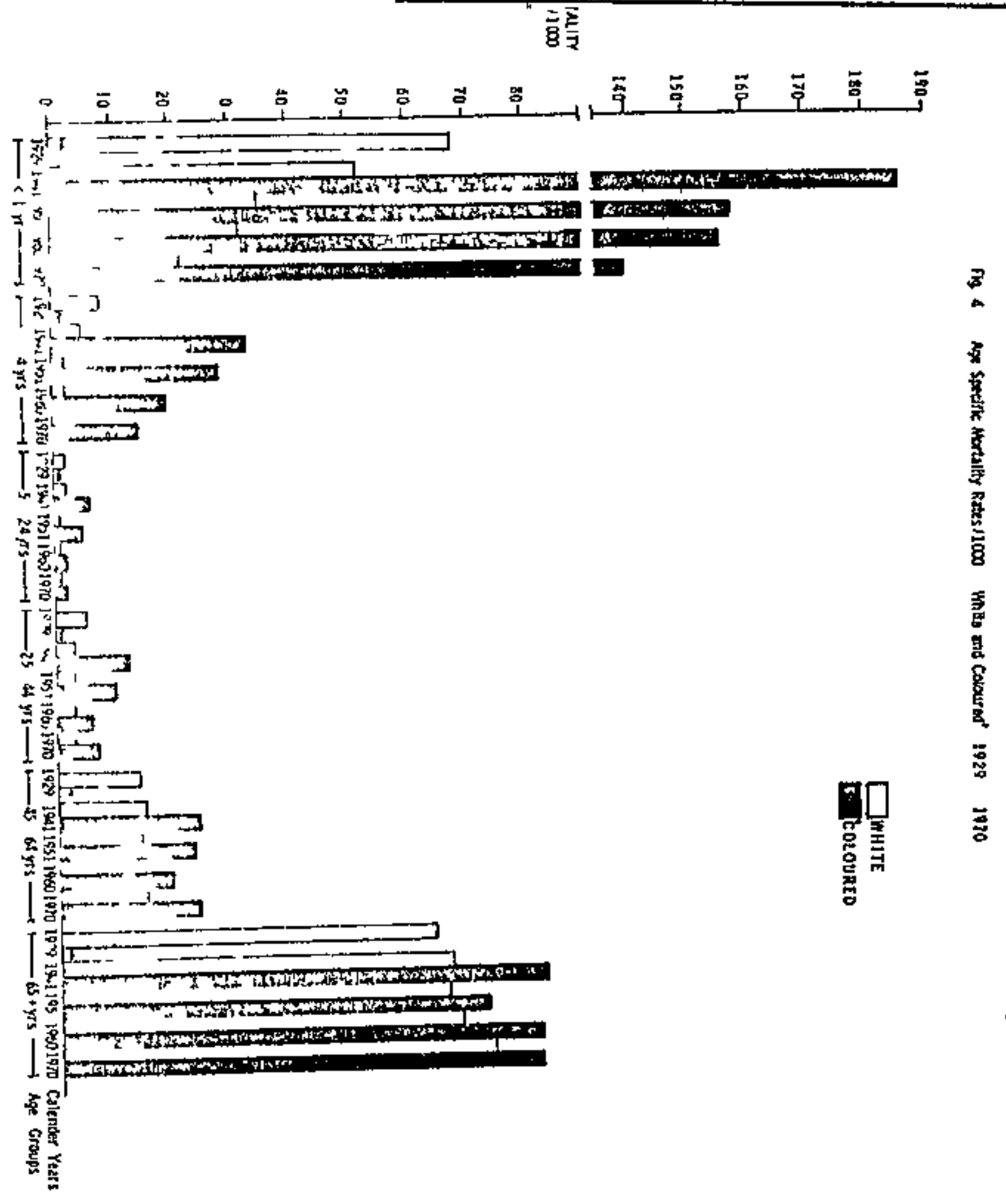
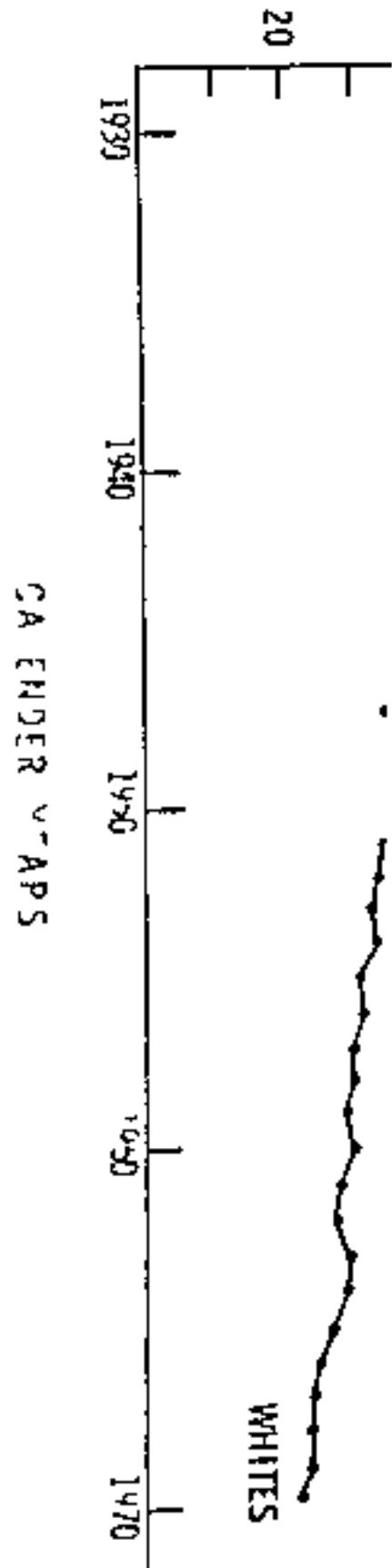


Fig 4 Age Specific Mortality Rates/1000 Whites and Coloured 1929 1970

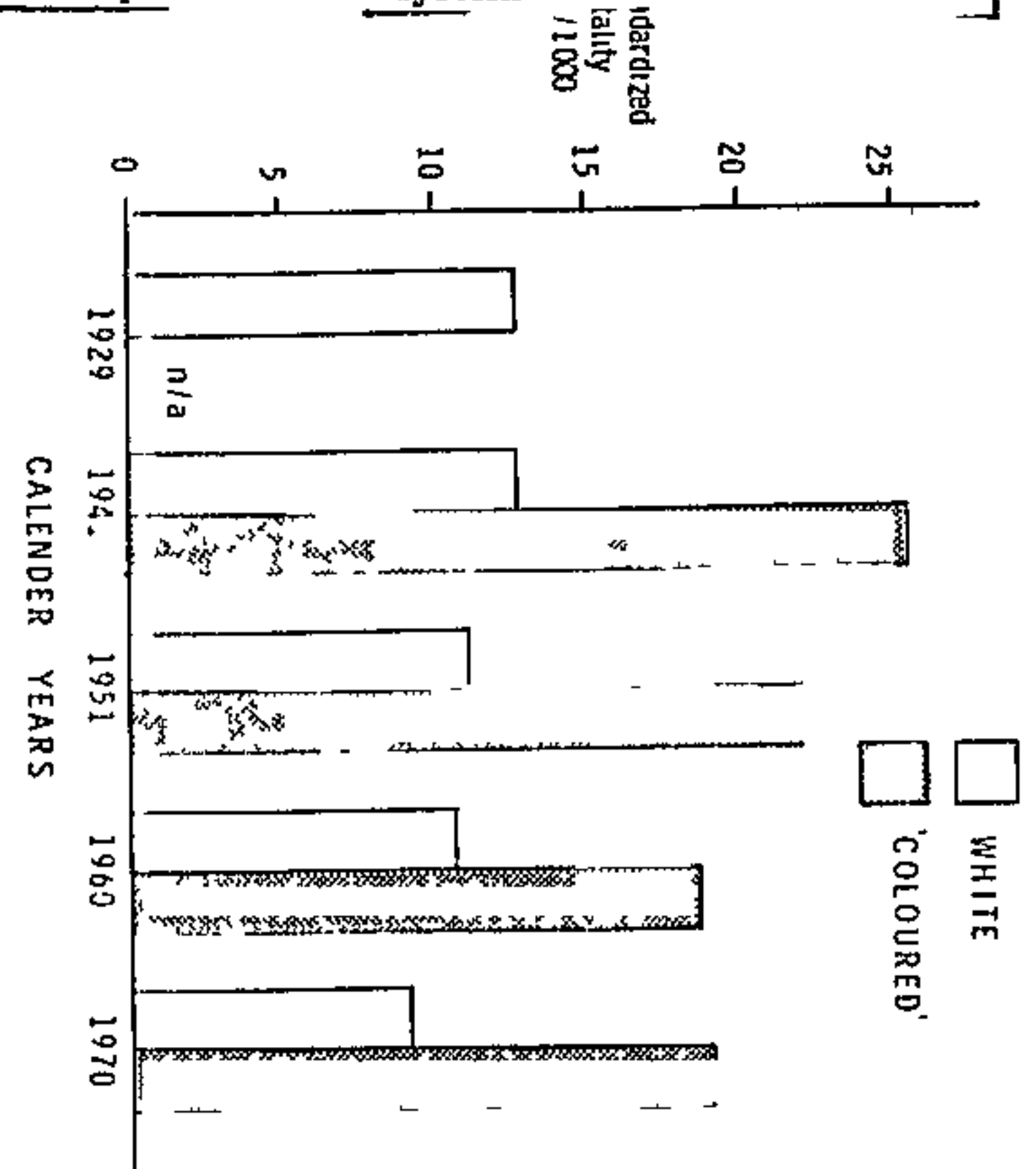


Fig 3 Standardized Mortality Rate/1000 Whites and Coloureds, 1929 - 1970



South African Federated Trade Unions  
 12 Dr A L BORAINÉ asked the  
 Minister of Manpower Utilization

- 25/2/81
- (1) Whether any unions affiliated to the South African Federation of Trade Unions have applied to him or his Department for registration, if so how many.
  - (2) whether registration certificates for such unions have been issued in respect of all race groups if not
  - (3) whether he will consider granting full registration to all such unions or any other unions which may apply

The MINISTER OF MANPOWER UTILIZATION

- (1) Yes Seven
- (2) No registration certificate has been issued to any of the unions concerned in respect of all race groups
- (3) In terms of the Industrial Conciliation Act the Industrial Registrar is charged with the registration of trade unions. By way of elucidation it may be mentioned that when registration is considered by the Registrar he is required by the Act to satisfy himself *inter alia*—
  - (a) that the applicant is serving the interests and area(s) in respect of which application is made and
  - (b) whether any objecting party is or is not sufficiently representative

If an applicant is not serving the interests and/or areas applied for and if no objecting union is sufficiently representative the Registrar may register the applicant in respect of such smaller interests and/or areas served by the applicant (in other words in

which members have been enrolled. In fact registration has been accorded to unions serving all race groups, as the Minister have to give attention thereto only in the event of any person who feels aggrieved by the decision of the Registrar appealing to me in terms of section 16 of the Act against such decision. I am therefore unable to indicate in advance whether I would, on appeal, set aside the Registrar's decision to register the unions concerned on a racial basis.

# Fosatu: Botha guarded

CT 26/2/81  
MOA

## Political Staff

HOUSE OF ASSEMBLY —  
The Minister of Manpower Utilization, Mr Fanie Botha, yesterday refused to give any indication whether he would allow Fosatu unions to represent all races

The Industrial Registrar recently granted provisional registration to seven Fosatu unions on the basis that they represented one race, but the unions have rejected this. The unions can now appeal to the minister to change this registration.

Yesterday, Mr Botha said the Industrial Registrar had to satisfy himself that unions applying for registration were serving the interests and/or areas applied for and if no objecting union was sufficiently representative, the registrar could register the applicant in respect of such small interests and/or areas served by the applicant.

"In fact, registration has been accorded to unions serving all race groups." As minister, he had to give attention to the matter only if any person felt aggrieved by the decision of the registrar.

Mr Botha confirmed that no registration certificate had been issued to the seven Fosatu unions to represent all race groups.

# Union row looms in steel industry

RDM  
27/2/81

(151)

(183)

(140A)

By STEVEN FRIEDMAN  
Labour Reporter

A PREDOMINANTLY black trade union claimed yesterday it had been denied organising facilities at a company by the country's biggest industrial council, despite the company's willingness to grant the facilities.

The accusation sparked new controversy about the country's official bargaining system with the union claiming the incident demonstrates again that industrial councils, which are an important part of the official system, are far from ideal for black workers.

However, Dr Errol Drummond, director of Seisa, the employer body on the council, said yesterday no final decision on the issue had been taken.

The Fosatu-affiliated Chemical Industrial Workers Union claims the industrial council for the metal industries has refused to allow it "stop order" facilities at a Pinetown plastics company. "Stop order" facilities mean union dues are deducted by an employer on a union's behalf.

Although the union is based in the chemical industry, it also organises plastics workers and

sections of the plastics industry fall under the metal industries' industrial council. The union said it now had a majority membership at a plastics company which falls under the scope of the council.

However, a clause in the metal industries' industrial agreement states that no union which does not belong to the council can enjoy "stop order" facilities in areas covered by the agreement without the council's permission.

Because the agreement is legally binding, it would be an offence for the company to grant facilities without permission. The union says it applied for exemption from this clause and was refused.

The reason given by the council was that it had not applied for registration in the plastics industry in Pinetown and that an exemption would only be considered if the union applied for this registration.

A union spokesman claimed yesterday: "It could take us months to have an application gazetted. And, if we decide to reject racial registration along with other Fosatu unions, we could have to wait longer."

He claimed that "we are being denied rights which we are entitled to as a majority union

and which the employer is prepared to grant us — all as a result of an agreement in which we had no part. Why should the council have the power to decide who gives us facilities?"

Dr Drummond confirmed yesterday that the union had asked for an exemption and that this had been refused by the council.

The exemption, he added, could only be granted to registered unions or to unregistered unions which submitted their constitution to the council and which had had their registration application gazetted.

Although the chemical union had submitted a constitution and a gazetted application, it had not applied for registration in the plastics industry.

"Until then they cannot qualify for an exemption. We try to make things as easy as possible, but we might as well have a textile union applying."

Dr Drummond said the employer concerned had applied for an exemption and this was still under consideration. "The matter hasn't been finally resolved," he said.

He added: "If the union were to have a registration application for the plastics industry gazetted, this would simplify matters considerably."



TABLE 4

Distribution of farms by number of sheep (x) and size of permanent male labour force (y)

No. sheep No. Men	No. of sheep (x)							Size of permanent male labour force (y)	
	0 - 999	1000 - 1999	2000 - 2999	3000 - 4999	4000 - 4999	5000 - 5999	6000 - 6999	7000 & higher	Total No. of farms
0 - 2	4	3							7
3 - 4		2	3						
5 - 6		4	2						
7 - 8			1						
9 - 10			1						
11 - 12							1		1
> 12				2			1	1	4
Total No. of farms	4	9	7	5	2	2	2	1	32

**Shot fired at Fosatu organiser**

PORT ELIZABETH — Police are investigating a shooting at the home of a trade unionist here early yesterday and a case of malicious damage to the car of a trade unionist in Uitenhage

Early yesterday, Mr Fuki Ali Shene, an organiser for the Federation of South African Trade Unions (Fosatu), was shot at through the window of his home in Schauderville.

In Uitenhage, the car of Mr Freddie Sauls, national organiser of the National Union of Motor Assembly and Rubber Workers of South Africa, was daubed with slogans "Vote for the HNP", "Sieg Heil" and "Wit Kommando"

Mr Sauls was reported previously to have received a death threat which was said to have come from the Wit Kommando.

— DDC.

# United car workers to elect new leaders

Labour Reporter

The National Union of Motor Assembly and Rubber Workers of South Africa (Numarosa) is reorganising its membership to form one united body.

Numarosa, which is based in Port Elizabeth, joined two affiliated Western Cape motor workers' unions in November and January to form one body.

The other unions were the United Automobile, Rubber and Allied

Workers' Union and the Western Province Motor Assembly Workers' Union.

A convention is being planned in the next few weeks to elect one Numarosa executive, union spokesmen say.

At present Numarosa is represented in the major car manufacturing firms in Port Elizabeth and nearby Uitenhage.

It is a member of the Federation of South African Trade Unions (Fosatu).

**'Blacks will change myth'**

# Labour chief warns bosses

14019 SOWETAN  
6/3/61

By **MANDLA NLAZI**

THE black masses will change the "myth" of free enterprise whether the State liked it or not, Mr Alec Erwin, general secretary of the Federation of Trade Unions warned yesterday.

He was addressing a seminar of the South African division of the Institute of Directors.

Chaired by Mr Desmond Niven, the seminar was held at Johannesburg's Sunnyside Park Hotel, and the theme was "Free enterprise in the '80s — For South Africa to meet the social, political and economic needs."

Among the speakers were Mr Walter Goldsmith, director-general of the Institute of Directors in London. He spoke on "Global free enterprise — the way it stands today."

Mr Erwin spoke on "Free enterprise in South Africa — a contrary view," and Mr Leon Louw, executive director of the Free Market Foundation, spoke on "Free enterprise meets all the needs of all the people."

## SYSTEM

Mr Erwin told his audience that "Free enterprise, no matter how vaguely and imprecisely it is presented has always been a powerful and resilient myth."

He warned that black masses would change this system, whether the State liked it or not. He said this would come about when blacks developed institutional power in the form of political organisations, community organisations and trade unions.

"You may not like it but in my view the pipe-dream of free enterprise should be seen as just

most elaborated form, has never existed in practice nor can it be ultimately defended in theory.

"But at no time did theory and practice coincide," said Mr Erwin. He said the market has never been free and has always been characterised by monopoly forces and State involvement. "This being the case," he said, "I would argue that the free enterprise myth has always been an ideology weapon of the economically powerful."

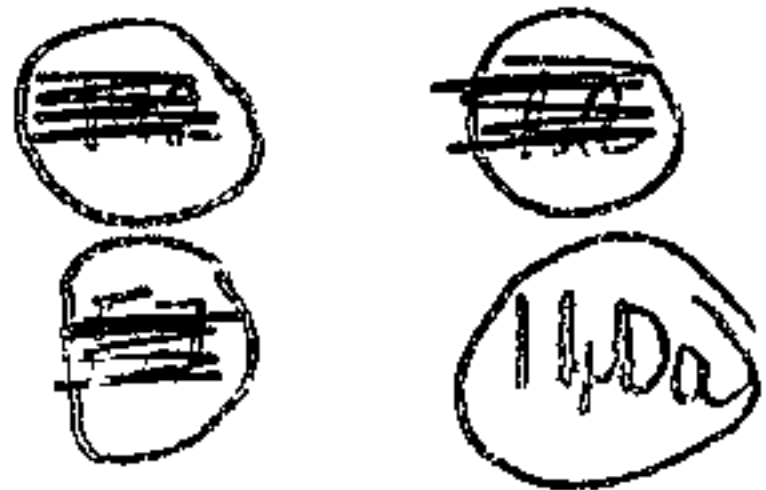
He said the South African government advocating free enterprise "is a case of the leopard changing its spots. Anyone in the least bit familiar with the economic history of South Africa will know that State economic power has been central to the policies of virtually all governments since 1924."

Mr Erwin said since 1948 State interference has been intricately linked with apartheid policies. "So why the sudden change of spots?" he asked.



LABOUR RELATIONS

# Sullivan slammed



FM 6/3/81

Ford, alternately the villain and the hero of SA labour relations is again in the hot seat this time over the second Audit by the SA Institute of Race Relations of its observance of the Sullivan principles.

The report paints a glowing picture of Ford's 'progressive' internal industrial relations structure and praises the company for its commitment to 'the spirit rather than the letter of the Sullivan principles' and the realistic awareness of the role that the company can play in bringing about peaceful change in the directions envisaged by Sullivan.

Although written by a committee of two sociologists Cecil Manona and Dr Marianne Roux, an anthropologist Professor Michael Whisson, an economist Professor Wolfgang Thomas and an accountant Professor Wiseman Mkuhlu, the report has drawn an angry response from unionists and has brought into question the usefulness of foreign labour codes and highlighted problems companies face in monitoring them.

The National Union of Motor Assembly Workers (Numarwosa) and the United Automobile and Allied Workers Union of SA (UAW) — two unions affiliated to the Federation of SA Trade Unions (Fosatu) which merged at the beginning of the year — and the Motor Assembly Components Workers Union of SA (Macwusa) have labelled the report a "whitewash" and say it gives unfounded credence to company adherence to the 'questionable' Sullivan principles.

Says Fred Sauls, Numarwosa organiser: 'The spirit of the codes is unrealistic in the political situation in SA. They serve primarily to improve the company's credibility but they were drawn up without prior consultation with workers and are being implemented in the same paternalistic way.'

He adds that Fosatu has taken exception to the mention of its standpoint on the wage issue being included in the report.

Sauls says Audit 2, unlike Audit 1, contains no interviews with workers, nor does it reflect the views of the black unions active at Ford. The report contains no views from organised labour. No worker organisations participated in it. It cannot therefore reflect what is really happening.

The report finds that Ford has complied with Principle 1 of the codes — the non-segregation of races in all eating, comfort and work facilities. However, Dumile Makanda, Macwusa organiser, says that toilet and eating facilities have been integrated. That is all, Sauls adds. The

company has integrated some facilities but this does not mean integration of people. This step has in some cases hardened the attitudes of white workers who resent interference.

On Principle 2 — the implementation of equal and fair employment practices — the report says: 'While the structure of the company is essentially fair and opportunities for advancement exist, problems remain in training non-whites to take advantage of the opportunities in training supervisors and managers to transcend stereotypes and in communication especially across cultural divisions.'

Says Makanda: 'Nothing has changed in this regard in the company over the last two years. We would have to be the first to be convinced if it had.'

Sauls says the problem of 'middle management' still remains. 'Even though top management may have made certain decisions in this regard, there are many people down the line who do not share the same sentiments. The report does not consider this problem at all.'

The report says that no racial discrimination exists in benefit plans. Makanda, however, points out that many workers joined the company when discrimination regarding wages and benefits did exist. The present structure only serves those who have joined recently. Older workers are still receiving benefits and increments based on their initial wages. The company has done nothing to rectify this.

Under recommendations on grievance procedures, the report raises the issue of

elected and company-paid shop stewards. The ambivalent position of the shop stewards, especially those paid as such by the company, can lead to difficulties if the workers feel they are being co-opted by the company or even by the union bureaucracy and are no longer fully representative or sensitive to worker feelings.

The report recommends annual elections on a plant-by-plant basis with open nominations, ie not restricted to union members.

Makanda and Sauls strongly condemn this notion as they feel it will mean the introduction of 'stooge' shop stewards because non-union members elected will have no responsibility to anybody — other than management. Says Sauls: 'Under whose authority will they operate?' The report seems to be advocating a liaison committee.

Audit 2 also says the policy adopted by the company concerning discrimination against blacks in organising labour unions has been "exemplary" and that the company, by avoiding showing favour to any organisations, promotes freedom of association within the organisation.

Although unionists agree the company has accommodated the formation of unions at Ford (it was the first company to recognise an unregistered union), they feel the report fails to acknowledge that the company has little power in the face of repressive state action. They use as a case in point Thozamile Botha, who was banned and subsequently fled the country. With regard to Principles 4 and 5 — developing training programmes for su-



Sauls the same old paternalism

Disordered (mm)	Sauls		the same old paternalism	
	Black	White	Black	White
40	4 527	-	40	4 527
283	5 918	-	283	5 918
262	6 543	-	262	6 543
21	7 323	-	21	7 323
150	7 479	-	150	7 479
158	7 777	-	158	7 777
185	7 854	-	185	7 854
180	9 178	-	180	9 178
150	9 842	-	150	9 842
242	10 877	-	242	10 877
276 (2)	10 797	-	276 (2)	10 797

### Inkatha warns unions

Disagreements between Chief Gatsha Buthelezi's Inkatha movement and some black trade unions could aggravate tensions in both black politics and industrial relations. The inner committee of Inkatha has accused certain unions of "exploiting black workers for political ends" and serving as "mere

surrogates of certain exiles. It also referred to white activists exploiting black workers for political ends.

Although the committee did not identify any union, it is believed to have been aiming at some in Natal.

The resolution however came as a surprise to labour observers because of Inkatha's commitment to working closely with the union movement.

Sam Kikine of the South African Allied Workers Union (Saawu) told the *FM* that "there is absolutely no conflict between Saawu and Inkatha."

Inkatha is apparently concerned about possible competition for membership between itself and the tightly organised unions. Labour activism with strong political undertones has galvanised black workers and may be more attractive to some than Inkatha's relatively low-key approach.

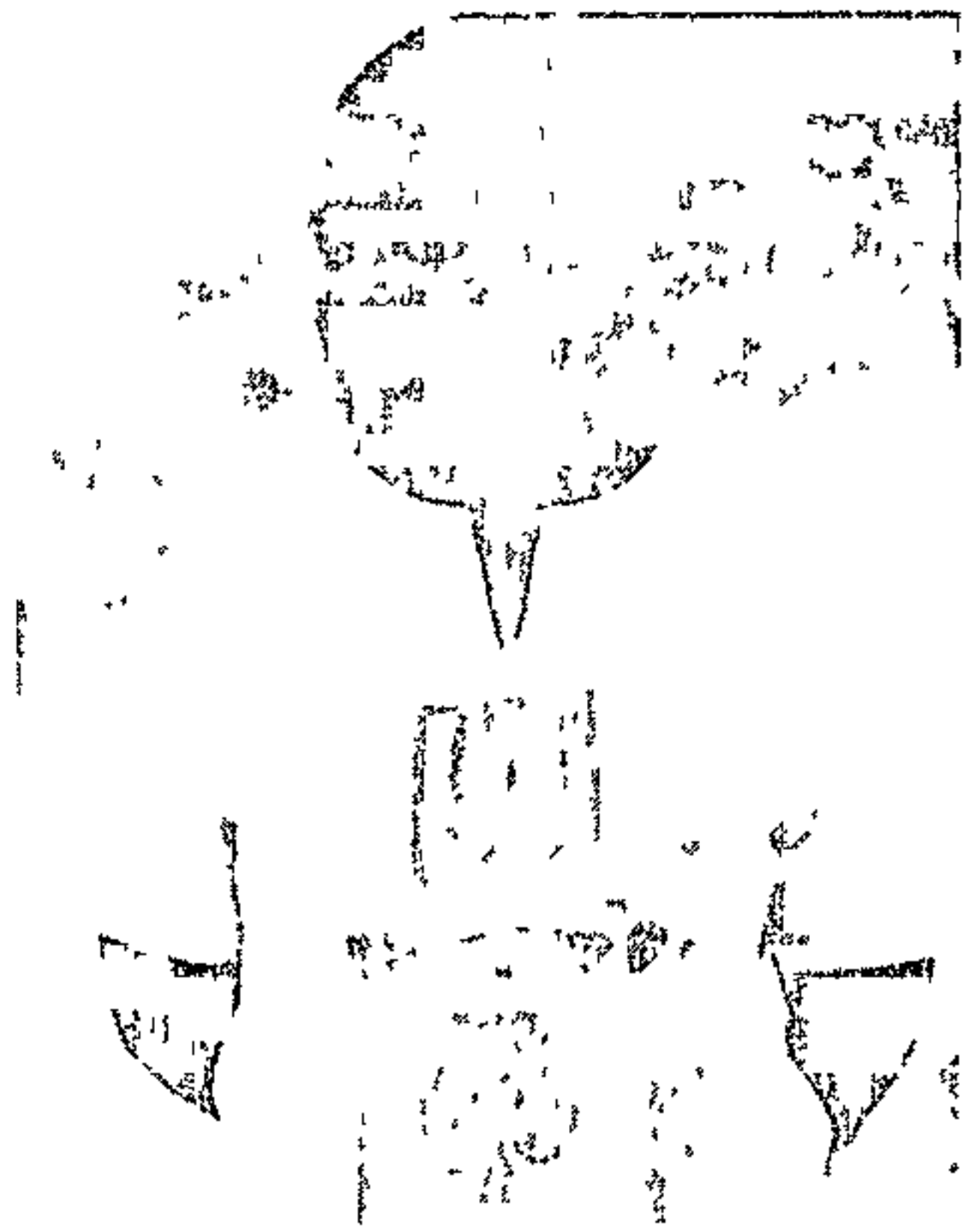
Inkatha's warning that certain unions should check their political direction lest there be unnecessary internecine strife among blacks, with disastrous consequences for the black trade union movement and for black unity, can possibly be interpreted as an indication of uneasiness about rivals for political support. In the past it has repeatedly used its platform as the largest black political movement to call for unity among the political groups.

The *FM* is told that reconciliation talks are under way between Inkatha and some unions but there is speculation that if they fail Inkatha might ask its members to disassociate themselves from the unions.

The apparent conflict is in contrast to Inkatha's normal stand on labour matters. The inner committee has defined Inkatha's role as being that of a channel between workers and management with a strong emphasis on conciliation. Whether the movement can hope to maintain this stance in an

era of increasing labour militancy remains to be seen.

However, the clash emphasises once again the difficulty in keeping black politics separate from the black labour movement. Much as employers and the government might like to handle industrial relations in isolation, this seems impossible.



**Inkatha's Oscar Dhlomo eyeing the unions**





THE very thought of "affirmative action" — special treatment for black workers to help them to compete with whites — makes most employers blanche

They see it as "reverse discrimination", arguing that if blacks can't compete, that's their fault, not the company's. Accepting a trade union role in community affairs is even more unpopular among employers, who fear a "politically motivated" union movement.

But a report on the Ford Motor Company urges the company to do both these and other things which are sure to be branded "radical" by some.

And yesterday, Ford's industrial relations director, Mr. Fred Ferrera, said the company was likely to accept all the recommendations and had already begun implementing some.

Once again, Ford could act as a weather-vane in labour relations by experiencing trends which are afterwards felt throughout the country.

The report is itself unique. It is the second audit of Ford's labour practices carried out by a team of academics on behalf of the SA Institute of Race Relations — an audit which Ford itself commissioned.

The first audit caused a storm. Ford commissioned it to get an independent view of its progress in implementing the Sullivan code for American firms operating in SA.

The report was leaked to the Press at the time of the Ford strike in 1979. It was sharply critical and some said it disappointed many of the problems which sparked the strike.

Ford men argued later, however, that the report had helped the company isolate shortcomings in its employment practices and, undeterred, the company commissioned a second audit — to be made public this time — late last year.

This audit, compiled by three Rhodes University academics, Professor Michael Whisson, Dr. Marianne Roux and Mr. Cecil Manona, and two from the University of Transkei, Prof.

# Another The biggest cast of all time?

Wiseman Nkululu and Wolfgang Thomas, waiters at the first audit, it is likely to be sought after by major employers who believe Ford's experience with them too good to lose.

Audit II generally finds that the company has made significant progress in implementing the recommendations of Audit I.

It argues that there is still a division in Ford's labour relations which see the Sullivan Principles as a nuisance and that "the latter see them as an opportunity and that 'the latter always prevail'".

But it concludes that Ford "has acted far more about the life of the Indian than we imagined possible at the time Audit I independence leader Mahatma and a more systematic approach with greater emphasis on the form of massive crowd ment now informs company policy".

Ford's labour relations policy is lauded and the film, being shot in the company has "taken major steps" to implement New Delhi and Bombay for equal work. It has also desegregated facilities, is titled "Gandhi".

The "structure of the company is essentially the biggest scene, the so-called opportunities for advancement exist". And Ford's procession where a slain fund, is committed to identifying and training the enormous trainees to meet the skills shortage.

Ford has, however, "made little progress" in providing what will be seen viewing number of blacks in management partly because of procession five days earlier. Stances beyond its control and there are still one of India's biggest coloured workers in the more senior office jobs.

It also reveals that the percentage of black workers in more skilled factory floor jobs has risen from 15 per cent to 25 per cent in the past three years. The coloured worker proportion has risen from 10 per cent to 15 per cent.

Richard Attenborough's "See that" statue down there?" Jeff Reid asked from the top of India Gate. "That's George V. We put him up this morning and we'll take him down tonight."

Reid, an assistant "chippie" was pointing to a cardboard statue. The original was removed years ago after angry patriots lopped off its nose.

"This really is a military operation," Reid continued as thousands of police, soldiers, curious onlookers and extras wearing the white cotton dhotis that were Gandhi's trademark, flowed smoothly along both sides of the boulevard.

When the procession began a

The cortège was formed according to photos of the real one, with Attenborough dressed in the uniform of a British army officer.

That morning he had ordered the assemblage of what may be the largest "cast" ever.

Had all of the nearly 345 000 people on the "call sheet" appeared, there would have been 14 principal actors, 1 060 members of various Indian military and police units, 1 000 members of a mixed crowd, 3 000 members of the Indian home guard, 500 Gandhi peace movement volunteers, 30 000 "controlled spectators," 7 500 members of lower castes and 250 000 "specially invited guests".

Sir Richard estimated the crowd at more than 200 000. The local Press, irritated that an Englishman would dare film the life of India's greatest hero — and accept money from the Indian Government (nearly a third of the R17-million original



# Fosatu plan new line of action

157 140A c. Herald 7/3/81

FEDERATION of South African Trade Unions (Fosatu) affiliates who have rejected their recent registration along racial lines are expected to announce by Wednesday what action they are to take

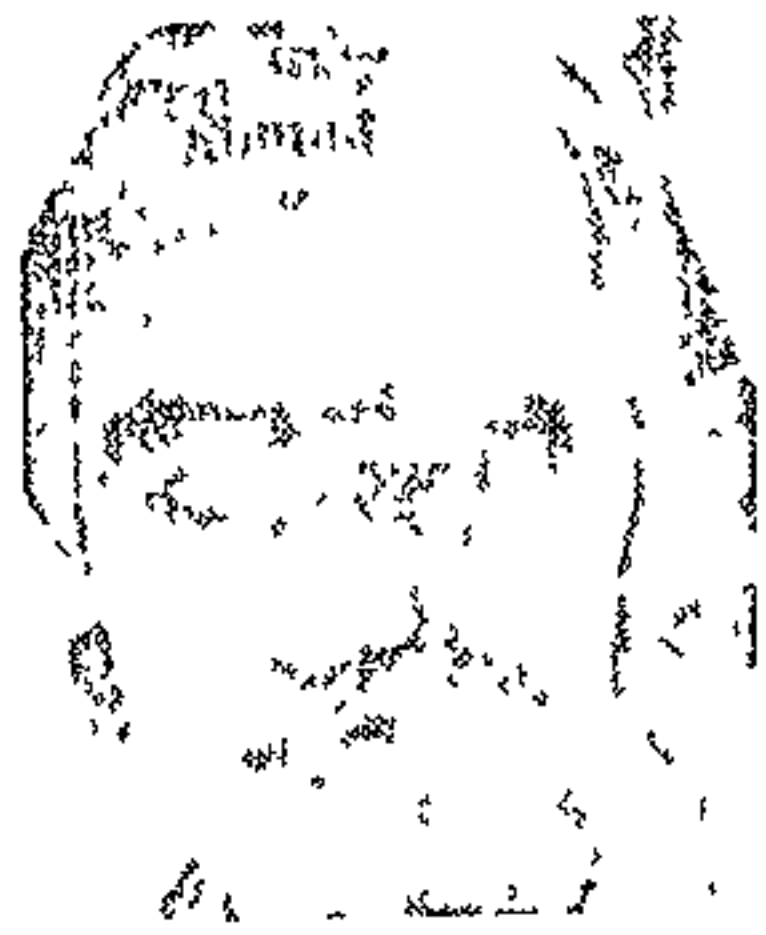
One of the courses open is to deregister. Mr Alec Erwin, general secretary of the 60,000 strong Fosatu said the affiliate had considered this.

Unions affiliated to Fosatu have not individually and their choice of action in response to the racial registration was being coordinated and would be announced by Wednesday, said Mr Erwin.

They could appeal to the Minister of Manpower Utilisation, Mr Lance Botha and if this fails to the Supreme Court.

But the strongest action Fosatu could take is to withdraw from the official bargaining process.

Fosatu which has adopted a non-racial stand was



© ALEC ERWIN, general secretary of Fosatu. 'We have considered deregistering if our non-racial demand is not met'

strongly criticised by fellow, but more militant unions when it decided to

apply for registration last year.

The federation said at the time that it was not applying on the government's racial terms but would demand that its affiliates be nonracially registered — in other words to be exempted from the racial provisions of the law.

Fosatu's demand was not met and the stand taken by unregistered unions among them the African Food and Canning Workers Union and the Western Province General Workers Union to reject registration, was vindicated.

Mr Erwin has described the racial registrations as a disastrous move on the part of the State.

SIB  
1408  
9/3/81

# Fosatu unions appeal on terms of registration

By Drew Forrest

Six trade unions affiliated to the Federation of South African Trade Unions (Fosatu) are to appeal to the Minister of Manpower Utilisation against the racial terms of their registration.

If the appeals fail, warned Fosatu general secretary Mr Alec Erwin, the next step could well be the deregistration of the unions involved.

Five Fosatu unions were recently registered for certain race-groups only and another — the National Union of Textile Workers — is expected to receive a racial registration certificate in the near future.

Fosatu agreed in 1979 to register its affiliates on condition that they could bargain for all races. Since these unions have a largely black membership, their withdrawal from the registration exercise would be a blow to the State's labour reforms.

Mr Erwin pointed out that non-racial registra-

tion for the areas and occupations represented by the unions was "entirely possible in terms of the law," and called on employers to support a non-racial stand.

Otherwise, Mr Erwin warned, Fosatu "had common ground with other progressive unions which have chosen not to register."

Meanwhile, the refusal of the Fosatu-official Metal and Allied Workers Union (Mawu) to use its racial registration certificate has brought a setback to another body — the powerful engineering industrial council which meets tomorrow to negotiate a new agreement for the industry.

Mr Erwin said Mawu would not apply for membership of the council until the registration matter was finalised.

Unions should not be "buzed" into industrial councils before this crucial issue was resolved.

ROM 9/3/81  
140A 189

# Steel industry faces new union tensions

By RIAAN DE VILLIERS  
Labour Correspondent

RENEWED tensions have arisen between Fosatu (Federation of South African Trade Unions) employers and the established unions in the giant steel and engineering industry.

They follow a Fosatu announcement yesterday that its affiliates would not take part in industrial councils until the question of their final registered status had been clarified.

This means the Metal and Allied Workers' Union, a leading Fosatu affiliate, will this week not attend industrial council negotiations to which it had been invited and will not apply for council membership at this stage.

The row could have serious repercussions. Last year the MAWU undertook to apply for membership of the council as soon as it was registered and on that basis the council decided to allow member companies to deduct union membership

dues on their behalf.

Mr Alec Erwin, Fosatu's general secretary, said yesterday that its stand should be respected because unions did not have a mandate from members to enter any councils without the registration issue being finalised.

However, employer spokesmen -- as well as spokesmen for established steel unions -- argued yesterday that the MAWU may have breached its undertaking, and that the council could decide to withdraw the stop-order facilities.

Dr Errol Drummond, director of the giant Steel and Engineering Industries Federation of South Africa (Seifsa) yesterday expressed "extreme personal disappointment" at MAWU's withdrawal.

"I had hoped that all unions active in the industry would take part in this year's talks. Now the MAWU is a non-starter, while other black unions have come into the fold."

He said he had done "everything possible" to persuade the union to change its stance and enter the council pending an outcome to its registration problems.

Mr Ben Nicholson, director of the Confederation of Metal and Building Unions, last night also expressed disappointment at MAWU's withdrawal.

He said Fosatu unions were confusing the question of whom they may enrol, and whom they may represent. "Despite their registration certificates, they may enrol whomever they please and if they eventually apply for an extension of scope to represent these members, no-one will object."

However, though MAWU would no longer be permitted to attend the council meeting if it did not apply for membership, he "sincerely hoped" it would still attend today's union caucus meeting.



# Warning by Fosatu

By RIAAN DE VILJERS  
Labour Correspondent

1904  
9/3/88

FOSATU (the Federation of South African Trade Unions) yesterday announced its full support for affiliated unions which have decided to reject the racially restrictive registration certificates issued by the Government recently. Fosatu also pointed out that if appeals against the certificates failed, it was committed to considering withdrawal from registration.

The announcement is the latest development in a controversy which is crucially important to the success or failure of the Government's new labour dispensation.

Fosatu's withdrawal from registration will be

a serious blow to the Government, because it will mean that most of the predominantly black independent union movement will remain outside the official industrial relations system.

All Fosatu unions have non-racial constitutions, but the certificates received by five unions so far — which grant them entry to official collective bargaining — have given them registration for only some race groups.

In its first formal statement on the issue yesterday Fosatu said it supported its affiliates because it was convinced that non-racial certificates for its unions were possible in terms of present legislation.

# Fosatu six to appeal to Botha

SOWETAN  
10/3/81  
140A

**SIX trade-union affiliates of the Federation of South African Trade Unions (Fosatu) are to appeal to the Minister of Manpower Utilisation against the racial terms of their registration.**

If the appeals fail, warned Fosatu General Secretary Mr Alec Erwin, the next step could well be the de-registration of the unions involved.

Five Fosatu unions were recently registered for certain race-groups only and another — the National Union of Textile Workers — is expected to receive a racial registration certificate in the near future.

Fosatu embraces the principle of non-racial unionism and agreed in 1979 to register its affiliates on condition that they could gain for all races. Since these unions have a largely black membership, their withdrawal from the registration exercise would be a major blow to the credibility of the State's new labour reforms.

## DOUBTS

In a statement at the weekend, Mr Erwin said the granting of racial certificates "raised serious doubts as to whether non-racial unions will be allowed in South Africa".

Non-racial registration for the areas and occupations represented by the unions was "entirely possible in terms of the law," and it was up to employers to support the federation in its non-racial stand.

Otherwise Mr Erwin warned, Fosatu "had common ground with other progressive unions which have chosen not to register, and will be prepared to stand with them".

Meanwhile, the refusal of the Fosatu-affiliated Metal and Allied Workers Union (Mawu) to use its racial registration cer-

tificate has brought a setback to another body — the powerful Engineering Industrial Council.

Several registered engineering unions are known to favour Mawu's inclusion in the council, which meets today to negotiate a new agreement for the industry.

However, said Mr Er-

win, Mawu would not apply for membership of the council at this point as "we believe the registration matter should be finalised".

Any attempt to "bulldoze" unions into industrial councils before this crucial issue was resolved "would not be in the interest of any party".

# Registration:

## united union front looms

RDM 10/3/81

FOI 140A

By STEVEN FRIEDMAN  
Labour Reporter

A COMMON front against Government registration, involving the bulk of the predominantly black union movement, has become a distinct possibility.

This follows a weekend statement by the non-racial Federation of SA Trade Unions in which Fosatu backed the decision of its affiliates not to accept registration as long as it was racially defined.

Fosatu unions are appealing against a decision by the Industrial Registrar to grant them 'racial' registration certificates.

A key paragraph in the statement says: 'If the appeal fails, then we are also committed to withdrawal from registration. We have common ground with other progressive trade unions who have chosen not to register and we will be prepared to stand together with them.'

This is the clearest indication so far that Fosatu will join the anti-registration bloc if the

appeals fail. This would create major problems for the Government's new labour dispensation.

It would bring all major independent union groupings, with the exception of the Council of Unions of SA and the Black Allied Workers' Union — which recently announced that four of its affiliated unions would seek registration — into opposition to entering the official bargaining system.

Since late 1979, the predominantly black union movement has been split on the registration issue.

Groupings like Fosatu and Cusa reluctantly decided to opt for registration, and others, such as the Western Province General Workers' Union and the African Food and Canning Workers' Union decided to continue to refuse to register.

Since then, the anti-registration bloc has grown, with new unions such as the SA Allied Workers' Union and the Motor Assembly and Components Workers' Union joining in.



# All workers will benefit says Sifsa

7/15 132 (UOH) 184 SOWETAN 12/3/81

MEMBERS of the predominantly Black Metal and Allied Workers Union (Mawu) need not fear that they will not benefit from the new wage agreement entered into at an industrial council meeting on Tuesday.

The recently-registered Mawu refused to attend the meeting, which included three newly registered unions representing black workers, because its registration certificate included a "race clause".

Dr Errol Drummond, director of the Steel and Engineering Industries Federation of South Africa (Sifsa) told the SOWETAN yesterday that all workers in the industry would benefit from the 14-month agreement.

He was happy that unskilled workers, especially blacks, "got the bigger slice of the cake." The two-phase agreement, with phase one coming into effect on May 1 will see this cate-

gory of worker earning 99 cents an hour instead of 92 cents an hour.

Phase two comes into effect on July 1 and will see this rate shoot to 113 cents an hour. The agreement is binding until June next year.

Asked if Mawu members would benefit from the agreement, though their union was not represented at the meeting, said Dr Drummond: "no one will withhold

these increases from them. They did not attend the meeting for reasons best known to themselves."

Mr Ben Nicholson, director of the Confederation of Metal and Building Unions, said "some things were achieved and others were not achieved." And one of the things "not achieved" was increases were not written by employers into the agreement.

FM 13/2/81

UNIONS

A sticky end?

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A registered in-company union, the Chocolate and Sweet Workers Union (CSWU) which has been active at Cadbury Schweppes (SA) in Port Elizabeth has come to what may be a sticky end. In a referendum last week workers at the factory voted in favour of a Federation of SA Trade Union (Fosatu) affiliate - the Eastern Province Sweet Food and Allied Workers Union (EPSFAWU) - which has fought a three-year recognition battle with the company.

In terms of the agreement, negotiated between (EPSFAWU) and the company before the referendum any union which received less than 20% support would not be recognised. A spokesman for the union says the agreement also included the de-registration of any union receiving less than 20% support but a company spokesman denies this.

The in-company union received 19.5% support while (EPSFAWU) received 50.

The agreement also stated that there had to be a 50% plus poll and that if both unions received more than 20% support both would be recognised.

Fosatu has hailed the referendum results as a "major win for workers on the factory floor." The company has, howev-

er, expressed 'disappointment'. Says a company spokesman: "The union (CSWU) may come back and we may be able to recognise it again."

Fukki Asheen, organiser of Epsfawu, says the company blocked the union's entry into the factory in 1978 on the grounds that it was not registered. Once the union received registration Cadbury objected to its 'racial' constitution. Says Asheen: "At the time the law did not allow us to be a non-racial union. Once this was permissible the union applied for exemption. This was granted last year."

#### Botha's warning

One issue helped bring the union controversy to a head. Workers complained they were being forced to work night-shifts. The company had received exemption from Manpower Utilisation Minister Fanie Botha for workers to volunteer for nightshift. We approached the company on behalf of the workers, says Asheen.

The (EPSFAWU) victory has highlighted the controversial issue of in-company unions. Last year Botha warned managements that they should not foster 'sweetheart unions' and should not involve themselves in organising workers.

A company spokesman says Cadbury still believes in principle in in-company unions. "The union has been a useful thing for us - the company including the

workers.

But Asheen feels differently. "In-company unions are not true unions. They are completely isolated and cannot call for solidarity from other worker bodies. They will always remain glorified liaison committees."



# Unions wage all-out battle

THE gloves are off in the sugar mills as unions battle it out for the allegiance of workers in this key industry.

The Sweet, Food and Allied Workers' Union, affiliated to the Federation of South African Trade Unions (Fosatu), is making a strong bid for membership and already claims control of Hulett's Empangeni mill. The secretary general of Fosatu, Alec Erwin, says the union is moving rapidly into the other 16 mills which are controlled by the registered black union, the National Union for Sugar Manufacturing

and Refining Employees under Selby Nsibandé.

Nsibandé, an Inkatha man, as are most of his members, is confident of keeping out the new union. "They have no hope of conquering this industry," he says. About 6 000 men or 80 percent of the workforce are members of his union.

However, Fosatu appears to have stolen a march on their rivals by inviting the Kwazulu, Chief Minister, Chief Gatsha Buthelezi, to address the Empangeni workers. The invitation has been accepted according to an aide of Chief Buthelezi.

STAFF REPORTER  
1404/1980  
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18/6

Chief Buthelezi adopts a neutral stance, which is likely, Nsibandé will have his work cut out to hold off the Fosatu challenge which has increased paid-up membership in several industries from 18 000 last March to 32 000.

A meeting at Dalton, addressed by Erwin, was well attended but only a few men signed up. He says workers did not have a real choice when they signed up as members of the other union. Nsibandé, who claims reasonable progress in worker conditions since

registering last year, says Fosatu is trying to gain members by any means and is forgetting that the two unions have a common cause. He says Inkatha and the trade unions are the only organisations that can change attitudes in South Africa. Failure to recognise the common objective of liberation will delay the change.

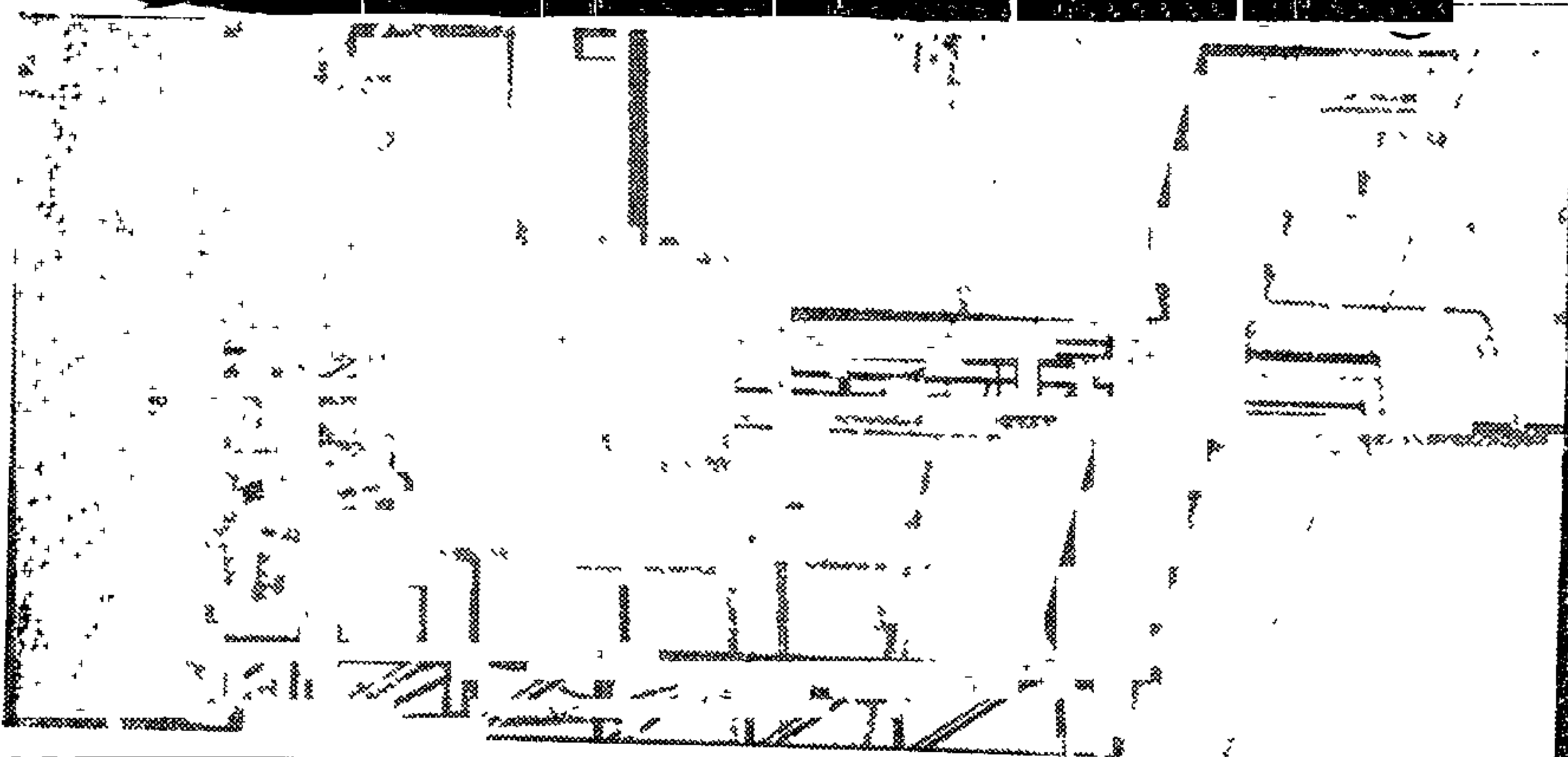
Nsibandé says: "How can a white man fight for the rights of black workers?" He hopes to affiliate his union eventually to the Inkatha movement.

An application by the Sweet, Food and Allied Workers' Union for

registration in the Durban magistratal district was turned down after an objection was lodged by Nsibandé who represents the workers on the industrial council.

The union tussle poses a problem for employers, who must decide whether to deal with an unregistered union. The recent statement by Barlow's chairman Mike Rosholt, indicates that most mills will deal with these unions.

Hulett's has not yet responded to Fosatu's takeover at Empangeni, but it is likely that they will reach a recognition agreement.



Mill workers . . . which way will they turn?



## FOSATU APPEAL

140a

FM 20/3/81

The first step in the appeal by the Federation of SA Trade Unions (Fosatu) against racially restrictive registration certificates has been completed

The Industrial Registrar has given the union federation his reasons for refusing six Fosatu affiliates nonracial status. He states he was legally bound to take race into account as an interest, that in some cases the unions were unable to serve the interests of certain race groups as they did not have paid-up members from these groups, and objections were placed by other unions in respect of certain race groups.

The Registrar upheld these objections as he found that Fosatu was not sufficiently representative in certain instances as at the date of application.

Fosatu's next step will be to appeal to the Minister of Manpower Utilisation against the Registrar's decision.

# PE sit-in

cr 20/3/81

tense in

fourth day

(172) (22) (200) (1404)

## Own Correspondent

PORT ELIZABETH — The atmosphere was tense outside the strike-bound Murray and Roberts construction yard yesterday, the fourth day of the sit-in by 700 dismissed workers demanding their pension contributions

Four police riot squad vans were outside the premises when workers gathered at 7.30 am

A workers' spokesman said that although they still rejected their dismissal, they had decided to follow the advice of an undisclosed trade union and to return to their homes and hostels because they felt their presence at the site would lead to trouble with the police

"Our fight is not with the police or with Murray and Roberts, but with the people (the Industrial Council for the Building Industry) who refuse to refund us our pension contributions

"Members of the union will meet workers on Sunday and with their help we hope to achieve our aims"

The regional managing director of Murray and Roberts, Mr H F Minott, said the company had not yet taken on any new workers and those who had been dismissed could stay on in the company's hostels

A spokesman for the Federation of South African Trade Unions (Fosatu) said yesterday that officials would be available to assist workers

practitioners are generally far preoccupied with the pressing needs of the ill to spare time to study a parallel and often presumed inferior rival system. There is also a general lack of epidemiologic knowledge for this type of research: there is also a lack of interest in community medicine in South Africa. Most therefore contribute impressionistic information based on samples of patients who come to them after a failure in the hands of a traditional practitioner. Their impressions then confirm the incompetence of the traditional practitioners. The fact that many of their own patients perceive treatment failure in their hands and seek out help in the traditional sector goes unreported. The case of the Thalidomide baby should be a constant reminder for all.

The purpose of this paper is therefore to present the traditional medical care system of the rural and urban areas of the Xhosa, which also have implications for other traditional societies. Of fundamental importance here is to examine the manner in which the traditional medical system continues to serve the needs of the society and to be able to determine how far a changed situation as a result of western contact can lead to a modification of the traditional system.

We need to ask ourselves the following questions:

1. How does the traditional medical institution serve the present needs of the society?

2. To what extent has the introduction of scientific

medicine led to changes in traditional medicine?

3. What type or kind of or either type of medicine

4. In what circumstances of medical attention

5. What are some of the s from the introduction

6. What are the psycholog of scientific medicine

The Metal and Allied

# International body hits at racial labour **MOVE**

By Drew Forrest

In what may herald a tougher line on South Africa, the powerful International Metalworkers Federation (IMF) has strongly condemned the racial registration of a South African affiliate, the Metal and Allied Workers Union

In a statement released

from the IMF headquarters in Geneva, general secretary Mr Herman Rebhan said the Government's action "was in contradiction with the declared non-racial aims of the new South African labour policy," and "contrary to the interests of South African workers"

Workers Union was one of six affiliates of the Federation of South African Trade Unions (Fosatu) which were recently registered for certain race-groups only

Fosatu is committed to non-racial unionism, and has said it will back its affiliates in their appeals against the racial registra-

tion decision. If these appeals fail, it has threatened to deal a major blow to the State's new labour deal by withdrawing from registration.

The IMF statement condemns the racial registration as a "continuation of the South African authorities' apartheid approach to labour issues."

It calls for reversal of the measure "in the name of 14 million metal workers organised in the IMF"

Observers see signs of hardening attitudes in the IMF towards the State's new deal for black workers

Initially the federation cautiously approved of the reforms but, they say, it has grown impatient at slow progress in the elimination of the racial factor from the labour field

IMF delegates who visited South Africa on a fact-finding tour in December last year were anxious for more rapid change, union sources said at the time

2. To what extent has the introduction of scientific

medicine led to changes in traditional medicine?

3. What type or kind of or either type of medicine

4. In what circumstances of medical attention

5. What are some of the s from the introduction

6. What are the psycholog of scientific medicine

The Metal and Allied

26/3/81

STBL

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There are four levels at which people involved in the dairies sell

- a) From their houses locally in the village
- b) At local village centres, cafés, bus depots etc
- c) Idolophu shops
- d) Contract at a big centre e.g. the Idolophu hospital contract, and the Bloemfontein creamery contract

a) The problem with selling locally is that because of restrictions concerning hawkers licenses people have to wait until customers arrive at their houses. Thus there is no proper advertising and no centralised sure supply to attract buyers. The most often cited problem is poverty at the village level.

b) Selling at village centres. Tebo, Mhlauli and Ncoronde Mphahlele at Amatole garage to sell a fair amount of milk by hawking it outside shops and at bus stops. This is illegal and it also requires that someone should make hawking a pretty full-time job. Where the person is only selling a small amount, hawkers does not justify the labour spent on it. The main problem is again the limited market. In all of the three villages where people hawk milk the, say, it is difficult to sell, especially in summer.

c) The Idolophu shops are supplied with milk by a white man in Idolophu and by a Free State town. The small co-ops cannot compete with this regular supply. The people at Tebo were used to sell to Idolophu but the shops refused to buy, saying their quality was bad and the supply irregular. In both Inkomo and Amathole we worked out that transport costs (if they could find transport) would be too high unless they were supplying vast amounts of milk.

d) Both the Amathole people and the people who's milk N.M. will not take, tried to establish a contract with the other hospital in Umhlaba. Neither could guarantee to deliver it. The type of contract with the Bloemfontein co-op requires travelling and a high level liaison to be established.

In the situation where production is low people cannot afford the travelling costs to send their milk to big centres. In Inkomo after N.M. refused to transport members milk they tried to sell locally to shops and from a centre in the location. This involved buying a vehicle to bring the milk from the dairy which then cancelled all their profits. Everyone then reverted to

selling from their houses. In Amatole some people did try to establish a market in Idolophu but they never succeeded. While Mhlauli and Mphahlele are put a lot of labour into marketing, most members could not afford this time and many have stopped trying to sell at all and are using their milk for home consumption only again.

The other problems I discuss affect people differently according to how poor they are. The following charts give descriptions of members economic status, and their present income from the dairies.

## Dismissed workers in bid to be reinstated

(16/2/81) (19/2/81) STON  
(1404) 20/2/81

Dozens of former employees of the Toyota Marketing Company in Sandton gathered in the offices of their trade union yesterday to call on the company to negotiate their reinstatement.

One hundred and twenty-three warehouse workers were dismissed and not rehired after a strike in January this year.

Negotiations between Toyota and the Metal and Allied Workers Union would be in everyone's interest, they stressed.

The workers who had replaced them were not

meeting production targets and, they claimed, the company's personnel manager, Mr J U Buchler, had recently reproached the new workers for their low productivity.

The position of many of the unemployed workers had been worsened by the refusal of the West Rand Administration Board to register them for other jobs, they said.

But Toyota managing director Mr Colin Adcock said productivity was 'infinitely higher now than in the closing months of 1980'.

# Sacked men claim intimidation

By Z B MOLEFE

DISMISSED workers of a well-known motor company alleged that some of their colleagues who have been reinstated by the company have formed squads that kidnap them from their homes. They are then transported to the company's security guards where their captors brand them agitators before they are taken to the police.

This is one of the allegations that surfaced at the weekend when some of the 123 black Toyota Motor Company employees, dismissed last year after a strike, held a Press conference at the Johannesburg offices of the Metal and Allied Workers Union (Mawu).

Our children are not sure whether we will return home. They fear that we will be killed or arrested," said one speaker from the floor as he told of the squads. A Mawu source explained that some time last month eight of the dismissed workers were raided and had claimed they had to spend a weekend at the Bramley and Alexandra police stations. Two of the men claim they made a court appearance but were acquitted because of lack of evidence.

When approached by the SOWETAN, the Johannesburg police liaison officer Major Fred Bull, was surprised. Said Major Bull "It's news to me. To my knowledge, I know nothing of this. These arrests by the squads and the company security guards, if they are true, were illegal."

Giving the background to the strike that led to their dismissal, Mr Nicholas Mokgotsi, chairman of the company's liaison committee, said up to this day the workers do not know why they were dismissed.

"What happened is not the grievance procedure of the company. We were taken by surprise," said Mr Mokgotsi. He also said when the workers wanted to know why they were dismissed, management told them to ask questions outside company premises. This was when the



Some of the former Toyota workers who attended a Press conference in Johannesburg yesterday where they made a number of allegations against the company

workers decided to go on strike after eight of their colleagues were dismissed last year for refusing to work overtime.

Mr Colin Adcock, managing director of Toyota admitted that he had received a Mawu letter on Wednesday, containing some of the allegations made at the Press conference but it was regrettable that Mawu called the conference before I could answer.

He dismissed the allegation that the reinstated workers had formed squads that intimidate the dismissed workers. "I have made it clear to their union that this is a serious allegation that must be reported to the police." But he said he had information that in January the

dismissed workers raided the houses of their reinstated colleagues and intimidated them. Later the reinstated workers retaliated when they came across those who had intimidated them. "A court case is coming up on this. But my security guards had nothing to do with this."

Mr Adcock dismissed a number of issues arising at the conference. Some of these were:  
● Toyota would not reinstate a sizeable number of the dismissed workers — "they can apply individually and each case will be treated on its merits."  
● Because of the dismissed workers Toyota production had suffered — "there was never a meeting where our workers were told this. Our productivity is very satisfactory and we are working normal time."

Pic: LEN KUMALO

SOWETAN, Monday, March 23, 1981



- (86) Grey, op. cit., pp. 304-308 passim.
- (87) Ibid., p.319.
- (88) Merriman Correspondence, 1912, No. 213; BRA, H.E., v.134 S. Evans to R. Schumacher, 20 Nov. 1905.
- (89) BRA, H.L., v.134, Evans's letter book, S.E. Evans to F. Eckstein, 25 Feb. 1907. See also ibid., v.162, R. Schumacher to H. Harriott, 29 Nov. 1907.
- (90) Ibid., v.138, S. Evans to L. Reyersbach, 2 March 1907.
- (91) The Mining Industry Commission, 1907-1908, did not investigate working conditions conducive to phthisis as Burke and Richardson, op. cit., p.15, state. In fact, when requested to listen to evidence on silicosis, the commission stated that this was the function of the Mining Regulations Commission.
- (92) BRA, H.E., v.258, file 154M, T.J. Britten to COM, 1 June 1905. See also ibid., C.H. Price to H. Eckstein and Co., 30 Aug. 1904, RIFC 1903 p.xxv; Transvaal Chamber of Mines, Miners' Phthisis Compensation Committee; Report of Judges (Johannesburg, 1904), pp. 1. ff; Payne et al, op. cit., p.8.
- (93) Burke and Richardson, op. cit., p.10.

(94) RIFC 1903, r.20, q.72.  
 Minutes of City Deep Ltd (probably August 1913) 'Maintenance and Running Costs' Jan 1911 - June 1913

- (95) Ferguson and Scott, op. cit., pp. 14-18 passim; T.G. 2, 1908, pp.386ff, evidence of T. Mathews; U.G. 10, 1912, p.18, par.43; BRA, H.E., v.258, File 154 M, report dated 15 Nov. 1910; Boyd, J., 'Methods for Determining the Dust in Mine Air as Practised on the Witwatersrand, in ILOCC 1930, pp. 5, 9-10.
- (96) Grey, op. cit., pp. 40, 312.
- (97) Ibid., pp.311-312; For management's claims that miners were inefficient, see BRA, H.E., v.134, S. Evans to Sir J. Werhner, 24 Sept. 1906 and S. Evans to H. Eckstein and Co., 11 Dec. 1905, v.161, L. Phillips to K. Wolff, 20 June 1906; CHA, WLF, P. Cazalet to L. Phillips, 27 Oct. 1906.
- (98) BRA, H.E., v.258, file 154 M, Subcommittee Report of COM on Health, signed L. Irvine, 15 Nov. 1910.
- (99) Grey, op. cit., p.312.
- (100) Ibid., p.311; RRA, H.E., v.258, file 154 M, T. Britten to COM, 18 June 1906; Merriman Correspondence, 1912, R. Barry to J.X.M., 22 Aug. 1912.
- (101) BRA, H.E., v.258, file 154, M, T. Britten to COM, 18 June 1906.
- (102) Merriman Correspondence, 1911, R. Barry to J.X.M., 15 Dec. 1911; Pratt, A., The Real South Africa (London, 1913), p.163.

# International TU appeals to SA on Maru's behalf

GENEVA. — The International Metalworkers' Federation has appealed to the South African Government to reverse immediately a decision granting racial registration to the Metal and Allied Workers' Union.

Mr Herman Rebhan, the Federation's General Secretary, said the decision could lead to "new, serious threats to a peaceful solution of South African problems."

*Source: (unl.) 25/3/1911*

- (103) Merriman Correspondence, 1912, No. 98, Dr Aymard's Paper; Worker, 21 Aug. 1913, in which the Government Mining Engineer supported this idea.
- (104) FRIRC 1910, v.1, p.34; T.G.2, 1908, evidence, pt.II, p.512, q.6005, evidence of E. Moore. South African Mines Commerce and Industries, 24 Nov. 1906; BRA, H.E., v.258, file 154, T. Britten to COM, 18 June 1906.
- (105) Merriman Correspondence, 1913, R. Barry to J.X.M., 17 Nov. 1913; CHA, WLF, 'Statement of Evidence of Transvaal COM', 1913.
- (106) Merriman Correspondence, letterbook, J.X.M. to M.T. Steyn, 12 May 1912.
- (107) Ibid., 1914 correspondence, R. Barry to J.X.M., 21 May 1914.
- (107a) FRIRC 1910, pp. 34-35, 38-39, 253-254; U.G. 10, 1912, p.18, par. 43.
- (108) FRIRC 1910, v.1, pp. 27, 88-89; file 154M, report of Chamber of Health, 15 Nov. 1910, on single Acts, Mines and Workers Act, No. 1
- (108a) U.G. 12, 1914, Report of the Ec January 1914, p.25, par.35.
- (109) Merriman Correspondence, 1911, Dec. 1911.
- (110) BRA, H.E., v.258, file 154M, m, Oct. 1910.
- (111) Information supplied by Dr D.
- (112) FRIRC 1910, p.37.
- (113) Ibid., pp.34-35, 38-39, 253-251
- (114) Ibid., p.34.
- (115) Ibid., p.38.
- (116) Ibid., p.34.
- (117) U.G. 10, 1912, f.12, par.20.
- (118) Ibid., p.11, para. 16-17.
- (119) Ibid., pp. 15, 16, 19, 21, 22, par
- (120) Fraser and Irvine, op. cit., pp. 4-5.
- (120a) Ibid., p. 11, par.13; Irvine et al, op. cit., p.7. Union Acts, Miners' Phthisis Act, No. 34 of 1911. A full list of Acts is given below, seen(209).
- (121) Ibid., p.13, para.23-25.
- (122) Union Acts, 1911, Act No. 9, section 9(1); Mines



DD 28/3/81  
140A

# Fosatu may fight agreement

JOHANNESBURG — A "closed shop" agreement, whereby workers are forced to belong to a registered trade union, may soon be challenged in court — a move which could have vast implications throughout industry.

This was disclosed yesterday after it was revealed that a "closed shop" agreement in the Natal furniture industry was being used to prevent black workers from resigning from a Tucsa-affiliated mixed union.

Mr Fred Sauls, general-secretary of the Fosatu-affiliated National Union of Motor Assembly and Allied Workers, said yesterday his union was considering legal action against a similar agreement in the motor components industry.

Rival unionists argue that these agreements, whereby employers may only employ members of a particular union, enable some registered unions to "become representative at the stroke of a pen, without ever having organised workers."

"Closed shop" agreements also made it more difficult for new un-

ions to gain registration because they were allowed to register only if they represented a majority in an entire industry.

The normal practice was that the established union had to have a majority in order to keep a new union out of official bargaining.

Mr Sauls said yesterday his union executive had instructed him to take all necessary legal steps to challenge the agreement, which compelled workers to belong to a rival Tucsa union.

A union meeting at the weekend would discuss whether to brief lawyers to fight the "closed shop" clause. "I expect we'll go ahead," Mr Sauls said.

He charged that his union, which is registered, had been refused "stop order" facilities at a company despite enrolling a majority of its workers.

A similar incident had occurred, Mr Sauls added, at a motor factory.

Yesterday, Fosatu's general secretary, Mr Alec Erwin, said Fosatu was "totally opposed" to the use of the closed shop to "protect sectional interests." — DDC.

Population of Cape Town and Suburbs

Population of Cape Town and Suburbs	36	104,175 (1918)	92,429 (1911)	2,966 (1911)
WHITES				
COLOURED				
AFRICANS				

of the 'flu in Cape Town and the number of deaths from it. These figures compare unfavourably with the other major South African towns, most of which were hit by the 'flu after Cape Town

extended after the epidemic.

One Insurance Company after another reported record business in 1919

Commenting on a 90% increase over sums assured and premiums paid in 1918, the Chairman of the Southern Life Association observed:

"It is, in our opinion all to the good that the public should have been impressed by the lesson of this severe experience to the extent of making provision as never before against the risks of death. It is possible that we may have to face visitations in the future of a similar nature ...." 39

... insurance policies taken out or old ones

It was this very real fear that the 'flu would return within months which played a large part in prompting certain improvements and reforms soon after it had faded. Relief - operations and house-to-house visits during 'Black October' had dramatically revealed to many the insanitary, overcrowded and unhealthy slum conditions prevalent in large areas of the city. To these conditions public opinion ascribed the epidemic's high death-toll. 40 "If there is any reason for a sudden outburst of panic legislation," Councillor Fish told the City Council at the end of October, "it is the experience of the past three weeks." 41

Some improvements were felt to be particularly urgent. In the months following the epidemic, streets and backyards were cleansed and disinfected regularly, 42 more sanitary inspectors were appointed 43 and an extensive system of emergency relief was organized, 44 while the Government took great care to see that anyone with epidemic influenza was effectively isolated and that the crew and passengers of ships on which it had broken out were very carefully examined. In fact, when the 'Kentworth Castle' arrived from England in March 1919 after a voyage on which there had occurred 29 cases of influenza, two of them fatal, she was placed under strict quarantine in Table Bay for a week. 45

Steps were also taken to improve medical treatment and promote health care: an additional doctor was employed by the Municipality to follow up cases of influenza and undertake house-to-house visits, 46 classes on home-nursing were begun 47, the Cape Hospital Board urged with renewed vigour the need for increased hospital accommodation which the 'flu had so clearly illustrated 48 and towards the end of 1919 a fund was launched to give slum-children seaside holidays in the fresh air. 49 The following year the Cape Times asserted:

Triomf  
RDM 28/3/81  
workers  
down  
tools

140A

DURBAN — About 300 Triomf Fertiliser workers at Richards Bay downed tools yesterday because the management had refused to recognise a union committee elected by the workers

Chemical Industrial Workers Union spokesmen said workers had been trying without success to get the management to recognise a union Shop Steward Committee

They had recently boycotted a liaison committee election initiated by management

The Shop Steward Committee yesterday presented a letter requesting recognition of the union committee, but officials refused to speak to them

The letter also asked for a meeting to discuss the recent dismissal of several workers

Triomf officials have declined to comment

The 100 workers at the OK Bazaars West Street branch who stopped work — in protest against alleged racial discrimination — have returned to work after discussions

An OK Bazaars spokesman said there was no racial discrimination. There was a "misunderstanding" — Sapa

One worker was simply described as having been on

the farm 'less than one year'.

The tables show that about a quarter of the workers

had been on the farm for less than one year and a further

18 percent for more than 20 years. About 13 percent of

all workers had been on the farm for less than two months.

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Sub B

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Standard 2

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Standard 4

Standard 5

Higher than standard

total

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Figures do not total 100 b

Workers were

Union to apply for registration

Another union affiliated to the Federation of South African Trade Unions (Fosatu) is to apply for registration

The Glass and Allied Workers' Union yesterday made the decision at a meeting of Fosatu's Transvaal regional council in Benoni

The application is seen as another challenge to the Government which has refused to allow Fosatu unions to register on a non-racial basis

At yesterday's meeting member unions agreed that they would continue to challenge racial clauses of the Industrial Conciliation Act

Fosatu had applied to put the principle of non-racialism to a Government which operated a racial system of apartheid, members said

Other unions they said who were affiliated to the Council of Unions of South Africa had fallen into the "trap" of applying under racial terms while they were sticking to their principle of non-racialism

Fosatu had agreed to seek registration on tactical grounds to remove "obstacles" to trade unions and to avoid the possibility of the Government one day forcing unions to register

By allowing affiliated black unions to register the Government had acknowledged the power of the black work force and now there was a new power struggle against racial registration, Mr Taf-fy Adler, secretary for the Transvaal region, said

He said that by registering the unions could bargain more effectively

100,00 \*

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4,10

5,74

4,10

1,64

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4,10

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# Raleigh row drags on despite agreement

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YES  
1401

**Labour Reporter**  
Dismissed employees of the Raleigh Bicycle plant in Springs have accused management of not acting in good faith in efforts to reach a settlement

More than 700 workers were dismissed in January after a dispute in the previous November. Raleigh's management claimed it had not dismissed any workers but had merely failed to renew their contracts.

The union which represents the majority of the dismissed workers, the Engineering and Allied Workers' Union (EAWU),

took Raleigh to the industrial court in February.

But in a surprise decision, the president of the court, Mr B J Parsons, ruled that the case was not within the court's jurisdiction.

In a further bid to settle the dispute the Transvaal Industrial Council for the Engineering Industry met a week later to discuss the unfair labour practices alleged by the EAWU.

The union complained that Raleigh had already taken on new employees and had no intention of taking on any of the dismissed workers.

At the council meeting Raleigh and EAWU reached agreement. The central points were:

- The settlement would finalise the dispute with the workers who were dismissed in November.
- The dismissed workers could re-apply for jobs at the plant.
- Raleigh would undertake to re-employ those workers when vacancies occurred.
- Neither party would discuss the settlement with the Press.

Mr Calvin Nkabinde, EAWU secretary, said the dismissed workers had since called on his union to make further representations to Raleigh.

They claimed that Raleigh had taken on only about two dozen workers since the settlement was reached in February.

Of the 700 dismissed workers, about 350 were EAWU members and none of these had been taken on.

Mr Nkabinde also said that although some EAWU members were still in the plant there was little union activity going on.

The shop stewards committee and the workers committee were inactive.

Mr Nkabinde also said the dismissed workers feared that other firms were reluctant to hire them once it was known that they were from Raleigh.

EAWU had written to Raleigh recently detailing the workers' complaints but had not yet received a reply, Mr Nkabinde said.

• A Raleigh spokesman approached by The Star recently to inquire about the hiring of dismissed workers would not comment because of the council agreement.

both the census and this survey also include  
 this survey refers to coloured domestic workers  
 in districts but not evenly distributed.  
 and this survey includes farms scattered in four  
 for men workers are highest, may draw the average  
 and the inclusion of Boland farms, where cash  
 scattered all over the Cape (a breakdown by district is  
 magisterial districts, the Unisa survey includes 300 farms  
 Area: the census includes all holdings in four Karoo

1) Date: the agricultural census refers to 1972-73,  
 the Unisa survey to January and February 1975 and this  
 survey to end-1975 and early 1976.  
 2)





# Durban strikers get deadline

By STEVEN FRIEDMAN  
Labour Reporter

THE strike by workers at Ilco Homes in Durban spread yesterday to all the company's black workers, crippling three major public housing projects, including one of the biggest ever undertaken by the Durban Corporation

And yesterday the company's managing director, Mr Jos Demmers, said Ilco had decided to fire all workers who did not return today

He said this meant that it could take the company up to three months to return to full production

About 2 500 workers are now on strike

Meanwhile, about 600 workers at Union Co-Operative Sugar Mills at Dalton in Natal have downed tools over a pay dispute

The general secretary of the Federation of SA Trade Unions, Mr Alec Erwin, said yesterday management was refusing to negotiate with Fosatu's Sweet, Food and Allied Workers Union or with a worker-elected committee

A company spokesman refused to comment, beyond saying that "Mr Erwin has no business here and his union is not recognised by the company"

At Ilco, "virtually all" the company's Durban operations had ceased yesterday, according to Mr Demmers. All workers had now joined the strike

The strike began at Ilco's Phoenix housing site on Monday when workers demanded to be paid fortnightly instead of monthly

Mr Demmers said that all workers who did not return today would be paid off. The company would begin re-engaging on Monday but would not re-employ all the strikers. "There are some we will not have back," he said

Ilco is involved in three major housing projects for the Durban Corporation in which it and another firm, Bester Homes, are the only contractors. They are the Phoenix and Isipingo projects for Indians and the Newlands project for coloured people

Mr Demmers described the Phoenix project as "the biggest Indian housing project ever undertaken by the Durban Corporation"

At Union Sugar Mills, Mr Erwin said workers had struck after the mill had withdrawn their food rations and refused to compensate them financially.

Another mill in the area had compensated workers but the mills had argued that a general 17% wage increase granted to all workers in the sugar industry this week covered the loss of food rations

He said management had refused to negotiate with the union. Workers had elected a committee which would try to see management today

However, management had already said it would not negotiate with any worker group on its decision

"It is essential that they agree to talk to workers if the dispute is to be settled," Mr Erwin said



claims for silicosis, was not exaggerating when he claimed that ten to eleven miners were appearing daily before the board. Despite the fact that the number of daily applicants had dropped from six to eight in 1914, this did not necessarily indicate that the incidence of the disease had fallen;

# Fosatu goes to court over funding curbs

Labour Reporter

THE Federation of South African Trade Unions has filed a Supreme Court action against the Minister of Health, Welfare and Pensions, Dr L A P A Munnik, in an attempt to overturn his controversial decision to cut off Fosatu's right to raise funds

The Minister's decision — published as a notice in the Government Gazette last year — is said to have hardened international union attitudes to the Government

The court action asks for the withdrawal of Mr Munnik's decision

Papers have been filed in the Natal Provincial Division of the Supreme Court

The Minister used Section 29 of the Fund-Raising Act of 1980 to cut off Fosatu's right to raise funds either inside or outside the country

Although the move appeared to be aimed primarily at unions in the Western world who helped to fund Fosatu, it had the effect of preventing the federation from raising funds from sources within the country

Some lawyers argue that the prohibition also prevents Fosatu from raising funds from its own affiliated unions, although Government officials have said this is not the case

The Minister's decision provoked an outcry from unions inside the country as well as from the international trade union movement

Unionists saw it as a crucial clamp on union activities. They also argued that black unions were dependent on outside funding because they had been deprived of official bargaining rights for over five decades

It was also argued that funding of local unions by their counterparts in the West was "a contribution to industrial peace" and that the Government encouraged foreign investment for companies and therefore had no right to prevent unions from raising money abroad

Government spokesmen argued at the time that foreign funding of unions was interference in the country's domestic labour affairs and could be used to finance strikes

The motion filed by Fosatu in the Natal Provincial Division calls on the Minister to show cause why the notice published in the Government Gazette curbing Fosatu fund-raising should not be withdrawn

The notice appeared in June last year

The motion was filed on March 24 and the Minister has 14 days to respond

of the silicosis was poignantly described by a nurse:

I've witnessed some terrible scenes. I've been a nurse for years, but I must confess all the awful things one sees in life are more details to those we see on the Rand. I've known great strong men reduced to mere human skeletons, gasping, praying and begging of us to get them breath. (135)

Besides regulations for improvements in dust controls, one of the most important preventive measures was the appointment in 1916 of the Miners' Phthisis Medical Bureau, whose function was to examine all newcomers to

minework to see whether they were physically fit and of the correct physique and to determine whether or not they had tuberculosis. This innovation vindicated the Medical Commission's recommendations that there should be compulsory examinations of miners and that all tuberculous miners should be prohibited from working underground. (136) In addition, regular periodic checks of these miners became compulsory. As the bureau was obliged to keep all records, it was from 1916 to 1917, therefore, that incidence figures could be calculated accurately, but only in the case of the New Rand Miners, the newcomers to underground work for whom statistics had to be compiled. (137)

As has been indicated, the estimated prevalence rate per annum for silicosis from 1903 to 1912 was approximately 23 per cent. (138) When medical examinations were introduced on a systematic basis in 1912 it became somewhat easier to estimate incidence figures for the years 1912 to 1916. However the calculations were still only approximate ones because incidence figures could not be based on medical examinations alone. Calculations also had to take into account accumulated cases amounting to approximately 3 000; and awards for secondary stage silicosis numbered 2 235 out of a total of 6 427. Estimated incidence rates per annum were therefore approximately 600 to 900 for this period - 1912 to 1916. (139)

After 1916 incidence figures per annum for the New Rand Miners could be accurately assessed. However there was still a large number of Old Rand Miners, namely those who had commenced working on the Witwatersrand before 1916. A greater proportion of these miners had worked only on the Rand, while a smaller number had had mining experience elsewhere as well. Incidence figures until 1929 (the terminal point for calculations in this paper, apart from those of the present day) therefore had to include an approximate figure for the Old Rand Miners as well as other variables during the period 1916 to 1929. These variables included four main factors: first, occupational and hygienic circumstances and increase in length of service before contracting the disease; second, the sharp rise in the incidence rate for New Rand Miners after 1918, when the ante-primary stage was added as an additional stage for compensation and also enabled the detection of the disease even before the primary stage had been reached; third, the possible importance of the initial examination which might have resulted in miners with improved physiques entering the profession and whose chances of contracting the disease, it was hoped, would be lessened; and fourth, the viewing of incidence as a function of duration of service. This means that when there is a settled mining population - and this had been a steadily occurring feature on the Wit-

# Striking Natal sugar men face threat of dismissal

By Drew Forrest

More industrial unrest has hit the Natal sugar industry, with a strike by the entire African workforce of the Union Co-operative Bark and Sugar Company in Dalton, near Maritzburg.

About 450 workers at the sugar manufacturing and processing plant walked off the job on Tuesday in protest against the withdrawal of the traditional rations system, said a spokesman for the Fosatu-affiliated Sweet, Food and Allied Workers' Union.

The dispute is still unresolved and management has told the strikers to report today or be dismissed.

The company had refused to deal with the union as it did not have majority representation at the plant, the spokesman said.

He said an elected workers' committee and union officials would seek talks with management before today's deadline.

Union Co-operative is seeking membership of the Industrial Council for the sugar industry and has just paid the 17

percent increase for lower categories of worker laid down in the current industrial agreement.

But the simultaneous withdrawal of rations for the workers, which had traditionally been part of their wages, had left them "worse off than before", the union spokesman said.

He said the mood at many other Natal sugar plants was "tense". Two weeks ago, 500 workers struck at the Tongaat group's factory at Maidstone, north of Durban.

Union Co-operative management declined last night to comment on the dispute.

between the reduction of mortality and the percentage increase in life expectancy, any improvement will give rise to a proportional improvement.

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3/4/81  
300 sugar mill strikers arrested  
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Own Correspondent

JOHANNESBURG — Police arrested about 300 striking workers at the Union Co-Operative Sugar Mill at Dalton, Natal, yesterday

Police told representatives of the Sweet, Food and Allied Workers' Union that the workers would appear in court today charged with trespassing.

The workers were arrested as the strike at the mill entered its third day. The company had told the workers they were dismissed, but union sources said the workers still regarded themselves as Union Co-Operative employees.

The general secretary of the Fosatu-affiliated SFAWU, Mrs Maggie Magubane, said yesterday that only four workers were at work inside the mill yesterday. About 450 were still on strike.

The workers are striking in protest at a management decision to cut their food rations. Management argued that the loss of earnings occasioned by this was compensated for by a 17 percent wage increase granted to all sugar workers this week in terms of the industry's Industrial Council agreement. Workers rejected this and demanded extra compensation.

The company refused to negotiate with the union, which said it represented most of its workers.

Mrs Magubane said a worker committee had seen manage-

ment in an attempt to negotiate on the dispute but that the company had told them it was not prepared to change its decision.

Management had been prepared to negotiate with Mr Selby Ntsibande, who runs a rival union initiated by sugar employees. However, Mr Ntsibande had also been unable to make any headway in altering the decision.

Meanwhile, the 2500 strikers employed by Ilco homes in Durban returned to work yesterday after a management warning that they would be fired if they did not return.

They had struck for four days over a demand that they be paid fortnightly instead of weekly.

The company's managing director, Mr Jos Demmers, had offered to hold a worker vote on the issue. This failed to end the strike and yesterday Mr Demmers warned that workers who did not return this morning would be dismissed.



All references to race and sex are abolished, but the toughest controls ever are imposed on unions in terms of a draft Industrial Conciliation Amendment Bill released for comment last week by the Department of Manpower Utilisation

Among other measures, the Bill would impose sweeping clamps on union "political" activity, place unregistered unions under the same control as their registered counterparts and give the government the power to deprive unions of their official bargaining rights

It may prevent unions also from having head offices in the black homelands

The Bill introduces a new provision, chiefly aimed at white workers who don't want to belong to non-racial unions. They will be able to form a separate union without going through the normal registration procedures

The clamps on unregistered unions appear to be aimed at making it unviable for them to continue outside the official bargaining system. The political clamps are likely to be bitterly resisted by both right-wing unions and black unions committed to political involvement

Although the Bill is not as stringent as a first draft "leaked" last year indicated it might be, it still contains wide-ranging controls

Among its features are:

All reference to race is abolished. Mixed unions are now permitted and unions cannot be registered on a racial basis.

All workers, including foreign blacks, may belong to registered unions.

All sex discrimination in legally-binding wage agreements between employers and unions is prohibited

A group of members of a union which has changed

DD 3/4/81

# Tough new bill to ~~control~~ unions

By STEVEN FRIEDMAN and RIAAN DE VILLIERS

its membership qualifications can apply to the minister for permission to be registered as a separate union. The decision on this application lies with the minister and the new union would not have to go through the normal registration procedure

Sweeping new clamps on "political activities" are proposed for both registered and unregistered unions

Up to now, only direct registered-union links with political parties have been prohibited. Now no

## All reference to race and sex abolished

union, whatever its status, may grant any assistance to, or "endeavour to influence its members", in favour of any "political organisation"

This is defined as "any person, association or group of persons who has as its objects, or as one of his or its objects, whether expressed or otherwise, the promotion of his or its political interests or the political interests of its members or some of its members"

This would certainly

rule out all links between unions and community organisations

Unregistered unions are compelled to submit their constitution, address and names of office-bearers and officials to the government's registrar on pain of a maximum fine of R200. They must also notify the government of all changes to their constitutions.

They are subjected also to all the controls on their constitutions, election of office-bearers and finances to which registered unions are subject. For example, ballots must be secret, finances audited and so on

Employers may not deduct union "stop orders" on behalf of unregistered unions unless the minister has agreed

The head office of all unions, whether registered or not, must be situated in the Republic "exclusive of any territory which is a self-governing territory within the Republic"

This would appear to forbid any union to have a head office in a self-governing black homeland

The government's

registrar has the power to recommend the deregistration of any union, employee organisation or union federation. This would mean that the organisation would lose all official bargaining rights

He can do so if he believes the organisation is not adhering to its constitution, has broken the law or has acted in a manner which is "unreasonable in relation to its members" or has caused "substantial dissatisfaction" among members

The decision lies with the minister, although organisations affected are allowed to make representations on the issue

Union federations are subjected to all the controls to which individual unions are subjected, including the provision that

## Sweeping new clamps on political activities proposed.

they can be deregistered

New controls have been placed on the holding of strike ballots by registered unions. The union must notify the minister of the date and time of the ballot and the minister has the right to appoint a person to supervise the ballot

The law governing the industrial court is changed. Among other measures a "contempt of court" provision is introduced

The controversial system of provisional registration for unions, which has been sharply criticised, is abolished by the Bill

Employers are compelled to deduct stop orders on behalf of registered unions if a laid-down procedure is followed

A prison sentence of one year or a fine of R1 000 is imposed for contraventions of the Act

# Police swoop on Natal sugar strikers, jail 270

3/4/81

WORK STRIKE

**By Drew Forrest**  
 In one of the toughest reactions to industrial unrest this year, police yesterday arrested about 270 strikers at the Union Co-operative Bark and Sugar Company in Dalton, Natal. The workers were re-

portedly dismissed when they failed to meet a management deadline to return to work. Shortly afterwards, police arrived 'in force' according to union sources.

Confirming the arrests, the District Commandant

for Greytown, Major H J Harris, said the workers would appear in court today in New Hanover on charges of trespassing after being held overnight at three police stations in the area.

The strikers, who had

gathered on the company's football field next to the mill, had 'submitted voluntarily' to arrest, he said, and there were no incidents.

## REFUSAL

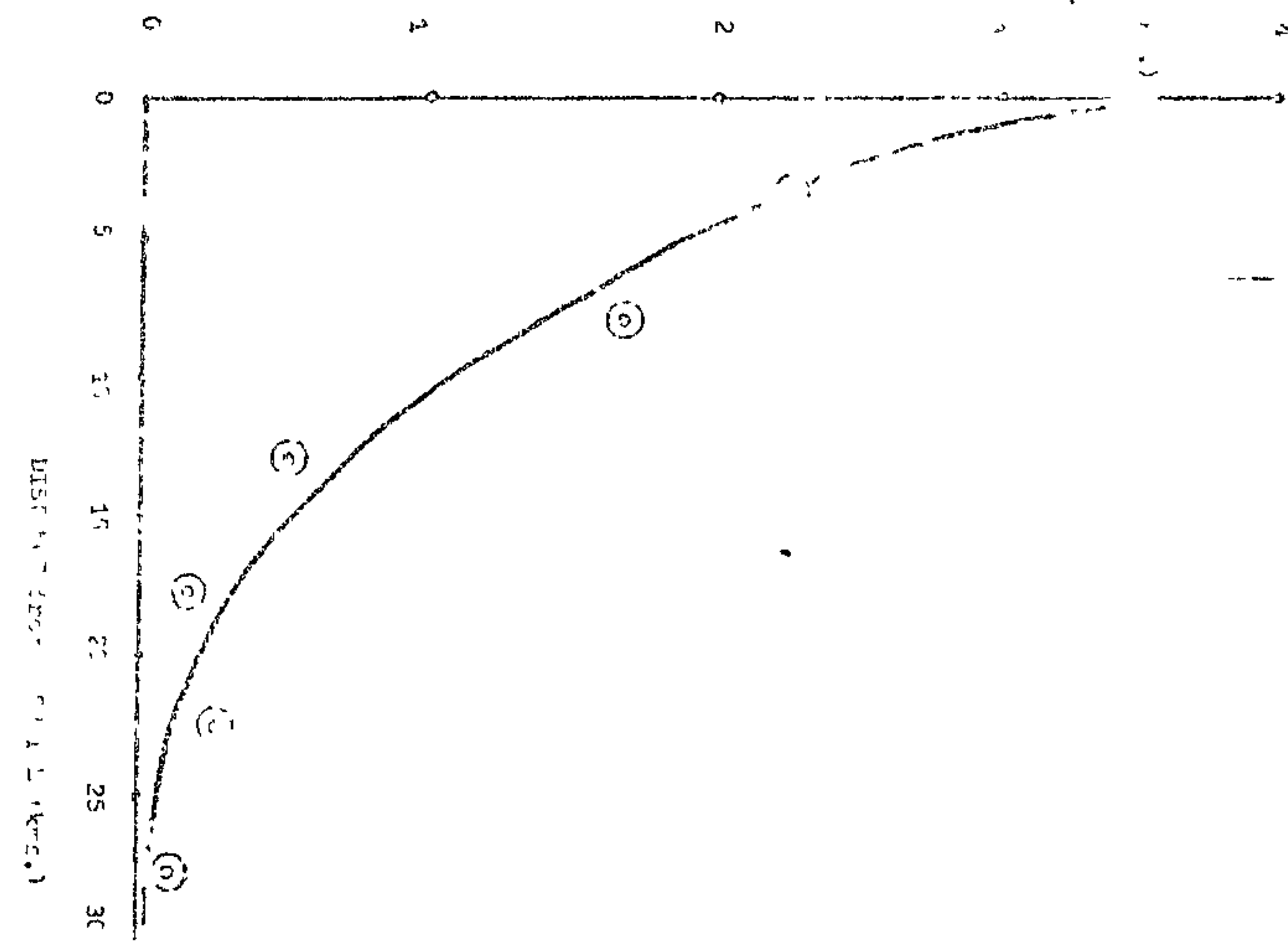
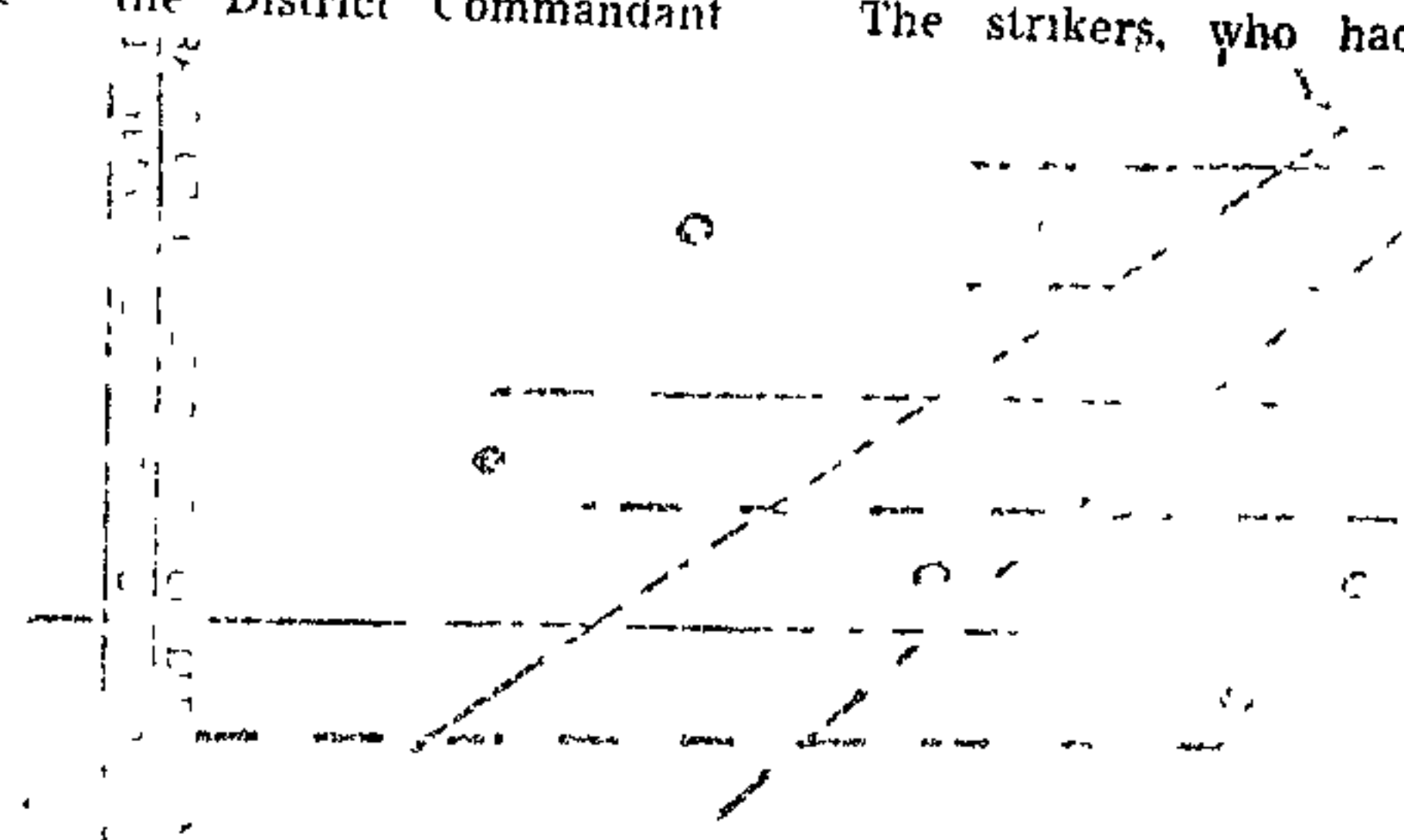
According to a spokesman for the Fosatu affiliated Sweet, Food and Allied Workers' Union, management had been asked by workers to meet union officials before the 2 pm deadline but had refused.

He said management had earlier tried — and failed — to negotiate a settlement with an "in-company" union, the Sugar Manufacturing and Refining Employees' Union.

The strike was sparked on Tuesday after the company had raised wages by 17 percent but had simultaneously withdrawn the workers' food rations.

The loss of rations had effectively nullified the increase, the spokesman said, and the 450-strong African workforce had demanded financial compensation.

Union Co-operative management was not available for comment.





The Classification of Depressive Syndromes

Reactive Syndrome	Relevance to Present Survey
1. Severe psychotic syndrome	None admitted in depressive stupor was a good example.
2. Depression presenting with anxiety	Five patients presented with symptoms attributable to anxiety.
3. The Depressive Grift	The 3 women with underlying hormonal disturbances were considered to fall within this category.
4. Behavioural Disturbances	Confused or irrational behaviour occurred in 7 patients of apparently stable previous personality.
5. Depression presenting as organic disease.	All the remaining 5 patients presented with somatic complaints, some of which had been quite extensively investigated.

subsequent experience suggested that there was usually a good response to medication alone, which often obviated the use of E.C.T. (Buchan 1971)(41).

Accordingly it has become policy to admit only floridly psychotic

or suicidal patients for initial treatment, there was only the stuporose man in this category. The patients experiencing suicidal ideas did so only occasionally and none had made any plans for an attempt. One other man was admitted after out-patient treatment had failed and one woman was already

in the general hospital for investigation of her somatic complaints at the time of referral.

The two patients in the general hospital were treated with Amityptiline 25 mg t.d.s., 50 mg nocte by mouth, together with 20 mg I.V. b.d. for 5 doses. Both showed marked improvement after 2 weeks and neither required E.C.T.

All other patients were treated with amityptiline as out-patients with dosage schedules graded according to the severity of the depression; Chlorpromazine 100 mg nocte was added if sleeplessness was a problem.

The dosage schedules are set out in Table VI together with the results of follow-up at two weeks.

The milder depressive reaction to defendant more readily and may have

depression emerge as

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entative, but there

depression emerge as

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depression emerge as

likely to be difficult and unreliable in an out-patient setting. The

differentiation of an acute brain syndrome would appear to be particularly hazardous.

Strikers told to pack up and go  
RD 4/4/81  
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By STEVEN FRIEDMAN  
Labour Reporter

ABOUT 400 striking workers at Union Co-Operative Sugar Mills at Dalton in Natal are likely to be deported back to KwaZulu, say union sources

A spokesman for the Sweet, Food and Allied Workers Union said last night that workers understood that they were to be transported back to the homeland

He described the situation outside the mill as "tense"

This followed a management instruction to workers to leave their compound housing by late yesterday

Workers were gathered on a company soccer field last night

Earlier 414 workers appeared in court for a hearing in connection with the strike. No bail was set and the workers were released with a warning to appear in court on May 6

The workers were arrested outside the mill on Thursday

They have been on strike since Tuesday in protest against a management decision to cut their food rations. They allege that they have not been compensated adequately

Management at the mill has refused to discuss the strike with the Press except to confirm that it refuses to negotiate with the union

A union spokesman said last night the contract workers had returned from court to be told to collect pay and leave their compounds. Police arrived

A spokesman claimed that late yesterday it was understood that management had ordered buses to take the men back to homeland areas such as Swinburne and Stanger

"This is a totally unacceptable method of resolving strikes. Management has consistently refused to negotiate with the union on the workers' grievances. It has fired them and now seems set on forcing them to return to the homelands," the union spokesman said



# Strikers herded and dumped.

S. Tribune 5/4/81 (136) (132) (140A) (137)

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MARTIN LEGASSICK

inflation or drained out of the country. But the rapid development of manufacturing industry itself, in a situation where the internal market was small and the income distribution of the population was grossly

to allow them to remain there for the weekend to complete their packing and find ways to get back to the Transkei and Zululand. "The police were called in to clear the compound. It was agreed that management would provide buses to some places. "The workers were to be paid money owing to them before they left, but after a fracas with police, during which workers refused to accept their dismissal, they were herded onto the buses and dumped at the various points, without even having the opportunity to collect all their belongings. Neither were they paid the money owing them."

Friday. The 460 workers were brought back to the compound late on Friday afternoon, after spending Thursday night in crowded police cells and then having to appear in court — for which the agricultural hall in New Hanover was used — and being warned to return to stand trial on May 6 on a charge of trespassing. Alec Erwin, general secretary of the Federation of South African Trade Unions told the Sunday Tribune yesterday. "Fosatu provided buses to transport them from New Hanover to Dalton, but when they arrived at the compound, management refused my request

ARMED police crammed hundreds of striking sugar mill workers at Dalton near Pietermaritzburg onto buses on Friday night and dumped them at various points in Natal to find their own way back to their homelands. The workers, all employed by the Union Co-Operative Bark and Sugar Company, were not allowed time to pack or make their own travel arrangements. Management insisted they immediately vacate the company's compound when the strike, which began on Tuesday, was still unresolved on

British capital was already involved in South Africa through commerce and land speculation from the early nineteenth century, and through diamond- and gold-mining from the century's end. United States capital partnered South African in the Anglo-American Corporation (1917), and financed motor assembly plants from the 1920s. After 1933 there was renewed foreign investment in mining, and to some extent in manufacturing, from after the Second World War such foreign capital moved increasingly into manufacturing

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SECONDARY INDUSTRY IN SOUTH AFRICA

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industry. Until the 1960s, the bulk of this foreign capital was British, but in the last decade the contributions from the United States and Western Europe have been increasing rapidly. From the point of view of the investors the major attraction has been, of course, the high profits generated by the forced labour economy. For South Africa the advantages have been not so much quantitative as qualitative. If there is debate on the precise significance of foreign capital in South Africa for rate of economic growth or balance of payments, its contribution to industrial sophistication is undoubted. South African industrialization has depended on employment of more and more capital-intensive and 'modern' methods in a succession of industrial sectors. And in each case, it would appear, it has been foreign capital which has financed the purchasing of the requisite machinery, and it has been foreign firms which have imported the expertise to initiate the handling of such machines.

In the early stages of industrialization, then, it was foreign, mining, and commercial capital that reaped the greatest benefits. Capital based in agriculture which, as suggested, had played a major political role in guiding the economic structure towards secondary industrialization, found itself unable in a 'free market' situation to diversify into manufacturing, commerce, or mining—the commanding heights of the economy. Moreover as petty commerce and production were abandoned by capital-accumulating whites, their places were taken by Indians, and, to a lesser extent, by Coloureds, who by operating on small profit margins and working long hours, impeded other aspirant whites from entry to such fields. Hence from the 1930s agriculturally based capital began to mobilize to gain entry to these areas. Earlier than that rural co-operatives and separate financial institutions for white agriculturalists had provided means for capital accumulation on the farms of the surplus diverted from mining by the state. Now aspirant rural entrepreneurs began to mobilize those whites whose material prosperity had been entrenched by job colour bars and by the civilized labour policy. In the late nineteenth century Afrikaner nationalism had been the weapon of 'maize' in its formation of an alliance with commercial capital and then mining capital. In the 1920s 'maize' had used Afrikaner nationalism to gain the power to lay the infrastructure for industry. Now Afrikaner nationalism was used to mobilize white savings and consumption patterns in the interest of agricultural entrepreneurs. This can clearly be seen in the fate of the 1938 fund set up to alleviate the situation of the remaining 'poor whites'. When, in the following year, a so-called People's Economic Congress was held to determine the use of the fund, the conference decisions reflected 'carefully-prepared schemes, radically different from the simple act of salvation to rescue poor white Afrikaners from poverty', which adopted 'the premise that the main cause of poor-whiteness was the Afrikaners' negligible share in commerce and industry'.<sup>30</sup> Save Afrikaners, Buy Afrikaners: these were the initial means by which agriculturally-based capitalists accumulated and

7/14/81 Sign (140A)  
New PE strike threat

Own Correspondent

PORT ELIZABETH — The threat of a full-scale strike hangs over yet another Port Elizabeth factory from workers' protest against the dismissal of eight women employees

When the eight workers were allegedly dismissed from the Cadbury-Fry chocolate and sweet factory on Friday after refu-

sing to work nightshifts — which they understood were voluntary — the factory's workforce decided to down tools yesterday until the women were reinstated

Another strike was averted today when the factory's management agreed to negotiate with representatives from the Federation of South African Trade Unions

~~132~~  
~~136~~

Religious Denomination

Height

Weight

Health Insurance Scheme

Vaccination marks

Presence of hospital/clinic card or number

11. Housing and Sanitation

11.1 Number of living rooms in homestead

11.2 Ownership or not

11.3 Type of water supply

11.4 Type of sewage

11.5 Refuse disposal

11.6 Presence of - telephone

- transport

- garden - ornamental

- vegetable

11.7 Any improvements to building?

Having collected this data we will have

1. Measured the available services and funds

2. Obtained Population information giving

- Birth rates

- Mortality rates both total and Infant

- Fertility rates - birth spacing

- Family structure

- Population structure

- Masculinity rate at home

- People per room

3. Rates for Illness

- Disability

- Vaccinations - BCG

- Small Pox

TB - sputum positive people

- infection risk

Sero positive diseases

Gluc

Any

4. Stat

5. Leve

6. Soc1

7. Fam1

Rate

# Fosatu head resigns

By Z B MOLEFE

IN a move that will shock trade union circles, Mr Alec Erwin has resigned as general secretary of the Federation of South African Trade Unions (Fosatu).

Confirming the resignation Mr Erwin told SOWETAN his resignation still has to be accepted by the Fosatu Central Committee.

"Basically this means that this is reorganisation of our head office People and some union activities will be reorganised," added Mr Erwin.

SOWETAN  
140A  
8/4/81

Indicators of self reliance

- home ownership

- garden

- improvements

- home/selfcare rates in illness

What can be done with this information?

1. In any place with disturbing rates of any problem attention can be given to it directly



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**3 500 car  
workers  
go on strike**

Argus Correspondent  
**PRETORIA** — The huge Sigma car plant in Pretoria was brought to a standstill early today when 3500 black workers, — almost the entire work force — went out on strike.  
 Mr Mof Lemmers, Sigma's personnel director, said the police had been notified and were on standby but had been asked to stay clear of the area.  
 So far there has been no violence.  
 At noon today a spokesman for the company said a management team was negotiating with members of the work force's executive liaison committee.  
 He confirmed that the strikers had made wage demands.

Argus 8/4/81  
 1404  
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and UCTOR, P.S.

In an effort to determine the mother's or mother figures understanding of health matters a number of simple questions were posed to the mother or the father figure. The responses are summarized below.

Table of the disease (Table Forty)		
Response	percentage of total	percentage of non maln.
Child not sick	22%	100% (Well Baby Sample)
Diarrhoea	16%	15%
Impaired food	8%	25%
"Weak child"	4%	100%
Uncried weakness	16%	25%
Does not know	16%	38%
Other	18%	62%

**Workers reinstated after strike**

The management of Cadbury (Pty) Ltd in Port Elizabeth is to reinstate eight dismissed coloured workers after a strike on the issue by its entire workforce last Monday.

Between 400 and 500 workers at the sweet factory downed tools, said the secretary of the EP Sweet, Food and Allied Workers Union, Mr V Ah Shene.

The four-hour stoppage came after the dismissal of eight women who said they could not work night-shifts, he said.

After negotiations with the union during and after the strike, Cadbury management had agreed to reinstate the workers, Mr Ah Shene said.

Mr Ah Shene also revealed that his union yesterday signed a formal recognition agreement with the company.

What do you do if your child gets diarrhoea (Table Forty Two)

Nothing	16%	75%	25%
Give enemas	50%	58%	32%
Sorghum porridge	2%	100%	87%
Medicines	30%	13%	100%
Other	2%		

Households routine with regard to giving enemas (Table Forty Three)

No enemas	4%	100%
Enemas when child is ill	38%	64%
Enemas routinely	58%	35%

The mother's and mother figures were asked to itemise the exact diet of the child on the day prior to admission or being seen at well baby clinic.

54% of all the children were on a diet of predominantly carbohydrate. (61% were malnourished; 59% were not malnourished)

21% of all the children were on a diet which contained carbohydrates and protein. (76% had malnutrition, 24% were not malnourished)

20% of all children were on a diet which included carbohydrates, protein and fat. (100% were not malnourished.)

The figures reflected a correlation between the type of diet and occurrence of malnutrition but not exclusively so.

During the course of the investigation a great deal of attention was focussed on the method of feeding and preparation of artificial feeds:

Factors that were evaluated included

- i) how is the baby fed.
- ii) type of milk used for the bottle feed
- iii) Method of measuring milk powder
- iv) water supply for bottle feeds
- v) number of feeds per day

No significant correlations were noted with regard to the method of preparing bottle feeds and the occurrence of malnutrition

Food taboos were also investigated but were not found to be of any significance. None of the householders were bound by taboos which would influence a child's diet.

Attitude towards family planning:		(Table forty four)	
Response	Percentage of total.	Percentage of maln.	Percentage of non maln.
Uses contraceptives	30%	26%	74%
Does not know about family planning	12%	50%	50%
Does not believe in family planning	6%	66%	34%
Family disapproves	6%	33%	67%
Does not apply	16%	37%	63%
Knows but no action	30%	86%	14%

Other and mother figures educational level

# Union dispute takes a new turn

By Drew Forrest

The bitter one-year dispute over union recognition at the Colgate-Palmolive plant in Boksburg has taken an unexpected turn, with the union calling for the establishment of a statutory conciliation board.

The Fosatu-affiliated Chemical Workers' Industrial Union had taken this unusual step after its "final demand" for recognition had been refused by the company, a union spokesman said.

If the conciliation process failed, she added, the union would be entitled to stage a legal strike.

The CWIU, which claims to represent about two-thirds of the company's 300-strong workforce, has for some time demanded plant-level negotiations with Colgate on wages and working conditions.

## INSISTENCE

Management's continued insistence on negotiating only at industrial council level was a "catch 22" the spokesman said, as few of its workers were covered by the industrial agreement.

Colgate workers were asking for an 80 cent increase in the minimum hourly wage, and wanted the union to negotiate the 1981 increases on their behalf.

Employers seemed increasingly intent on "taming" unions by allowing them to deal only with day-to-day problems on the shopfloor, the spokesman said, while denying them negotiating rights on major issues.

The company could not be contacted for comment last night

The investigations lead us to believe that the mother or mother figure of the malnourished child was likely to have certain characteristics:

- she has little or no formal education,
- she is not convinced of the cause of her child's illness
- she is likely to believe in the value of traditional Zulu health practices viz. giving enemas
- she is not likely to be motivated towards family planning
- she is likely to be unmarried, or if married the customary lobola obligations will not have been met.

Added to which the household in which she lives is also

fed  
ant to  
likely to  
or a small  
e Garden  
ew chickens

sh milk  
ndable, safe

Wain  
19/7/76

degree of mastery over environmental obstacles is possible. However, for the rural person catastrophes at family or community level are seen as the results of forces over which they have no control - the displeasure of ancestors, bewitchment etc. It must be understood that in an undereducated state this is the only adjustment that an individual can make to an apparently hopeless situation.

This explains the responses which reflected a general lack of conviction about the cause of the disease, the steps needed to prevent a relapse; and the need for family planning. It also explains the adherence to traditional practices and the readiness to pursue traditional forms of treatment

The conventional health worker's response to the mother and her malnourished child will be to

- Give her advice on how to feed the child
- offer her a packet of powdered milk at a subsidised rate
- recommend that she attends the family planning clinic.

The health worker has done her bit. Another 'case' has been recorded and attended to; but the problems at community level that have precipitated the onset of the disease remain untouched.



GRAPH 1  
GENERAL OUTPATIENT ATTENDANCE FIGURES  
GROOTE SCHUUR 1967-1977

Attendances  
in  
'000s

General  
outpatients

80  
70  
60  
50  
40  
30

(40)  
At Groote Schuur, general outpatient attendances have declined since 1973. The number of physiotherapy treatments has also declined - either due to changes in the caring of patients (most likely) or suggesting that the Day Hospitals have taken responsibility for much post-operative physiotherapy treatments. The number of diabetic patients also appears to have declined. At Red Cross, the total number of attendances has declined (although the short time series limits the usefulness of the data here) with special clinics remaining fairly constant and general outpatient attendances declining.

The Groote Schuur Hospital staff report reduced congestion resulting from the existence of the Day Hospitals (I) but the data is such that strong inferences cannot be drawn

The attendances at Day Hospitals are shown in Graph 3. It appears that it took nearly 2 years to educate the population about the new role of the Day Hospitals. Since 1971, the number of attendances has increased rapidly (also as the number of Day Hospitals has increased) particularly among 'Coloureds' - 75% of the patients now seen at the Day Hospitals are 'Coloured'. Some of these patients might have previously attended outpatient departments, some might previously have not received medical treatment through ignorance or poverty or may have consulted a doctor less often, and others might have been attending private doctors. It may also be that the capacity of the community for care has declined, owing to the cheapness and proximity of professional help.

# Black union dispute may lead to strike

RDM 9/4/81

140A

67

72

75

## Labour Reporter

A DISPUTE between a predominantly black trade union and a major multinational company could result in the first legal strike by black workers since the Wiehahn report - and the second in South Africa's history

The Fosatu-affiliated Chemical Workers Industrial Union announced yesterday that it had applied to the Minister of

Manpower Utilisation for a conciliation board hearing in an attempt to resolve its dispute with Colgate Palmolive

The appointment of a conciliation board is a key step on the road to a legal strike

If it does not resolve the dispute, workers may strike after 30 days have elapsed since the calling of the board

Workers may also strike legally if the Minister refuses to call a conciliation board

Though there are other restrictions on legal strikes, it is understood that they do not apply in the case of Colgate Palmolive

The CWIU has been involved in a long and bitter union recognition dispute with Colgate Palmolive at its Boksburg plant

The company has said it will recognise the union, but will negotiate with it only on 'shop floor grievances'

The company says that issues such as pay and working conditions must be negotiated on the industry's industrial council only

But the union claimed yesterday that only 23 of Colgate's 290 black workers were covered by the industrial council

It added that the councils negotiated only on minimum wage rates, not on real wages, and that minimum wages set by the council governing Colgate are 'pitifully low - below

the Poverty Datum Line'

The statement also revealed that workers in the company have submitted a petition to Colgate Palmolive proposing a 'living wage' in line with Fosatu's campaign

The workers were asking for an 80c an hour increase, which would bring the minimum wage up to R2,20 an hour, the statement said

It added that worker demands also included the right of the union to negotiate pay and work conditions, the recognition of union shop stewards, access to the plant for union officials, stop-order facilities, and the right to negotiate disciplinary and grievance procedures

CWIU says that Colgate has replied to its request for a conciliation board by writing to the department to say that it believes no dispute exists between it and its workers

It added that Colgate wanted workers to accept a system 'which in reality allows employers such as Colgate to retain sole discretion in setting wages and working conditions'

Colgate's industrial relations consultant, Mr Chris Dyson was not available for comment yesterday

A representative of Colgate's personnel department said only Mr Dyson could discuss the issue with the Press

General outpatient attendances

Special clinics

1973 1974 1975 1976 1977

# 4000 strike at Pretoria car plant

Pretoria Bureau

About 4000 Sigma Motor Corporation employees in Chrysler Park near Mamelodi downed tools this morning in a demand of higher salaries

The employees are not satisfied with their minimum of R1,04 an hour and are demanding a minimum of R3,00 which they say will not affect the company which made a profit of about R25 million last year

According to one employee, the workers this morning clocked in and went to the canteen where they gathered with

the committee they had elected at a meeting last night at the Mamelodi community centre

They said they would not resume work if management did not meet their demands and they also signed a petition

Mr S S Lemmer, personnel director of Sigma Motors, said they would not negotiate with the new committee but were discussing the situation with the liaison committee

He said a small group had apparently gone around the plant demanding that the workers strike and threatening them

1971/9/14/1

Stamp

12/7

12/7

12/7



# SA's second legal black strike rooms

by ons.

## Own Correspondent

JOHANNESBURG — A dispute between a predominantly black trade union and a major multinational company could result in the first legal strike by black workers since the Wiehahn report — and the second legal black strike in the country's history

The Fosatu-affiliated Chemical Workers Industrial Union announced this week that it had applied to the Minister of Manpower Utilization for a conciliation board in an attempt to resolve its dispute with Colgate Palmolive

The appointment of a conciliation board is a key step on the road to a legal strike

If it does not resolve the dispute, workers may strike after 30 days have elapsed since the calling of the board. Workers may also strike legally if the minister refuses to call a conciliation board

## Other restrictions

Although there are other restrictions on legal strikes, it is understood that they do not apply in the case of Colgate Palmolive

The CWIU has been involved in a long and bitter union recognition dispute with Colgate Palmolive at its Boksburg plant. The company has said it will recognize the union but that it will only negotiate with it on "shop floor grievances"

The company says that issues such as pay and working conditions must be negotiated on the industry's industrial council only

But the union claimed in a statement issued on Wednesday that only 23 of Colgate's 290 black workers were covered by the industrial council

It added that the councils negotiated only on minimum wage rates not on real wages and that minimum wages set by the council governing Colgate are "pitifully low — below the poverty datum line"

## Living wage

The statement also revealed that workers in the company have submitted a petition to Colgate Palmolive proposing a "living wage" in line with Fosatu's "living wage" campaign

The workers were asking for an 80c an hour increase which would bring the minimum wage up to R2,20 an hour the statement said

It added that worker demands also included the right of the union to negotiate pay and work conditions, the recognition of union shop stewards, access to the plant for union officials, stop-order facilities and the right to negotiate disciplinary and grievance procedures

The CWIU says that Colgate has replied to its request for a

conciliation board by writing to the Department to say that it believed no dispute existed between it and its workers

It accuses Colgate of allowing workers to have only a "second-class union". It is doing this, it argues, by insisting that the union negotiate through the council

In a sharp attack on the industrial council system, the CWIU said Colgate was forcing workers to accept a system that "they had no part in designing that is not properly representative of workers but has the power to make binding agreements on all workers in a particular industry"

It added that Colgate wanted workers to accept a system "which in reality allows employers such as Colgate to retain sole discretion in setting wages and working conditions"

The statement adds "Employers cannot recognize a union without recognizing its right to negotiate on behalf of its members. Colgate refuses to recognize the union's right to negotiate. This is what the dispute is about"

Colgate's industrial relations consultant, Mr Chris Dyson was not available for comment. A representative of Colgate's personnel department said only Mr Dyson could discuss the issue with the press

major part of their diet, us, be purchased, tradition and experience no longer serve them. They must learn anew to develop a balanced diet, this time by allocating their food budget wisely. This is not easy. It requires education.

(15)

Availability of essential foods (Table Thirty Five)

Item	Percentage of shops at which available	Percentage of shops at which unavailable
Fresh milk	36%	64%
...	46%	54%
...	74%	26%
...	98%	2%

significant correlation between what was available and the occurrence of malnutrition. However, the availability of fresh milk in the rural areas does precipitate problems because of the inevitable dependency on milk. The preparation of artificial feeds by illiterate and uneducated state seldom cope with the accurate sources in the homelands area are unprotected. The water used for artificial feeds is polluted.

Milk is usually very expensive in rural shops. The poor no doubt try to make it last as long as possible thus often use it in a very diluted strength.

Transition from a subsistent economy to a cash economy has been fairly rapid there has been a lag in the development of a suitable infrastructure for marketing and essential goods. Generally speaking trading in rural areas are poorly managed; charges are especially high in the remoter areas; there is very little choice in the goods offered to the consumer. Control regulations are frequently not enforced.

The lack of a well established network of trading stores also results in the emergence of a number of unlicensed businesses who appear to be even less subject to any form of control than their licensed counterparts.

(16)



UNIONS 2

114Da 151 317b  
M 10/4/81 2/15 1/3  
**Colgate's Catch 22**

In a step that could make labour history a registered black trade union affiliated to the Federation of SA Trade Unions (Fosatu), the Chemical Workers Industrial Union (CWIU) has called for a Conciliation Board to settle its dispute with Colgate-Palmolive.

Labour observers see the move as significant as it could lead to the first "legal" strike by a black union.

Calling for the creation of a Conciliation Board is the first step a union can take towards settling a dispute "legally". If the Board fails to settle the dispute, the union can call a legal strike after a month's "cooling off period".

The dispute centres on the extent to which the company is prepared to allow the union to become involved in negotiations and, as a corollary, the role of industrial councils.

In a press statement released last night, the CWIU says: "Employers cannot recognise a union without recognising its right to negotiate on behalf of its members. Colgate refuses to recognise the union's right to negotiate."

CWIU says employers are trying to force unions to negotiate all major issues at the industrial council level. Members are reacting angrily to this strategy. They see it as an attempt to displace any real negotiations.

The union says workers are objecting to the industrial council system because they had no part in designing it. They say it is not properly representative of workers but has the power to make binding agreements on all workers in a particular industry.

The press statement adds: "Colgate is taking an intransigent stand with regard to the issue of negotiating wages and working conditions. It has reiterated its position that the union can deal only with 'shop floor' grievances. It seems intent on forcing the union onto an industrial council which does not cover the majority of Colgate workers."

The union says that it is caught in a "Catch 22" situation. If we do not go to the industrial council, Colgate refuses to nego-

ciate. If we do go we only negotiate minimum wages which are well below those paid by Colgate.

CWIU says its final demand for recognition includes the right of the union to negotiate wages and working conditions, the recognition of union shop stewards as representing workers in the plant, access to the plant for union officials, stop order facilities, the right to negotiate procedures such as grievance and dismissal procedures, and the right to negotiate the 1981 wage increases.

The CWIU could not contact a Colgate spokesman for comment.

In another surprise move, Alec Erwin, general secretary of the Federation of SA Trade Unions (Fosatu), has resigned. Erwin, who has been general secretary of SAS's largest independent trade union federation since its inception in April 1979, will present his resignation to Fosatu's central committee at the end of this month. Erwin is expected to continue working for Fosatu. Says a federation spokesman: "He made a deliberate choice so that the leadership reins could be handed over to someone else."

DO 10/14/81  
Motor  
workers  
strike

PRETORIA — An estimated 4 500 workers at the Sigma Motor Corporation here went on strike yesterday

The workers are demanding wage increases — apparently a R3 an hour minimum instead of the present R1,04 — and that management negotiate with a committee elected by union members at Sigma instead of its executive liaison committee

Strikers also displayed placards demanding the recognition of the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers

The dispute remained deadlocked yesterday as an attempt to set up a negotiating meeting between management, the liaison committee, and the "committee of 20" — elected at a union meeting on Wednesday night — failed

Sigma's personnel director, Mr Mof Lemmer, said the company now hoped the meeting would take place this morning

The strike follows a wave of wage strikes here earlier this year

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# Sigma Workers on Strike

By MONK NKOMO  
ABUJNT 4 000 work-  
ers at Sigma Motor Co-  
operation in Pretoria  
went on strike yester-  
day demanding a R2 an  
hour wage increase.

The employees re-  
ported for duty at us-  
ual time, chanted free-  
dom songs and waved  
placards that read:  
"We want more pay"  
and "The immediate  
recognition of our  
union." The union is  
the National Union of

Motor Assembly and  
Rubber Workers.

About 700 of the  
workers, together with  
members of the union,  
met at a special meet-  
ing on Tuesday night  
at Mamelodi Commu-  
nity Centre. A decision  
was reached to de-  
mand an increase of  
R2 an hour with im-  
mediate effect. A com-  
mittee of 18 was elect-  
ed to negotiate with  
the Sigma management  
on the increases

(LCSA)  
Mr S S Lemmer, per-  
sonnel director at Sig-  
ma, confirmed that  
there were about 4 000  
workers on strike and  
that they had demand-  
ed an amount of R3  
an hour as a starting  
wage

He said the 18 mem-  
bers of the union  
would not be recognis-  
ed by the company as  
they only represented  
20 percent of the em-  
ployees. The company  
would recognise the

union only if it rep-  
resented 50 percent of  
the workforce, he ad-  
ded.

A member of the  
union said Mr Shadrack  
Nzwana, the industrial  
relations officer of the  
company, was sent by  
management to request  
employees to be ad-  
dressed by the Hanson  
committee. "We agreed,  
though it would be to  
no avail in this tense  
atmosphere," he said.  
Most of the workers,  
however, had threaten-

SOVETON 10/4/84  
ed to continue with the  
strike until manage-  
ment meet their de-  
mands.

But management ul-  
timately decided to  
hold a meeting with  
the union's 18 repre-  
sentatives at about 1  
pm while the union's  
membership forms  
were distributed among  
workers to fill in.

The strikers, some  
moving about and oth-  
ers waiting patiently  
for the outcome of the  
meeting, seemed un-  
concerned at the busy  
white workers driving  
forklifts around the  
premises

Later a member of  
the union reported that  
the Hanson committee  
had dissolved and join-  
ed forces with the 18  
union members, bring-  
ing the total to 28

The workers dispers-  
ed at about 3.30 pm  
threatening to conti-  
nue the strike



DD 10/4/81

# Union bid may spur legal strike

(140A)  
(129)

JOHANNESBURG — A dispute between a predominantly black trade union and a major multinational company could result in the first legal strike by black workers since the Wiehahn report — and the second legal black strike in the country's history.

The Fosatu-affiliated Chemical Workers Industrial Union announced yesterday that it had applied to the Minister of Manpower Utilisation for a conciliation board to resolve its dispute with Colgate Palmolive.

If it does not resolve the dispute, workers may strike 30 days after the calling of the board. They may also strike legally if the minister refuses to call a conciliation board.

The CWIU has been involved in a long union recognition dispute with Colgate Palmolive at its Boksburg plant. The company has said it would recognise the union but would only negotiate with it on "shop floor grievances".

The company said issues such as pay and working conditions should be negotiated by the industry's industrial council only.

But the union claimed yesterday that only 23 of Colgate's 290 black workers were covered by the industrial council.

It added that the council negotiated only on minimum wage rates, not on real wages.

The union said Colgate had replied to its request for a conciliation board by

writing to the department to say that it believed no dispute existed.

In a statement, Fosatu pledged its support for "any steps" the union decides to take in future.

"Fosatu is not against the idea of industrial council negotiations but believes that employers and workers should meet at plant level to improve on the minimum conditions that have already been negotiated nationally," the statement said.

Managements who attempted to force workers into accepting the industrial council system were turning workers against it.

Colgate's industrial relations consultant, Mr Chris Dyson, was not available for comment yesterday — DDC

ST 10/4/87  
4 500 on strike  
in Pretoria

Own Correspondent

JOHANNESBURG — Pretoria once again became a centre of black labour unrest as an estimated 4 500 workers at the Sigma Motor Corporation's Pretoria plant went on strike yesterday

Workers are demanding wage increases — apparently a R3-an-hour minimum instead of the present R1,04 — and that management negotiate with a committee elected by union members at Sigma instead of its executive liaison committee

Strikers also displayed placards demanding the recognition of the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers

The dispute remained deadlocked yesterday with the failure of an attempt to set up a negotiating meeting between management, the liaison committee and a "committee of 20" which was elected at a union meeting on Wednesday night

Sigma's personnel director, Mr Mof Lemmer, said the company now hoped the meeting would take place this morning

A worker source claimed that the liaison committee had disbanded voluntarily yesterday and that eight of its members had joined a "committee of 20" formed at a union meeting on Wednesday night

- 2. To assess the influence of:
  - The Availability of Services
  - Service utilization
  - Population pressures
  - Sanitation
  - Socio-economic Status
  - Family Factors

Can be correlated with

Nutritional Status, Illness, disease and Mortality rates

All this can be done accurately by a small team of well trained nurses. It is however already perhaps too much to handle in the beginning stage in an area poorly monitored. To start, one should therefore select from the comprehensive set of measurements for those few with the highest payoff. Thereafter build up to a fuller picture if the information gathered first has been shown to be used to the benefit of the population

I would like to suggest that the best starting point is the

- 1. INFANT MORTALITY RATE
- 2. NUTRITIONAL STATUS
- 3. TUBERCULOSIS INFECTION RISK

If it can be shown that these three measures can be gathered accurately in an economic way then it should be of great service to assist with the health care in the presently poorly monitored areas

- 1. Morbiditätsregistratie Peilstations (1976)  
Medisch Contact, 21, 1519
- 2. Introductory Report, The General Household Survey, Her Majesty's Stationary Office 1973, LONDON
- 3. United States Health Interview Survey (USHIS) in Vital and Health Statistics Series Reports
- 4. Glatthaar, E., Arabin, G., Kleeberg, H.H., (1978)  
S. Afr. Med. J., 53, 615

**Car plant**  
Argus 10/4/81  
**pay strike**  
140A  
CONTINUES

**Argus Correspondent**

PRETORIA — The Sigma plant in Pretoria was today still virtually at a standstill with almost the entire black workforce out on strike

A management team was continuing negotiations with workers representatives but no settlement has been reached

Hundreds of workers stood outside the building today

A few went inside following last night's statement that the plant would be open today but the plant was nonetheless virtually at a standstill

The workers went out on strike yesterday demanding higher wages. If a settlement is reached today it is likely the plant will only reopen on Monday



# Fresh labour unrest hits Pretoria

By RAMAKOENA MATLALA and STEVEN FRIEDMAN

PRETORIA once again became a centre of black labour unrest as an estimated 4 500 workers at the Sigma Motor Corporation's Pretoria plant struck yesterday

Workers are demanding wage increases — apparently a R3 an hour minimum instead of the present R1,04 — and that management negotiate with a committee elected by union members at Sigma instead of its executive liaison committee

Strikers also displayed placards demanding the recognition of the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers and demanded that a union official be present at talks between the committee and Sigma

The dispute remained deadlocked yesterday as an attempt

to set up negotiations between management, the liaison committee, and the "committee of 20" — elected at a union meeting on Wednesday night — failed

Sigma's personnel director, Mr Mof Lemmer, said the company now hoped the meeting would take place this morning

The strike follows a wave of wage strikes in the Pretoria area earlier this year and the "ripple effect" in which workers have demanded wage increases which have been granted at other factories

According to worker sources, the strike also follows a "massive" swing of support to the NUMARW and away from the liaison committee

A worker source claimed that the liaison committee had disbanded voluntarily yesterday and that eight of its members had joined the new committee

Mr Lemmer said Sigma's system of negotiating wages with its executive liaison committee might be "wavering" and could be replaced by a new system

NUMARW is active at the plant but only represents about 20% of the workers, according to Mr Lemmer

The company has signed a transitional recognition agreement with NUMARW whereby it will gain seats on the liaison committee once it has 35% membership

If it grows to represent a majority, Sigma will recognise it as its sole negotiating partner at the factory, Mr Lemmer said

He added that Sigma had made an effort to ensure that negotiations with the liaison

□ To Page 2

Sigma  
RDM 10/4/81  
motor  
plant  
strike

(2.1) The Size of the Drug Market  
(2.2) Growth of the Drug Market

committee were effective and had flown an outside expert to Pretoria to assist it in preparing its case

However, the company was prepared to change its system and deal directly with the union if it could demonstrate that there had been a substantial swing of worker support. But we would obviously require proof

Mr Lemmer said the company had agreed to meet worker representatives to "decide who we should negotiate with"

The strike could also be a continuation of the "ripple effect" which began after East Cape motor workers were awarded large increases last year

Workers at two Pretoria motor factories struck, demanding the same pay and management awarded them sizeable increases. This meant, union sources said, that Sigma was now lagging behind other companies

Mr Lemmer acknowledged that Sigma's minimum was R1,04, compared to R1,60 at some other companies, but said new workers often started at higher rates

"We will not raise wages unilaterally as others have done," he said

"Our increase will be decided in negotiation with majority worker representatives"

Workers gathered outside the factory yesterday morning and some sang freedom songs or held placards reading "We want our trade union recognised" and "We want more pay"

There were no incidents and police did not appear at the factory

The secretary of the worker committee handed the Press a copy of the committee's mandate from workers

Mr Lemmer said Sigma still did not know what worker demands were

(8.2) Pricing and Research

DRUGS	34
ons	33
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SECTION 9: POSSIBLE SOLUTIONS TO THE PROBLEMS OF THE DRUG INDUSTRY

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# Fosatu backs Colgate workers

12/1/71 STML (14) (140) (4)

## Labour Reporter

The Federation of Unions of South Africa (Fosatu) has declared its support for one of its affiliates which is fighting to gain recognition from Colgate-Palmolive in Boksburg.

The Chemical Workers' Industrial Union which claims to represent a ma-

ority of workers at the Boksburg firm has been refused recognition by management until it becomes a party to the Industrial Council.

But union representatives claim that the Industrial Council agreement covers only a few of its workers.

A Fosatu spokesman said it fully supported the union in its attempts for recognition and said that Colgate was using an increasingly common management tactic to avoid recognising and dealing with unions at the plant level.

The industrial council system was not responsive to most workers and their needs, the spokesman said.

"Fosatu urges employers to be responsive to the immediate needs of their employees by negotiating at plant level about work conditions and wages."



# Senior Fosatu official resigns in surprise move

Own Correspondent

JOHANNESBURG. — In a surprise move, Mr Alec Erwin has submitted his resignation as secretary of the 50 000-strong Federation of South African Trade Unions (Fosatu)

Confirming this, Mr Erwin said he had submitted a letter of resignation which was being circulated to affiliated unions before a meeting of the organization's central committee later this month, when a decision would be taken on the issue

Denying suggestions that his resignation was the result of internal tensions within the organization, Mr Erwin said it was part of a "considered move" to reorganize Fosatu and involve experienced officials more fully in union organization.

"The idea is that I should pull back into an

Active organizing position, which I am very keen to do," he added

Mr Erwin was reluctant to comment further before the issue had been discussed by the central committee

It is understood Mr Erwin's proposed resignation has been discussed by Fosatu's executive, which supports the move.

However, his resignation may be turned down by the central committee

Mr Erwin has been general secretary of Fosatu since its formation two years ago. Since then, the federation has grown into the largest coordinating body of predominantly black trade unions in the country

Sources within the organization suggested yesterday that Mr Erwin's resignation would result in the appointment of a black as general secretary

services within reach of all sections of the population, according to their need, and without regard to race, colour, means or station in life."

• / ...

5.

"The Modern Conception of Health", which seems to have lost nothing of its actuality during the past 35 years. It is a very comprehensive account of the various types of health services, which are

on is made between persons and non-personal Personal health preventive, curative and health factors the importance of the individual and services, the importance of education etc, is men- antenatal care, infant education, school and preventive services. importance of a preventive, curative and curative and could be integrated vice. Such a service of disease, but cal and mental efficiency."

on: ons is to bring these

6.

part II of the Report of the Commission contained a detailed survey of the health needs of the population of S. Africa and to what extent these needs were met by the existing health services. The Commission observed that from 1919 onwards there were 3 different kinds of public authorities, which dealt with health services: local authorities, Provincial Councils and the Department of Public Health.

Their conclusions at the end of this survey about existing health services were very straight forward:

"The services are NOT 'organised on a national basis' — they are disjointed and haphazard, provincial and parocnal.

The services are NOT 'in conformity with modern conception of health — for they are mainly directed not to promotion and safeguarding of health, but to the cure of ill health.

The services are NOT 'available to all sections of the people of the Union of South Africa' — they are distributed mainly among the wealthier sections who, on account of their economic potentialities should need them least: and are but poorly supplied to the under-privileged sections who require them most.

Moreover, existing 'administrative legislative and financial measures' are NOT adequate to provide, by any mere process of expansion a national health service of the range and quality demanded by our terms of reference."

Part III of the Commission's Report dealt with the fundamental question of whether a National Health Service would be the best solution for the health needs of the people. The answer of the Commission was affirmative in order to ensure unified direction, a redistribution of health resources and to make the best use of the limited economic resources available.

It was realised that massive ill health means decreased economic productivity and an increased expenditure on curative health

• / ...



# Anglo asked to 'defuse' Sigma strike

**Own Correspondent**  
JOHANNESBURG — The National Union of Motor Assembly and Rubber Workers last night called on the Anglo American Corporation to step in and defuse the conflict situation at its strike-hit subsidiary, the Sigma Motor Corporation

In a statement, the union also accused Sigma of 'deliberately creating a situation of confront-

ation' with the 4500 striking workers and the union

The statement was issued after a meeting between management and union representatives had ended in deadlock in Pretoria last night

Earlier yesterday, another meeting between management and a committee of 20 workers elected three days ago also failed to resolve the dispute

which has paralysed the firm's motor assembly plant for the past two days

Deadlock came last night after the parties had put various proposals and counter-proposals to each other

In its statement the union accused the company of "consistently closing possible avenues of progress" and narrowing the terms on which it was prepared

to negotiate

Company spokesmen could not be reached for comment on these allegations last night

The workers are demanding a pay increase to R3 per hour from the present R1 04, and that management negotiate with the committee elected by union members instead of the officially-recognized executive liaison committee

140A  
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192

generally far preoccupied with the pressing spare time to study a parallel and often val system. There is also a general lack wledge for this type of research: there terest in community medicine in South ore contribute impressionistic information patients who come to them after a failure in tional practitioner. Their impressions then ence of the traditional practitioners. The eir own patients perceive treatment failure eek out help in the traditional sector goes e of the Thalidomide baby should be a r all.

paper is therefore to present the care system of the rural and urban areas also have implications for other traditional mental importance here is to examine the traditional medical system continues to he society and to be able to determine how on as a result of western contact can lead the traditional system.

ives the following questions:

ditional medical institution serve ads of the society?

4/ .....

2. To what extent has the introduction of scientific medicine led to changes in the practice of traditional medicine?
  3. What type or kind of organizational base supports either type of medicine and why?
  4. In what circumstances do the sick prefer one type of medical attention to the other?
  5. What are some of the social consequences arising from the introduction of scientific medicine?
  6. What are the psychological implications of the use of scientific medicine on a traditional society?
- To understand the concept of preventive medicine in rural Xhosa requires a knowledge of Xhosa social structure and concepts of ill health and disease. Consequently a very brief description of these beliefs is necessary. As with such brief descriptions this one is highly selective in nature since this subject may be dealt with in greater detail by other contributors in this conference. This description will take us to the following areas :
- political system, kinship system, marriage and family, the economic system and the concept of the individual.
1. Political System : In the rural areas paramount

5/ .....

REPUBLICAN ...

# Around the

Argus 11/4/81 1408 15 17

## World MOTOR FIRM WARNS STRIKERS

Argus Correspondent

JOHANNESBURG — Management at the Sigma Motor Corporation at Chrysler Park near Mamelodi has warned striking workers to return to work on Monday before any further negotiations can be held with union members.

Following Thursday's walkout by about 4 000 workers over wage demands, the National Union of Motor Assembly and Rubber Workers (Numarosa) has claimed majority worker representation.

The strikers are demanding a trebling of their R1,04 an hour wage, recognition of the union and the suspension of the present liaison committee.

### REAGAN CHECK

WASHINGTON — President Reagan is to be allowed to leave hospital today or tomorrow, depending on a final check of a small spot on his lung, damaged in an assassination attempt 12 days ago.

Mr Reagan will not be able to return to normal work for a while, doctors said — Sapa-Reuter

### EX-MP DIES

PRETORIA — Mr S H Eyssen, former MP for Heidelberg, died in Pretoria today at the age of 90.

Mr Eyssen represented Heidelberg in the House of Assembly from 1948 to 1958 when he gave up his seat for Dr Hendrik Verwoerd. He is survived by his widow, a married son and a married daughter — Sapa

# Return to work Sigma warns strikers

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Labour Reporter  
Management at the Sigma Motor Corporation at Chrysler Park near Mameodi has warned strikers to return to work on Monday before any further negotiations can be held

Union officials met with management yesterday following Thursday's walk-out by about 4 000 workers over wage demands

The National Union of

Motor Assembly and Rubber Workers (Numarosa) has claimed majority worker representation and met with Sigma management

Management has proposed a free election to ascertain union support, that the committee proved it represented union and that the union proved it had more than 50 percent worker representation

Strike

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# Workers' hearing delayed

By MAUREEN GRIFFIN

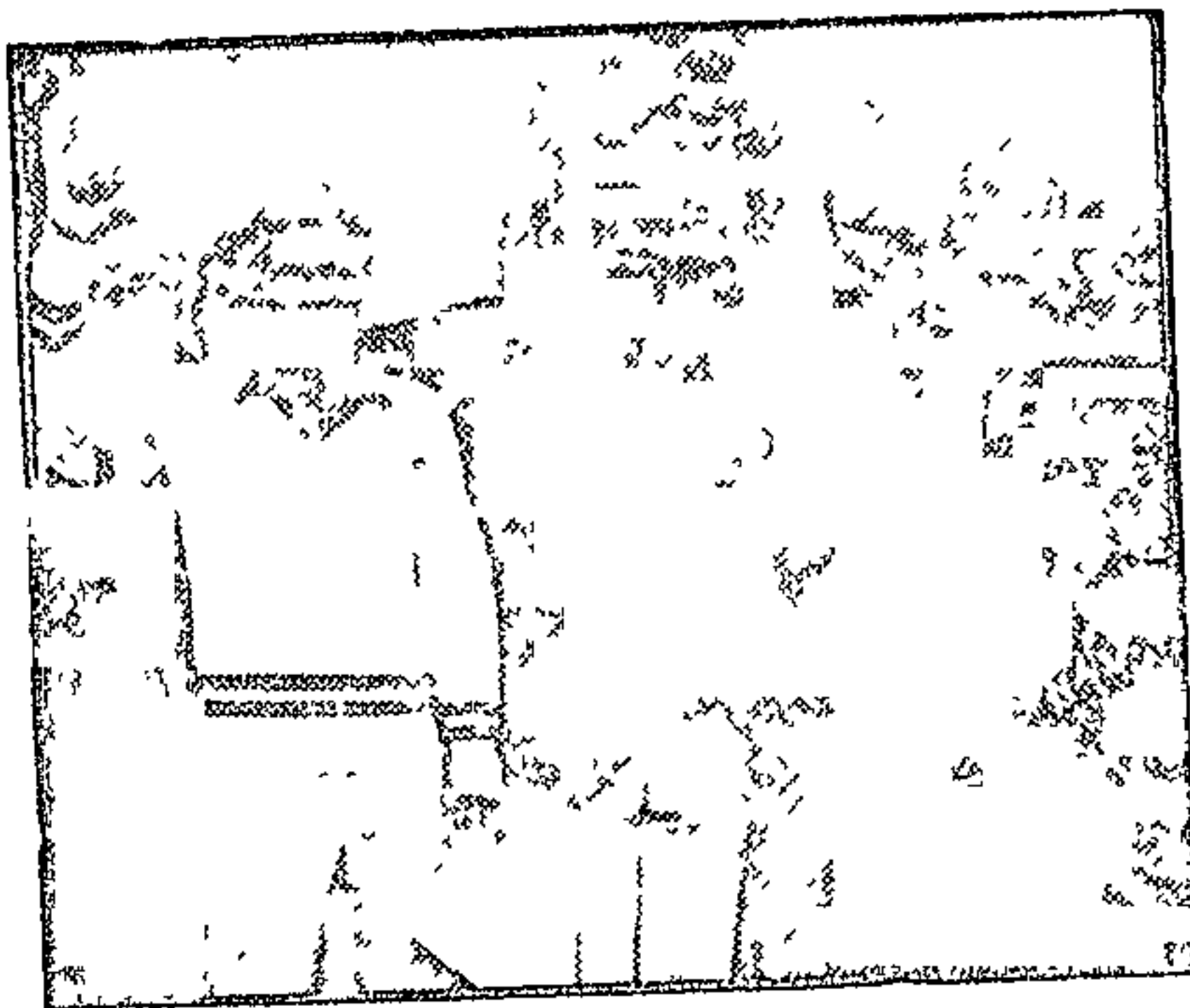
AN urgent Supreme Court application by homeless workers to be allowed to move back into a compound from which they were ejected by armed police, was this week delayed for 14 days because the judge said he needed evidence that the loss of their homes had inconvenienced the men and their families.

The men, some of whom had travelled from Transkei to attend the hearing in Pietermaritzburg this week, had to return to their homelands again after Mr Justice Mark Kumleben ruled that their affidavits must include the statement that they had been prejudiced by their loss of accommodation in the compound.

The court application was brought by the Federation of South African Trade Unions on behalf of 45 workers who were among 460 involved in a labour dispute at the Union Co-Operative Bank and Sugar Company in Dalton, Natal, last week.

All 460 workers were ordered to vacate the company's compound and married quarters when they refused to work after food rations they'd received from the company were stopped.

The hearing this week concerned only an application for an interim order to have accommodation restored to the 45 workers pending the outcome of the full application to declare their dismissal null and void because it allegedly constituted a lockout.



Some of the workers who travelled from Transkei for the Supreme Court hearing in Pietermaritzburg

An affidavit by one of the workers, creditors clerk Cyprian Ngewu, stated that he and his family shared a three-bedroom house with another family in the married quarters at the sugar mill.

Since I was first employed by the mill in 1975 I have been provided with six rations consisting of maize meal, samp, beans, salt and stew every week. I was also provided with 0,70 kg of meat twice a week.

He said in January workers were told the rations were to be discontinued. They asked management to pay them an additional R24 a month as compensation but this request was refused. Instead, management brought forward to March a proposed increment due in April.

The increment of

between 14 percent and 17 percent has nothing whatsoever to do with the compensation for the abolition of rations. It is a general increment which has been made payable to the sugar industry as a whole.

When they received no compensation in their pay packets at the end of March they stopped working. Management ordered them off the premises two days later, and when they refused to leave, the police were called in and they were arrested. After spending the night in various police cells and prisons, the 460 workers were the following day charged with trespassing.

The workers' application was opposed by Union Co-Operative Bank and Sugar Company, which asked for time to prepare affidavits in reply.

# Fosatu calls for a minimum wage

By STEVEN FRIEDMAN  
Labour Reporter

THE Transvaal region of the Federation of SA Trade Unions has adopted a policy which demands that employers pay workers a minimum wage of R2 an hour

It also demands other measures which could have far-reaching effects on wage bargaining

These include the demand that the right of unionised workers to bargain on wages with their employers at individual factory level be recognised in law. Employers who fail to do this would be guilty of an "unfair labour practice"

These demands are contained in a statement of "policy on a minimum wage" released by Fosatu Transvaal yesterday

They follow demands for a "living wage" voiced by Fosatu-affiliated workers last year which led to large pay increases for workers at East

Cape motor plants and at one Transvaal company

Workers argued then that wages should be set by bargaining with employers and not on "abstract" poverty datum line surveys

They have been forwarded to Fosatu's central committee and could become a factor in wage bargaining throughout the country

The demands could cause a stir in employer and union circles. A minimum wage of R2 an hour is virtually unheard of in South Africa and many employers reject the idea of wage bargaining at individual company level

In the statement, Fosatu Transvaal demands that employers "now start paying workers a living wage"

This, it says, should be based on what workers themselves decide they need, and what they are able to win in negotiations based on the company's ability to pay and its profits

It also demands:

- That the law recognise the right of unionised workers to bargain on wages at both national and factory level

Management's failure to do this should be regarded as an "unfair labour practice"

- Unions should have full access to company profit figures in bargaining

- Wages should automatically be linked to the cost of living and wage negotiation should be concerned with rises above those granted to compensate for CoL rises only

- Pay and benefits should be linked to long service with a company

- Union shop stewards involved in negotiations should be given paid study leave to allow them to become familiar with negotiation methods and company financial and accounting procedures

It backs the stance adopted by East Cape motor workers who rejected the various poverty

datum lines which many employers adopt as a wage standard

The PDLs are calculated by researchers who attempt to work out the minimum a black family needs to survive. Fosatu claims these calculations "are based on some abstract formula of what workers need to live"

It adds "It is unacceptable that non-workers should have the presumption to decide what the requirements of workers should be"

Fosatu says that "the life of most African families is characterised by a grim and ever constant battle for survival"

Thus, it says, is the result of "the powerlessness of the poor to bargain for better wages" and it accuses management and white unions of developing a wage structure based on high wages for skilled workers and low wages for unskilled workers

(72)

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(73)



THE HEALTH TEAM

To provide such a service economically, required that no one should perform a task which some one less qualified can carry out as competently.

# Living wage urged in place of minimum wage

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management) decisions of what a worker needs to live," the statement says. In place of these surveys a living wage should be introduced by managements based on worker requirements and company negotiations for higher wages. A living wage can be achieved only through the acceptance of employers and the State of the right to negotiate wages at both plant and national level," the statement adds.

Fosatu also demanded the legal recognition of the right of organised workers to bargain for higher wages. It felt that where this was not the case management should be seen as having committed an unfair labour practice.

Unions should also have access to company profit figures, the statement says and wages should automatically be linked to the consumer price index.

Fosatu also believed that a minimum wage level of R2 an hour should be established.

The three major motor firms in South Africa — Ford and General Motors in Port Elizabeth and Volkswagen in Uitenhage — are investigating the suggestion of a living wage for employees.

I attribute our good results and low referral rate to the fact that nursing and paramedical staff have easy access to that leader and co-ordinator of the health team. It was only because of the involvement of practitioners in our service and because of our results, that we had credibility with staff at specialist hospitals and patients were referred back to us.

he 'drip-room' figures of the Red Cross Hospital need no comment. I say that some of the success has been due to early treatment by the staff in general and the paediatric nurse associates in particular. ent's bed at home is the least expensive, the hospital bed the most e. Last year our district sisters and midwives carried out over home visits, mainly on, patients who could be discharged from is earlier, because such a service was available.

+600,000

working out living standards for employees

"These scientific surveys are based on some abstract formula of what workers need to live on. They are normally inaccurate because they talk about a non-existent family of five, something which few Africans know about and they are based on non-workers (ma

rd to the role of certain members to teach, to lead and co-ordinate members of the health team cannot

n and the other in the southern , including tubal ligations.

he workload can be and is undertaken ured nurses, staff nurses or

tions of the role of the nurse which ded role, which involves special

tasks which have been delegated to her by a doctor. Consequently for such a nurse to function effectively she should be able to consult with a doctor, even if it is only by telephone or two-way radio, if standards of care are to be maintained.

In regard to the obstetric services, we started our first M O U. in 1973. At antenatal clinics patients are placed into 'high' and 'low' risk categories. Those in the former are followed up and delivered in specialist units while those in the latter category are followed up and delivered in these simple units by our midwives. Should abnormalities arise, the patient is either transferred to a specialist unit by ambulance or the Obstetric Flying Squad is called. Normally mother and child are kept less than 24 hours and then followed up at home.

Last year over three thousand cases were booked at the Lotus River M.O.U.; our pilot project unit and 2500 confinements carried out. The perinatal mortality rate (P.M.R.) was 6 per 1000. If one excluded abortions and births below 1000 Gms and included only cases presenting with detectable foetal heart sounds the incidence was only 2 per 1000.

Here again, by having clear cut protocols, the specialists accepted our high risk problem cases and they referred back to us their patients who had been delivered for follow up at home.

Over 90% of our patients go home with some form of family planning.



# Workers lash bosses' attitude

By Z B MOLEFE

THE giant multinational Colgate company has been accused of taking an intransigent stand in negotiating the wages and working conditions of its black workers.

The charge comes in a statement from the Federation of South African Trade Unions (Fosatu)-affiliated Chemical Workers Industrial Union-released this week.

Giving the background to the long-standing dispute, the union says the company has reiterated its November stand that the union can deal only with "shop floor freenances".

"Only 23 out of 290 workers at Colgate presently fall under the Council

"If we do not go to the Industrial Council, Colgate refuses to negotiate. If we do go, we only negotiate minimum wages which are well below those paid

by Colgate, that is, again no wage negotiation for the workers. Moreover, the wages agreed to by the Council are pitifully low - they are below the Poverty Datum Line (PDL)."

The union also points out that following a final demand to the company in February, it has now applied for a Conciliation Board hearing under the Con-

ciliation Act

The statement went on "workers have also submitted a petition proposing a 'living wage', in line with the Fosatu 'living wage' campaign, for all workers at Colgate and an 80 cents per hour across the board increase, to bring the minimum wage up to R2,20c per hour."

The union also claims that in a letter to the Department of Manpower Utilisation, Colgate "places on record that we do not accede that a dispute exists between us and our workers"

"This was after 24 letters had

## Colgate company is accused of intransigence

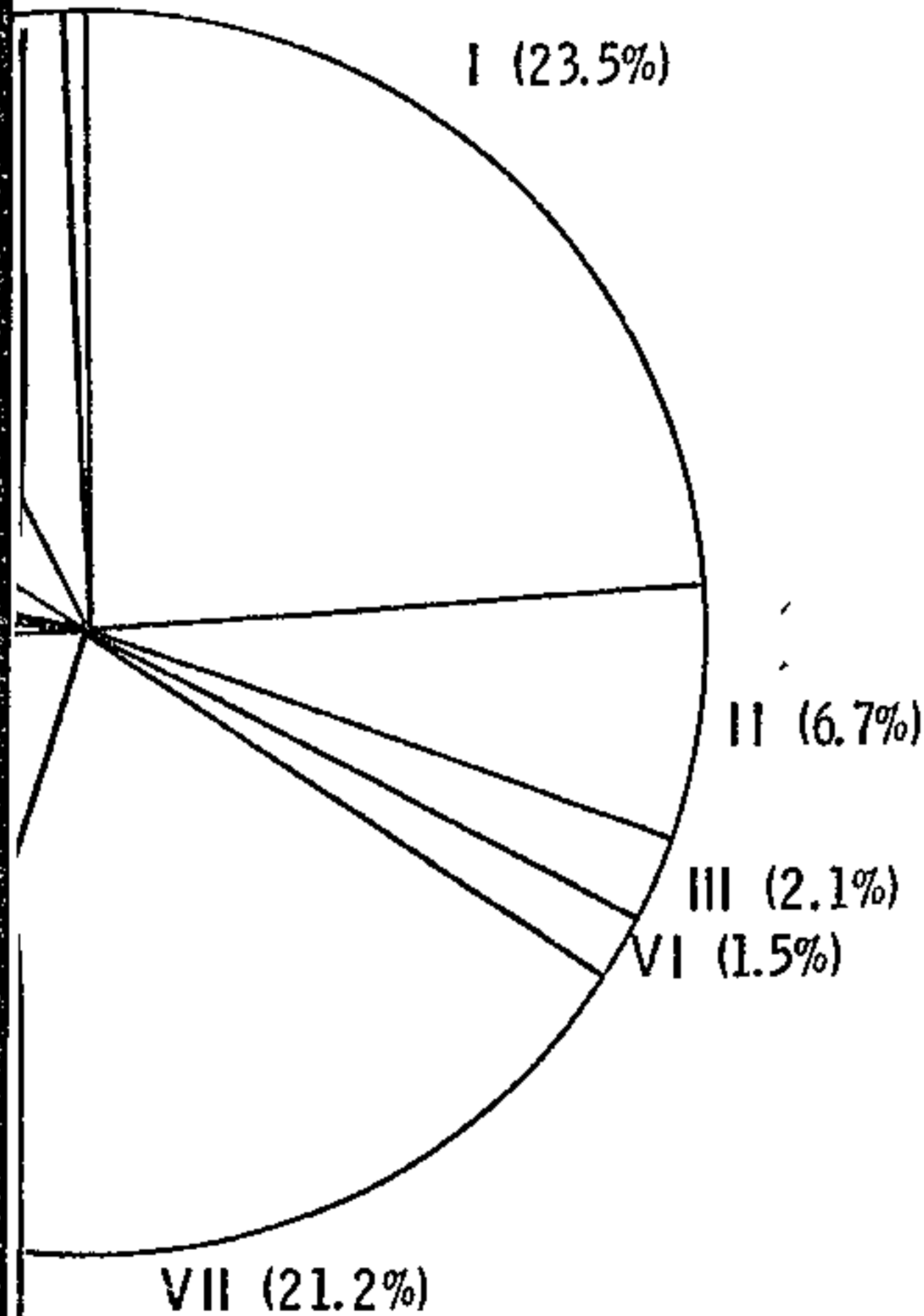
been exchanged, three petitions by a majority of the workers, six requests for meetings, a point-blank refusal to negotiate wages and working conditions and a refusal to recognise the union

"Workers at Colgate have struggled over a year", points

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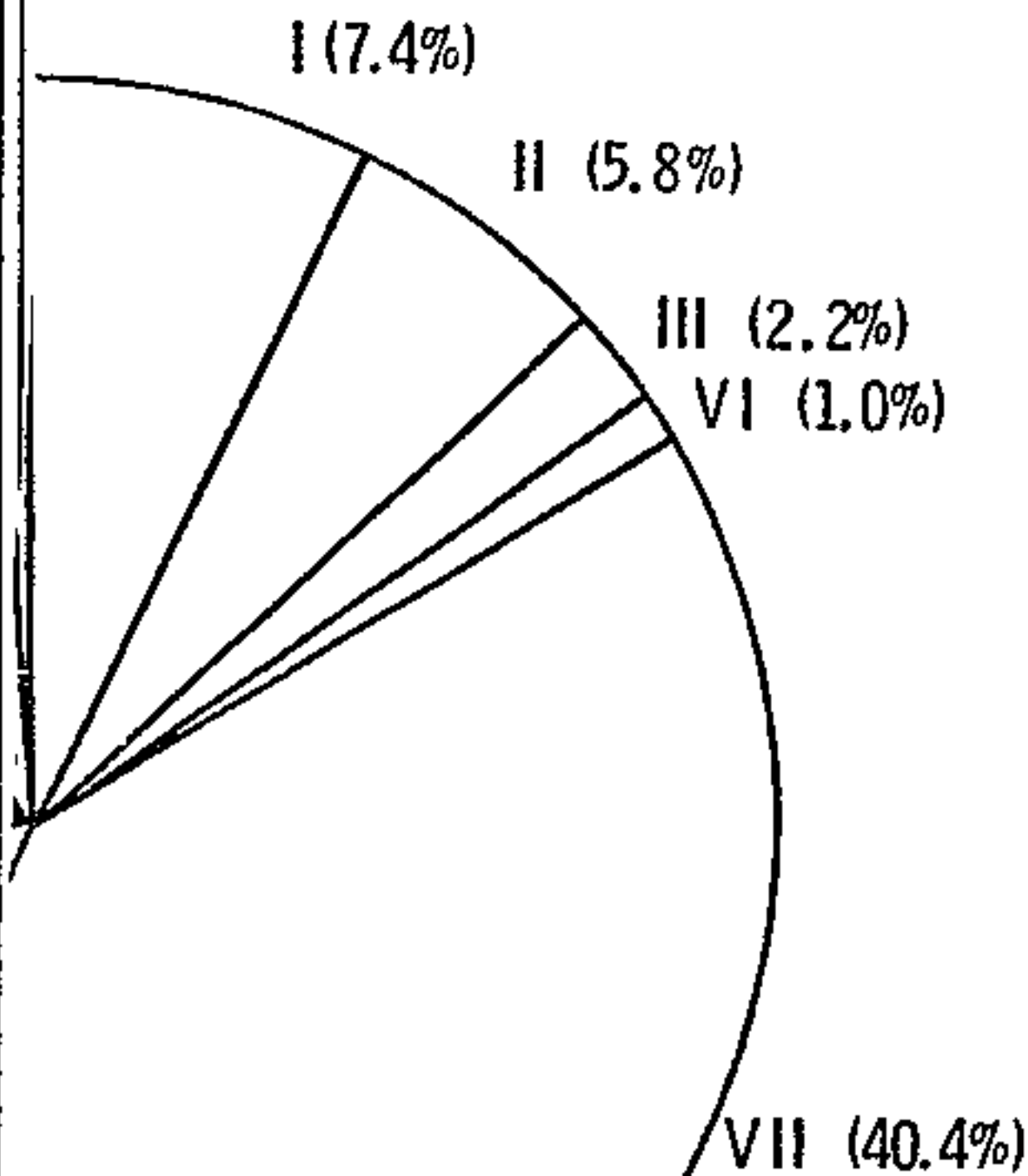
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# Strike goes on despite warnings

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**Labour Reporter**  
Sigma Motor Corporation employees continued their strike today despite pamphlets issued by management stating that wage negotiations will only re-start when employees are back at work and normal production resumes.

For the third work day

in a row the Sigma plant in Pretoria was today virtually at a standstill with almost the entire black work force present but not working.

The National Union of Motor Assembly and Rubber Workers has called for a freezing of the minimum wage for new

workers from R104 an hour, recognition of the union and suspension of the present workers liaison committee.

Management has called on NUMARW to show it has the support of more than half the work force while NUMARW had demanded elections.

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seemed to be a more important factor in the acceptance and utilisation of family planning than socio-economic status. The level of sustained motivation in rural areas is very low even though we showed that a lack of awareness was not so much a problem there. The REAL PROBLEM seemed to be the lack of ready availability of contraceptives. Out of a sample of 100 rural women in the Mvukwes area 32 gave as their reason for not practising family planning that it was 'too much trouble'. In this community where the practice of family planning is antithetical to their culture, one of the most important ways of promoting family planning is to take it to the people.

In remote areas we have to consider the risks of pregnancy and delivery in a grand Matigara who cannot reach medical help, and this really is hazardous. This must be weighed against precluding her from having a contraceptive by making it available right in her area even though it is from someone who does not have a medical qualification. There is no question of allowing untrained people to do this work. In fact they are trained thoroughly and competently. In my experience, the medical assistants have proved to be competent in this field. We have been impressed by their ability to cope and their intense interest, enthusiasm and competence.

Argus 14/4/81.  
 Ultimatum in  
 Sigma strike

Argus Correspondent

PRETORIA — Striking black workers at Sigma's plant here have been given an ultimatum to return to work by tomorrow morning — or be fired.

Sigma's management said it had considered every possible peaceful means to conclude the strike.

'The strikers' action is not understood by management since established ways for negotiations are already available, said a spokesman.

'Consequently management has advised employees to return to work and perform normal duties in order to enable the factory to return to normal production on Wednesday morning. Failing to comply with this directive, they will be deemed to have terminated their services by their action,' the spokesman said.

The strike entered its fourth day today.



# Dismissal threat to Sigma 4 000

Labour Reporter

Management at the Sigma Motor Corporation plant near Mamelodi has warned 4 000 striking workers to return to work tomorrow or lose their jobs.

In a statement released by Sigma today workers were told to return to work tomorrow and continue to perform their duties.

"Failing to comply with

this directive, they shall be deemed to have terminated their services by their own action," the statement read.

Yesterday the management met the workers' "committee of 20" and with National Union of Motor Assembly and Rubber Workers (Numarw) officials to discuss the four day dispute.

## PROOF

Workers have demanded a trebling of new employee wages to R3 an hour, recognition of Numarw at Sigma and the suspension of the present liaison committee.

Early today Numarw officials from Port Elizabeth presented Sigma with stop order forms signed by 50 percent of the striking workers.

Sigma may recognise this as proof of Numarw's representation in the factory.

Workers have turned up at the factory but have refused to go back to work — a condition Sigma said was essential before talks be held.

MAP



Clinic

Uitenhage

River

Port Elizabeth

Government and Weekly Clinic

EB

whether paying patients will, or should, get a more leisurely consultation. The main difficulty will probably continue to be excess demand during the few doctor's first morning saw an average of 30 'state' patients per working day, though some came on public holidays and weekends. Some of this is undoubtedly a backlog, and it remains to be seen how the situation will develop.

The most pressing needs seem to affect the old, who have chronic illnesses, who find it hard even to talk from the isolation to the doctor and do not always get treatment worth the expense, and to suffer from anaemia, sit for which treatment is not sought, and women and children in rural areas whose illnesses may not easily come to the attention of the farmer, or the husband/farmer may be unable to care to turn them over. Thus ailments related to animal husbandry and farms where there is no stable family, these are particularly isolated and especially likely to suffer from nutritional deficiencies. In view of the usefulness of the work done by the D.V.M. in the past it would seem that a programme for the rural areas should be set up. In former times, when at a cost of 100 or 150 a day and about 1000 of the farms and perform the duties there, other attention could more readily have been given. In recent years, however, if the patient's health has ceased, there has been a great deal of attention given to the too busy to look after the patient's health. An extra doctor would not necessarily be a doctor would be required for the allowance. Attention for the care on home health care would also help in the present situation.





# Ultimatum on Sigma strike

By RAMOKOENA MATLALA and RIAAN DE VILLIERS

THE dispute at the strike-hit Sigma Motor Corporation plant in Pretoria took a serious new turn yesterday when more than 4 000 workers were warned by management to return to work today, or be dismissed.

Pamphlets informing workers of the ultimatum were distributed at the Sigma compound.

Yesterday, officials of the National Union of Motor Assembly and Rubber Workers said they viewed the ultimatum as a breach of the agreement reached between them and Sigma on Monday, when they agreed on steps which could

lead to the firm negotiating new wages with the union

A union delegation met Sigma management again yesterday afternoon. No details of the meeting were available last night.

Meanwhile, workers outside the plant said yesterday they would ignore the ultimatum.

Workers told the "Mail": "We will not touch a tool until they decide to consider our demands."

In a statement, Sigma said its management had considered "every possible peaceful means to conclude the present illegal strike action".

Management did not understand the strike action as established ways for negotiation

were already available

Consequently, management had advised employees to return to work this morning.

If they failed to comply with this directive they would be "deemed to have terminated their services by their own actions".

A spokesman said the firm regarded the strike and the negotiations with the union as "separate issues".

Sigma's entire black workforce of more than 4 000 has been on strike since last Thursday, demanding an increase from R1,04 an hour to R3 and that management negotiate new wages with the union instead of the executive liaison

committee it has been dealing with at the plant

On Monday, the union agreed to present to the firm stop-order forms signed by workers to prove it represented more than half the workers.

In turn, the company undertook to abide by a previous transitional agreement with the union whereby it would recognise it as the sole negotiating party as soon as it proved majority membership.

There has been a large swing of support towards the union and officials were confident of meeting this target.

Following the ultimatum from management, workers were told to go home and return to the plant today.

does not know what he knows what drug...  
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The opportunity for search is absent and if one gets better slowly, one cannot find out if another drug would have been preferable. This, however may apply to the chair. If it breaks, you may not know whether better nails would have withstood the strain. Yet you do know that the chair has failed; in the case of getting better slowly you are not sure that this is not, in fact, success.

More fundamentally, the doctor does not know the prices of drugs and will not lose patients if he uses costly drugs. Doctors do not face the competitive forces that furniture manufacturers do, the drug manufacturer can therefore supply drugs at higher prices.

Drug Manufacturer	Book Publisher	Nail Manufacturer
Doctor	Professor	Furniture Manufacturer
Doctor Service + Drugs	Course + Book	Chair + Nails
Patient	Student	Consumer

Diagram 4.1 Comparison of markets considered analogous to the drug market.

The drug market is therefore distinguished by its information flows and resultant price insensitivity.

Lancaster has divided the act of consumption into the recognition of the bundle of satisfactions wanted (outputs of consumption) and the identification of the products containing the attributes that will generate the desired satisfactions (the inputs of consumption). (2) e.g. when you realise that you are thirsty you reach for a glass of water.

Within the drug market uncertainty prevails. A sick person



INTRODUCTION

The aim of this paper is to indicate the method by which South African health expenditure is financed. Expenditure on health care in South Africa is controlled largely through direct expenditure by the Department of Health and a subsidised system of subsidies paid by the central Government to the provincial and local authorities.

State resources have always been complemented by the resources of the private sector, through welfare organisations, sponsorship of medical research by the private sector and medical benefits to employees by firms.

Section 1 deals with the overall financing of health services in South Africa, i.e. the State's contribution to the health care system, indicating the method by which all health care is financed, made to various levels of government. Section 2 deals with the contribution of the private sector to the health care system, an artificial distinction since, for example, both hospitalisation facilities and health care services are provided by the health care system which will be dealt with jointly in Section 3.

SECTION 1

Health expenditure is organised by a number of vote. Money allocated to the Department of Health are used to subsidise local authorities and to run state institutions such as mental hospitals, although the bulk of these funds are for preventative medicine. State expenditure on health services in the homelands is included in a separate vote - that for the Department of Plural Relations and Development and the South African Bantu Trust. Furthermore, money is allocated by the Treasury to subsidise provincial health services.

The total health expenditure by the State from 1975/76 to 1977/78 on the above services is shown in Table 1 below. The table indicates the absolute expenditure by the State as well as the percentage changes in expenditure over the past three years. It indicates that in 1977/78 provincial subsidies accounted for roughly 75% of total current health expenditure.

TABLE 1

STATE HEALTH EXPENDITURE IN SOUTH AFRICA 1975/76 - 1977/78 (R MILLIONS) (Current Prices)

	1975/76		1977/78		Change 1976/77	% Change	1975/76		1977/78	
	W	B	W	B			W	B	W	B
Dept. of Health	44,9	54,7	82,1	21,8	+21,8	0,38	0,4	5,2		
(a) Homelands	67,4	82,1	26,1	2,4	2,4		2,3			
(b) S.A Bantu Trust	9,2	26,1	2,4	8,0	8,0		4,6			
Subtotal (a) + (b)	55,2	32,4	58,5	10,4	6,9		-42,5			
Prov. Subsidies	61,7	78,1	150,9	25,9	17,5		0			
Natal	16,6	20,2	16,6	0,62	1,8		190,3			
Cape	52,1	63,1	52,1	3,9	4,4		-2,8			

THE management at Sigma Corporation, Pretoria issued an ultimatum yesterday to the 4000 workers on strike to return to work today or face expulsion. And yesterday the National Union of Motor Assembly and Rubber Workers (Numarw) submitted proof of membership of striking workers at the Sigma Motor Corporation plant near Mamelodi in an attempt to gain recognition and end the four-day dispute. A union spokesman said they submitted to management stop-order forms signed by 50 percent of the workforce. "We expect Sigma to come back to us on Thursday on whether or not they accept proof of our membership," the union spokesman said.

If they do, this will settle two of the workers' demands - union recognition and the suspension of the present liaison committee - the spokesman said. The employees, almost the entire workforce at the factory went on strike last Thursday demanding a wage increase to R2 an hour.

*de linc (KWC) 12, 14/1*  
**Sigma**  
**bosses**  
**get tough**  
*KCPA*

1.1 Department of Health

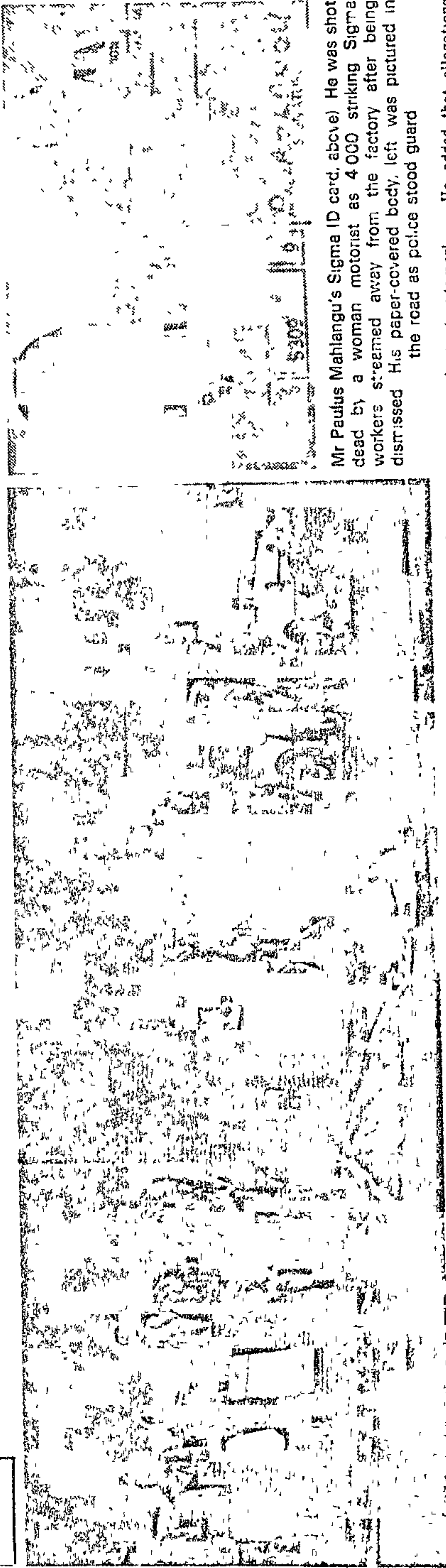
The Department of Health receives its finance from two parliamentary votes - the Health vote, and the Health (Hospitals and Institutions) vote. This is used to finance (directly or via a subsidy to municipalities) the provision of tuberculosis, leprosy and mental hospitals as well as district medical and nursing services and medical poor relief. It is also responsible for ancillary services such as State laboratories, the control of infectious diseases and environmental control. The expenditure shown in Table 1 also includes the subsidy paid to the South African Medical Research Council.



ROOM 16/4/81

# STRIKER shot dead by woman driver

140A (NR)



Mr Paulus Mahlangu's Sigma ID card, above) He was shot dead by a woman motorist as 4 000 striking Sigma workers streamed away from the factory after being dismissed His paper-covered body, left was pictured in the road as police stood guard

### Staff Reporters

**A FORMER employee of the giant Sigma Motor Corporation was shot dead by a woman motorist in Pretoria yesterday morning shortly after the firm fired about 4 000 striking workers.**

The workers had rejected an ultimatum to return to work

The dead man, Mr Paulus Mahlangu, 24, of Mamelodi, was shot by the woman, said to

and Anglo American to resume negotiations to settle the dispute which was paralysed Sigma's motor assembly plant for the first time since 1977

Workers had stoned passing cars and had also rocked four-way stop street between Mamelodi and Watloo

The unidentified woman opened fire after her car had allegedly been rocked by a group of men Police are investigating

Workers who witnessed the incident later denied that cars had been stoned before the shooting incident Cars had been rocked but they claimed Mr Mahlangu had not taken

ultimatum and not return to work until their demands were met

The ultimatum from management came after the Fosatu-affiliated union failed in an attempt to prove it had 50% membership at the plant which would have secured it sole bargaining rights with management

Workers went on strike last week in support of wage demands as well as the recognition of the union as their negotiating party

A union spokesman said yesterday "We have to condemn management's handling of the dispute in the strongest possible terms We have tried our best to resolve the dispute and negotiated with management to

He added that allegations that the woman who had shot Mr Mahlangu was a Sigma employee could be true, but had not yet been verified

A Fosatu Transvaal spokesman said it was a "sad comment on the state of industrial relations that anyone could be shot in incidents arising out of a labour dispute

"Sigma could have resolved the dispute last Friday instead in creating a situation of non-negotiation, it helped to create a situation in which such a tragic incident could occur"

Mr Alec Erwin Fosatu general secretary, said companies such as Sigma and Anglo American should have adopted a "more realistic" approach to



## Staff Reporters

**A FORMER employee of the giant Sigma Motor Corporation was shot dead by a woman motorist in Pretoria yesterday morning shortly after the firm fired about 4 000 striking workers.**

The workers had rejected an ultimatum to return to work

The dead man, Mr Paulus Mahlangu, 24, of Mamelodi, was shot by the woman, said to be a Sigma employee, while workers were streaming from the plant to Mamelodi township

Trade unionists involved in the dispute with Sigma yesterday reacted angrily to the mass dismissals and the shooting incident and accused the Anglo-American-controlled corporation of "helping to create a situation in which this tragic incident could occur". They also called on Sigma

and Anglo-American to resume negotiations to settle the dispute which has paralysed Sigma's motor assembly plant for the past 10 days.

A spokesman said workers had stoned passing cars and had also rocked cars which had stopped at a four-way stop street between Mamelodi and Walloo

The unidentified woman opened fire after her car had allegedly been rocked by a group of men. Police are investigating

Workers who witnessed the incident later denied that cars had been stoned before the shooting incident. Cars had been rocked but they claimed Mr Mahlangu had not taken part in this.

A distraught Mrs Sannie Mahlangu, the dead man's mother, told reporters the family had lost a "responsible man" who had paid the rent for their house

"He was our real right-hand man who was supporting us and we don't know what we are going to do without him"

Mr Mahlangu is survived by his parents, a brother, a three-

year-old son and his fiancée, Miss Monica Mondlana

The brother, Mr Mike Mahlangu, 36, rushed to the scene of the shooting where Paulus' covered body lay in the middle of the road

Police officers in camouflage uniform controlled the crowd

According to several colleagues of the dead man, workers had been rocking cars on their way home from Sigma

When the woman's car was rocked, she produced a gun while workers scattered, she fired and Mr Mahlangu was hit

Colleagues said Mr Mahlangu had not been rocking cars before the shooting took place

The woman's car was then stoned. She escaped when the police arrived, the workers said

A Sigma spokesman would not comment on the incident as it had happened "outside our premises and our jurisdiction"

Early yesterday morning, striking workers gathered at the Sigma plant for a report-back meeting by the National Union of Motor Assembly and Rubber Workers. It was decided to defy the management ul-

timatum and not return to work until their demands were met

The ultimatum from management came after the Fosatu-affiliated union failed in an attempt to prove it had 50% membership at the plant, which would have secured it sole bargaining rights with management

Workers went on strike last week in support of wage demands as well as the recognition of the union as their negotiating party

A union spokesman said yesterday "We have to condemn management's handling of the dispute in the strongest possible terms. We have tried our best to resolve the dispute and negotiated with management until late on Tuesday night to try to make them change their minds"

Sigma's public relations officer, Mr Philip Botha, said "very few workers" had returned to work but figures were not yet available. Those dismissed would be paid off this afternoon

The company would start re-engaging workers next Tuesday

He added that allegations that the woman who had shot Mr Mahlangu was a Sigma employee could be true, but had not yet been verified

A Fosatu Transvaal spokesman said it was a "sad comment" on the state of industrial relations that anyone could be shot in incidents arising out of a labour dispute

"Sigma could have resolved the dispute last Friday. Instead in creating a situation of non-negotiation, it helped to create a situation in which such a tragic incident could occur"

Mr Alec Erwin, Fosatu general secretary, said companies such as Sigma and Anglo-American should have adopted a "more realistic" approach to the dispute rather than "hiding behind formalities" regarding representation "in a difficult situation"

"Fosatu believed the dismissal of workers worsened such situations and would have expected Sigma to adopt a more constructive attitude

"The dismissals and Sigma's overly formalistic attitude has helped to precipitate an unnecessary violent incident"



By Tony Davis  
Labour Reporter

What started out as a wage dispute at the Sigma Motor Corporation plant at Chrysler Park near Mamelodi has escalated into mass dismissals and worker violence

Last week workers at Sigma demanded a trebling of the hourly wage for new employees to R3, recognition of the National Union of Motor Assembly and Rubber Workers (Numarw) and the suspension of the present workers' liaison committee

About 4 000 employees then went out on strike and urgent negotiations were held with Numarw, an elected workers' committee of 20 and Sigma management  
Sigma demanded that

# Wages dispute at Sigma ends in dismissals, violence

Management and the union appear to have reached an impasse. The workers say the company is more concerned about resuming production than settling the dispute, the company says it is willing to negotiate, but the men must first resume their jobs. Continued negotiations won't be easy following the dismissal of 4 000 workers and union fears that "trouble makers" will not be re-hired.

Workers return to the factory and resume their jobs before further negotiations would be held. And yesterday workers ignored the deadline and were dismissed.

A Numarw official said Sigma was more concerned about resuming production than settling the dispute or it would have negotiated a peaceful return to work.

About 2 000 workers gathered outside the factory before dispersing peacefully yesterday.

However, others stoned cars while returning to their homes in Mamelodi. In one incident a man was shot dead after a woman motorist fired a shot at a group of people who were stoning her car at a four-ways near Mamelodi.

A Sigma spokesman said recruitment would open on Tuesday to replace the work force. Dismissed employees would be allowed to re-apply for jobs.

He said about eight days production will have been lost and that a number of workers had returned to work yesterday.

Union officials fear that "selective" re-employment will be held in which "trouble-makers" will not be re-hired.

There is the question too of where Sigma will obtain new workers. Many of the dismissed workers were from Mamelodi and it remains to be seen how many other jobless residents will risk becoming "scab" labour.

A union official said that Numarw had instructed workers after they were dismissed not to engage in any acts of violence. Numarw blamed Sigma for "bringing the situation upon themselves" by dismissing the 4 000 workers.

16/4/81  
Sigma no to union settlement remote

By Tony Davis, Labour Reporter

There are no immediate signs of a settlement at the Sigma Motor Corporation plant near Mamelodi where about 4 000 workers were dismissed yesterday after refusing to return to work.

Yesterday's mass dismissal triggered worker violence as some strikers stoned cars on their way to Mamelodi. A motorist shot dead Sigma worker, Mr Paulus Mahlangu, after her car was stoned.

Sapa reports that police have investigated the incident and that no charges will be brought against the motorist.

**FAILED**

Today Sigma announced that the union involved in the dispute had failed to achieve recognition.

Earlier this week the National Union of Motor Assembly and Rubber Workers (Numarw) submitted stop-order forms showing support of 50 percent of the work force as required for recognition.

But a Sigma spokesman said Numarw had failed to reach the 50 percent figure.

Numarw and the Federation of South African Trade Unions (Fosatu) criticised Sigma for allowing the dispute to escalate to the point of mass dismissals.

Sigma management had made it a condition of continued negotiations that the strikers return to work.

The general secretary of Fosatu, Mr Alec Erwin, said Sigma had "hidden behind technicalities" rather than seeking to resolve the dispute.

He called on Sigma's parent company - Anglo-American - to take the lead in adopting a constructive approach to labour disputes.

was permanent, temporary, or permanent when on continuous treatment. Although the last two categories are objectively the same they reflect a different attitude towards their illness and the treatment on the part of the patient.

Table 7. Outcome of treatment Patients' report

no treatment or home care	2	3	2	7
Other practitioner	1			1
Total subs. choices.	14	6	15	16
				51

1. Referral was not counted as a subsequent choice.

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Those who had chosen to go first to the clinic did so for family planning or gynaecological reasons or because it was cheaper, or nearer, or because they considered their clinic could cope adequately with children's be minor. There was also a feeling in some that for their own they would prefer a

Table 5: Subsequent choices

Adco	Kirkwood	Sunberg	Bersheba	Total

'Subsequent choices' are analysed because they give some clues as to the reasons why people change their choice of facility. There were far more 'subsequent choices' at Sunberg and Bersheba, as many respondents

1. Dissatisfaction with treatment	21	60
2. Nearer, or first choice now too far	9	26
3. Cheaper	3	9
4. Not worth money (1 + 3)	1	
5. Undefined	1	

Table 6 Reasons given for making a subsequent choice

No. %



# Motorist shoots striker in unrest

CT 16/4/81

140A

Own Correspondent

**JOHANNESBURG.** — A former employee of the giant Sigma Motor Corporation was shot dead yesterday after the firm fired about 4 000 striking workers who had rejected an ultimatum to return to work.

The dead man, Mr Paulus Mahlangu, 24, of Mamelodi, was shot by a woman motorist, said to be a Sigma employee, while workers were streaming from the plant to Mamelodi township.

A police spokesman said workers had stoned passing cars and had also allegedly rocked cars at a four-way stop street between Mamelodi and Walfloo.

The unidentified woman opened fire after her car had allegedly been rocked by a group of men.

Police said that the death was being investigated.

Trade unionists involved in the dispute with Sigma yesterday reacted angrily to the mass

dismissals and the shooting incident. They accused the Anglo American-controlled corporation of "helping to create a situation in which this tragic incident could occur".

They also called on Sigma and Anglo American to resume negotiations to settle the dispute, which has paralysed Sigma's motor assembly plant for the past week.

Workers who witnessed the incident later denied that cars

was hit. The woman's car was then pelted with stones and she escaped when the police arrived, they said.

A Sigma spokesman said he could not comment on the shooting incident as it had happened "outside our premises and our jurisdiction".

## Report-back

Early yesterday morning, striking workers gathered at the Sigma plant for a report-back meeting by the National Union of Motor Assembly and Rubber Workers where they decided to defy the management ultimatum and not return to work till their demands had been met.

Sigma's public relations officer Mr Philip Botha, said yesterday "very few workers" had returned to work, but figures were not yet available. Those dismissed would be paid off this afternoon.

The company would start re-engaging workers next Tuesday.

The ultimatum from management came after the Fosatu-affiliated union failed in an attempt to prove it had 50 percent membership at the plant, which would have secured it sole bargaining rights with management.

Workers went on strike last week in support of wage demands as well as the recognition of the union as their negotiating party.

## 'Sad comment'

A union spokesman said yesterday "We have to condemn management's handling of the dispute in the strongest possible terms. We have tried our best to resolve the dispute and negotiated with management till late on Tuesday night to try to make them change their minds."

A Fosatu Transvaal spokesman said it was a "sad comment" on the state of industrial relations that anyone could be shot in incidents arising out of a labour dispute.

"Sigma could have resolved the dispute last Friday. Instead, in creating a situation of non-negotiation it helped to create a situation in which such a tragic incident could occur."



Mr Paulus Mahlangu

had been stoned before the shooting. Cars had been rocked, but they claimed Mr Mahlangu had not taken part in this.

A distraught Mrs Sannie Mahlangu, the dead man's mother, told reporters the family had lost a "responsible man" who had paid the rent.

"He was our real righthand man who was supporting us and we we don't know what we are going to do without him," said a sobbing Mrs Mahlangu.

Mr Mahlangu is survived by his parents, a brother, a three-year-old son and his fiancée, Miss Monica Mondlana.

According to colleagues of the dead man, workers had been rocking cars on their way home from Sigma. When the woman's car was rocked, she produced a firearm.

While workers scattered a shot was fired and Mr Mahlangu



**4000 Sigma Workers fired after four-day wage dispute**

**STRIKES**

**A MAN was shot dead yesterday after some of the 4000 striking workers fired from Sigma Motor Corporation allegedly stoned passing vehicles.**

Mr Paulus Mahlangu (24) of 1440 Section D, Mamelod, was shot at about 8 am a few metres from an intersection near Deneboom Station. The deceased and his colleagues were about a kilometer away from the Sigma Motor factory south of the Pretoria/Komatiport railway line.

Brigadier H V du Plessis, Chief of the Northern Transvaal CID confirmed Mr Mahlangu's death yesterday. Brig du Plessis said according to reports received by his office the man was shot in the head by a motorist.

He said the motorist fired a shot after a group of men were allegedly throwing stones at the passing vehicles.

The employees were discharged yesterday morning following the four day strike at the firm over a demand for increased wages.

Following a deadlock between Sigma's management and the workers' committee on Tuesday the firm issued an ultimatum that workers return to work

**BY NORTHWIND**

of face expulsion. The employees ignored the threat.

Shortly after Mr Mahlangu was shot police in riot uniforms and teargas masks arrived in vans and manned a roadblock at the intersection.

A large crowd which has gathered at the scene dispersed after the body was removed to the Government Mortuary.

Mrs Samie Mahlangu, the aged mother of the deceased man could not hold back tears as she related the death of her youngest son, the breadwinner of the family. Johannes (3), the only son of the dead man,

**STRIKES**

sucked from his feeding bottle as though he understood what had befallen his father.

Mr Mahlangu was staying with his pensioner parents. Mrs Mahlangu said Paulus was the eleventh child of hers to die and she is now left with only one son, Mike (36).

The deceased survived by his parents, son and wife. Monica who works at a department store in Johannesburg.

Elderly Mrs Mahlangu said her daughter-in-law was not aware of the death of her husband. She said his death came as a shock to the family. Two hours before he was shot he had

bid us goodbye and he left for work.

At 10.00 am several police vehicles stood at Sigma's main gate but according to Brig du Plessis the situation had returned to normal.

Brig du Plessis said the matter was under investigation.

In any dispute it is the duty of both parties to create the conditions in which a peaceful settlement can be achieved. The Federation of South African Trade Unions (Fosatu) said in a statement last night.

By dismissing the workers and refusing to negotiate until they have returned to work Sigma

has set up conditions which are not conducive to a peaceful settlement.

Fosatu calls on Sigma to drop all preconditions and immediately meet with the workers' union, the National Union of Motor Assembly and Rubber Workers, to negotiate the issue at hand before any more tragic incidents occur. The statement said

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**STRIKES**  
**Sigma impasse**

The Transvaal motor industry has been hit by strike action reminiscent of last year's eastern Cape industrial unrest. Last week 4 500 Sigma workers downed tools and, after the assembly line had in effect been at a standstill for four days, there still seemed no end to the dispute in sight.

Workers struck over wage and service conditions demands, and the role of the executive liaison committee at the plant. Although an interim recognition agreement was signed last year between the National Union of Motor Assembly and Rubber Workers of SA (Numarwosa) and Sigma, the union did not qualify in terms of the agreement to represent the workers, because it did not have sufficient members. The agreement states that once the union has 35% support, it can elect two members onto the executive liaison committee and one more for every 5% increase in members. At the time the agreement was signed, Numarwosa had 20% representation at the factory.

The executive liaison committee, which was in the throes of negotiating a new wage scale, was dissolved on the second day of the strike. A newly elected committee of 20 was to negotiate with management, but negotiations broke down after Sigma said it did not know whom the committee represented.

Negotiations were in limbo as the FIM went to press. Brian Fredericks, Numarwosa national organiser, says the union is confident that it now represents more than 50% of the workers and has submitted stop orders to the company as proof.

Mof Lemmer, Sigma's personnel director, says the company will scrutinise the stop orders before making a final decision on the extent of the union's support. Lemmer says the company will negotiate with the union once it has met the conditions of the agreement.

On Tuesday, however, management issued an ultimatum to workers to return to work by Wednesday or "failing to comply they shall have deemed to have terminated their services by their own action."

Reasons given for the strike are varied. One company source says there had been "some dissatisfaction" at the plant for some time and that workers at the factory

expressed "some dissatisfaction" with the liaison committee. Another company source argues that the committee system was operating effectively, and that the strike was instigated for political reasons. A union source says workers have expressed strong dissatisfaction with the liaison committee and with the wage structure at Sigma.

Says Lemmer "We never got to talk about the reasons for the strike."

No clear demands have been made but labour observers predict workers will be demanding wage scales and service conditions similar to those won by workers at Ford General Motors and Volkswagen in the eastern Cape. These would include R1,60 an hour minimum wage, increasing to R1,80 in June - as opposed to Sigma's R1,04 plus annual and merit bonuses - as well as bonuses based on length of service.

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Home	Herbal	Dutch	Patent (a)	Patent (b)
<b>1. Respiratory tract</b> Halt, honey & olive oil Cod liver oil Flannel & camphor oil Honey, egg & bors druppels* Hot lemon	Berg kruid van die Pêrel Ais (wormwood)* Buchu Wild dagga* Wild garlic Kruisemint* Blue gum leaves Ganse keurtjia flowers*	Turlington Honey tea Bors druppels* Tinct bent co	Stems cough mixture Extract of lettuce "Charber" ains* Mad lemon Bells lung tonic Puma balm rub Krogs inflammation oil Eucalyptus oil Olingo - great chest & lung remedy Vicks vapour rub Mittins menthol camphor	At least 9 different brands of chest, lung, flu and cold cure in one supermarket Vicks vapour rub
<b>2. Gastro-intestinal tract</b> Flour water (d) Brandy sugar, boiling water, cloves Egg, red lavender oils & olive oil in cloth round Starch Olive oil, coconut oil & red lavender rub (c) Notes: + for asthma is used in various combinations, infused and drunk	Ais (d)* Red lavender (c)* Buchu (k) Kruisemint Olive boon poultice Cloves Kruid, re-roer-my-nio Salmoes root	Essence of a'loes, ginger, rhubarb Tinct aloes Wanderkroon Wamaica ginger G-oemwara Kremp druppels Maarlonensis (k) Notes: *used in combination	Chamberlains Mother Segal's syrup Milk of Magnesia Silver Spring Salt Syrup of Figs Watkins blood purifying pills Bismarax Enos	At least four staple purgatives in one supermarket, also Enos Andrews Rennies Milk of Magnesia Warm syrup Glycerine & borax
<b>3. Rheumatic/arthritis</b> Camphor & metha rub	Buchu & spirit rub Guava leaves & celery* Willow leaves* Kruidste-roer-my-nie	Wandergreen Windergreen Deep heat Embroccation	Deep heat Wandergreen balm	
<b>4. Headache</b> M11	M11	M11	At least four "pain" pills or powders	
<b>5. Sprains, strains and bruises</b> Eelp Note: Also rubs as in 3 above	Buchu & vinegar rub			Stikers' work identity cards were confiscated yesterday when they were paid off
<b>6. Antiseptics</b> Hot compress (for balls)	M11 & daggas			After payment the strikers said they would not be going to the firm on Tuesday as they would be holding a meeting at the Mamelodi Hall to discuss the issue with their trade union - the National Union of Motor Assembly and Rubber Workers
<b>7. Physical &amp; miscellaneous</b> Green bean (warts)	Ais, buchu & wild dagga (backache)	Stit dulcias (heart) Floe bee (measles) Sanatogen Multivite*	Dr Williams Pink Pills + Vidaylin + Sanatogen Multivite*	A company spokesman said yesterday the union had failed in its attempt to prove 50% membership by about 10% Asked whether the firm would re-employ all workers who applied, he said all applications would be "carefully considered" against the company's needs, and workers found most suitable for existing vacancies would be appointed

Notes: + to prevent boils a to prevent migraine

General notes

- Number of remedies mentioned by informants in each class
  - Respiratory tract - 27
  - Gastro-intestinal tract\* - 27 (note that opening and closing herbs may be used in combination for "stomach ache")
  - Rheumatic/arthritis - 9
  - Headache - 5
  - Sprains, strains and bruises - 7
  - Antiseptics - 3 (it is probable that informants had others, but did not think of them as medicines)
  - Physical and miscellaneous - 7 (a meaningless figure)
- b) Ais, buchu, Kruisemint and wild dagga were mentioned in many contexts and were used in various combinations and forms - as infusions to drink, poultices for a sore stomach, and in rubs. Buchu and Kruisemint were described as being "good for any illness".

# Fired Sigma strikers can go back

By RAMOKOENA MATLALA and RIAAN DE VILLIERS  
MORE than 4000 strikers at the Sigma Motor Corporation in Pretoria, who were fired on Wednesday, were paid yesterday for the days they worked last week and were told to apply for re-employment between Tuesday and 10am on Friday next week.

They were also told that if they were re-employed, they would be paid the rate applicable on Wednesday, April 15.

Leave due to each employee would not be lost, pension benefits would remain, lease eligibility in terms of existing policy would be maintained, as well as medical aid and sick pay benefits.

A company spokesman said yesterday the union had failed in its attempt to prove 50% membership by about 10%.

Asked whether the firm would re-employ all workers who applied, he said all applications would be "carefully considered" against the company's needs, and workers found most suitable for existing vacancies would be appointed.

RDM 17/4/81 (140A)



GENE

Ballot win  
secures  
position  
for union

By Drew Forrest

An independent trade union has won an important victory in a tussle for dominance with an "in-company" union at Cadbury (Pty) Ltd in Port Elizabeth

The company last week signed a recognition agreement with the Eastern Province Sweet, Food and Allied Workers Union (EPSFAWU), an affiliate of the Federation of South African Trade Unions

This followed the union's clear victory in a ballot held last month at the company, in which the EPSFAWU was pitted against the "in company" Chocolate and Sweet Workers Union

Controversy has surrounded the latter since its formation in 1977. It was claimed that it had been created by management in an attempt to keep the EPSFAWU at bay and to defeat the collective bargaining process

But according to EPSFAWU secretary Mr Fookie Ah Shene the in-company union has steadily lost ground this year among Cadbury's black and coloured workers despite gaining official registration last year

The recognition agreement provides for a new grievance procedure and negotiations with the union on wages and working conditions

The first negotiations between the union and the company took place last week

SIML 204651 140A 186 202 107

# Fired workers in test case

An application — which may strengthen the position of contract workers involved in labour disputes — has been brought in the Natal division of the Supreme Court.

The application has been sought by 45 workers who were among the 460 dismissed from the Union Co-operative Bark and Sugar Company in Dalton, Natal, after a strike two weeks ago.

They are being assisted by the Sweet, Food and

Allied Workers Union, an affiliate of the Federation of SA Trade Unions (Fosatu)

The workers have asked for a spoliation order, requiring the company to restore them to its compound and married quarters from which they say they were evicted by armed police after their dismissal. They argue that they were unlawfully deprived of accommodation.

Most are contract labourers from northern

kwaZulu and Transkei, where they were deported after the strike.

An application for an interim order restoring their accommodation will be heard on April 24.

The full application, which will ask the court to declare their dismissal null and void because it constituted a "lockout," will be heard next month.

The action may establish a precedent that employers wishing to evict their employees must follow the due process of law — a lengthy process — rather than forcibly removing them.

RDM 20/4/81

# Residents urged to back sacked Sigma workers

Pretoria Bureau

PAMPHLETS urging residents of Mamelodi, Atteridgeville and Mabopane to refrain from seeking work with the Sigma Motor Corporation, until the present wage dispute has been settled, were distributed by the Union of Motor Assembly and Rubber Workers of SA at the weekend.

The union issued three sets of pamphlets following the sacking of more than 4 000 Sigma workers last week, after strikers failed to reach agreement with management in pay negotiations.

The dismissed workers were told they could apply for re-employment between tomorrow and Friday.

The union claims the strikers are not prepared to apply for re-employment, but would demand reinstatement after management had agreed to negotiate on the wage issue with the elected liaison committee.

It asks residents to sympathise with the strikers.

"We therefore call on the

community and organisations, sporting bodies, church groups and all concerned members of society to show solidarity with the workers in this factory for a just cause by not taking up employment with the company until this dispute is settled with the workers," a pamphlet says.

Another UMARW pamphlet states that Sigma is one of the largest motor industries in the country, with sales of R421 000-million and profits of R71-million in 1979 and R25-million in 1980.

It says the workers, faced with inflation, do not benefit from the profits, and that employees had to down tools because of Sigma's alleged refusal to negotiate with their liaison committee.

The union accuses Sigma management of refusing to negotiate on the wage dispute and thus questioning the credibility of the committee by allegedly refusing to recognise it.

This, the pamphlet says, proved that management was not prepared to negotiate



# Riot police at Sigma plant as workers queue for jobs

Labour Reporter (140A) (452) (192) STAR 21/4/80  
Riot police stood by today outside the Sigma Motor Corporation plant near Mamelodi as people queued for jobs

Last week about 4 000 Sigma workers were dismissed after defying a call by management to return to work

Sigma has given dismissed workers until Friday to reapply for jobs without any loss of service benefits

A company spokesman

said there was "a long queue" of job seekers outside the plant today

Sigma security guards were on hand and riot police were patrolling nearby, he said.

More than 1 000 people were estimated to be outside the plant

At a meeting in Mamelodi township today about 2 000 former workers decided not to return to work until their demands were met.

These include a trebling of the starting hourly wage for new workers to R3 and recognition of the National Union of Motor Assembly and Rubber Workers (Numarw) at the plant

The Star's Pretoria Bureau reports that Numarw circulated a pamphlet in Pretoria townships at the weekend calling on residents not to seek work at Sigma

# Sigma strike: mass meeting today

RDM 21/4/81  
140A

By J S MOJAPELO

**SIGMA** Motor Corporation workers, who are members of the Union of Motor Assembly and Rubber Workers of South Africa, are to meet in Mamelodi today to decide whether to continue their strike

About 4 000 workers of the motor plant near Mamelodi were paid off on Wednesday after their continued strike

According to a statement by the personnel director of Sigma Mr S S Lemmer, the workers will have terminated their services if they continue with the strike

The workers will be paid their outstanding wages on Friday

A spokesman of the trade union said yesterday a public meeting of all the dismissed workers would be held at the Mamelodi Community Centre

and addressed by a member of the local community council, Mr B K Ndlazi

Mr Ndlazi confirmed he was invited to address the workers

A union spokesman said besides the appeal to residents of Mamelodi, Atteridgeville and Mabopane, not to seek work at Sigma, the striking workers will continue their strike until Sigma management meets their demands

The union is demanding an across-board increase of R2 an hour for all categories of work at the plant. The union also wants Sigma's management to negotiate with their 20-man elected committee

The spokesman said most of the workers in the plant were dissatisfied with the 12-man liaison committee recognised by the management. Two weeks ago the committee negotiated for wage and salary increases for the workers, without having first consulted the workers

The spokesman said the union had met two conditions by management that the trade union had the backing of more than half its members at Sigma, and that the union's 20-man committee was democratically elected

A spokesman for the liaison committee denied they were not representing the workers. The committee claimed the wage increases demanded by the union were unrealistic

The liaison committee had asked for an average across board increase of 50c an hour for all categories of workers in the plant, and the increase would include improved benefits

"The increase would mean that the plant would have to pay an increase of R7-million per annum, but the union's demand would mean that the wage bill per annum would be increased to R18-million," the committee spokesman said

Table 3 Use and sex of service

Had no treatment at all or home treatment	13,6%
Went first to a clinic	1,0%
Went first to the nearest doctor	51,2%
Went first to a doctor elsewhere	16,8%
Went first to a hospital	4,8%
Went first to some other type of practitioner	1,6%
	100 C.

It would seem from the above that as in Pieterdorp for nearly half the ailments mentioned (more in the case of Acco and Kirkwood) the respondents went first to the nearest doctor. In only 12% of cases did s/he go first to a clinic. Among the reasons reported for this were:

Table 4 Reasons for attending doctor rather than clinic	
Treatment is better with doctor	7
He can treat more complaints/anything/severe cases	5
Doctor examines properly/better/at all	5
Never been to clinic/attached to one doctor	3
Sister asks if you have been to the doctor	2
Pensioners pay nothing at doctor (Sunland only)	2

It was clear too, although no-one mentioned this, that there was a marked tendency for men to prefer a doctor - perhaps an obvious sex preference coupled with greater esteem for the higher status practitioner. Although women also felt the doctor to be a superior practitioner there was a tendency to prefer the clinic for advice on gynaecological and family planning problems, especially if this is where their first contact with family planning occurred. It is also likely that the overrepresentation of the aged biased the sample in a conservative direction

Kirkwood doctor at Bershaba on Friday afternoons.  
+ No doubt under-reported.  
From Table 3 can be derived the proportion of conditions in which respondent.



**3 titles for improved South African Medical and Vital Statistics**

H S Gair, B.Sc., M.B. B.Ch., D.P.H., D.T.M. & H., F.S.S., *Joint Department of Public Health, Pretoria*

Sigma workers, fired last week when they failed to respond to a management ultimatum to return to work, have until 10 am on Friday to re-apply for re-employment. If their applications are successful they will not lose any employment benefits. No incidents were reported at the plant today as workers gathered at the main gate while about seven police vehicles, one fitted with a tearsmoke machine, were parked nearby.

was R1,04 an hour. The strikers packed the centre to overflowing. Earlier about four police vans with police in camouflage uniform patrolled the area around the business centre and near the hall, as thousands of the workers milled about. About 2000 workers turned up at the plant today to seek employment. A Sigma spokesman said a considerable number were seeking employment for the first time.

# 2000 reject Sigma offer

**Argus Correspondent**  
**PRETORIA.** — More than 2000 of the 4000 sacked Sigma workers decided today not to seek re-employment with the company until their demands have been met. The workers, who went on strike last week when management refused their demands for a minimum of R3 an hour, met at the Mamelodi community centre early today. The minimum wage paid by Sigma before the strike

Argus 21/4/37  
1404

his year has brought an unusual and yet important tribute to every South African citizen in his co-operation in the most complete Census yet undertaken in this country. Though this alone makes 1936 a landmark it has other claims to significance in the vital and social statistical calendar. It was exactly one hundred years ago in 1836, that the General Registry Act was established inaugurating the first scientific collection of English vital statistics. These were initially provided by William Farr, the greatest of all medical statisticians, with the material for his classical work, *Unfortinately our profession is all too ignorant of the genius of Farr and of the influence that through him the English vital statistical data had on arousing public opinion firstly in England and later in other countries, to the need for sanitation and preventive medicine.*

Furthermore, the death has occurred this year of Karl Pearson, one of the great intellects of our time, whose science and medicine owe largely the great advances in the application of mathematics to biological measurement. Pearson's contributions in such fields as the measurement and interpretation of correlation and the theory of probability are fundamental, but also from him inspiration was drawn by such leading medical statisticians and epidemiologists as Raymond Pearl and Major Greenwood. In this year, then, it is appropriate that South African medicine should give some thought to a subject ever growing in importance—medical and vital statistics.

The preliminary results of the Census have been a succession of shocks and surprises, giving expression to many national and local problems which have, surprisingly, developed. Statesmen, for instance, are seriously perturbed by all the implications in the shifting distribution of our European population. The "trek to the towns" has received exact description and its serious consequences have been suggested, but it may be prophesied that when the later results of the enumeration are available equally arresting phenomena will be portrayed in regard to the non-European.

That so much of the Census report should be in the nature of a revelation is indicative of the weakness of the system of demography in this country. That so many vital phenomena—births, deaths, age, sex, racial, and geographical distribution of the populations—are imperfectly known is of serious consequence to statesmen, scientist, and administrator. In the absence of knowledge of the birth and death rates of the non-European, guidance and control of important social forces is impossible, and the forecasting of and preparation for future national needs in such fields as labour, education, industry, and the general social system is haphazard.

That these vital statistical defects are of serious import is recognized, but in the medical sphere, equally profound forces are without definition or even unknown owing to the lack of statistical data. A perusal of almost any issue of our own Journal will show the handicap suffered by South African investigators in the absence of knowledge of disease incidence and prevalence. This lamentable state of affairs has on occasions received editorial comment. Recently the writer has had cause to seek evidence of the incidence of tuberculosis and venereal diseases in South Africa, especially among her non-European populations. In the case of tuberculosis he consulted the very important publication of the South African Institute for Medical Research the Report of the Tuberculosis Research Committee and the report of the tuberculosis survey conducted by Allen. These two reports rank with the best epidemiological literature South Africa has yet produced, but in each constant regret is expressed at the gaps in the fundamental vital and medical statistics. This came in for strong criticism in the Report of the Tuberculosis Research Committee, worded thus—

"The need for 'vital statistics' as a preliminary to a scientifically organized anti-tuberculosis campaign, or, indeed, any organized effort for health, was stressed by the Tuberculosis Commission in 1914, and the same need is fully realized by the Health Department of the Union to-day. It is remarkable that 16 years after the publication of a far-reaching report by a committee nominated by the Government and set to work, at considerable expense, for several years, to study tuberculosis and make recommendations as to its prevention the cardinal necessity for progressive work on prevention of disease should still remain unprovided."

These are strong words, but the writer believes from his recent attempts to collect information concerning venereal disease that they are by no means too emphatic. Venereal disease may be used as an example of how difficult it is to gauge the extent and direction of morbidity forces in this country. Remote effects of syphilis and gonorrhoea cause damage to national health and efficiency. Can we even remotely estimate the damage in the European, let alone the non-European? The native birth-rate is unknown, therefore this cannot be used to demonstrate whether gonorrhoea and syphilis, in causing sterility, foetal and infantile mortality, are dangerous influences in national growth. Death from carcinoma and circulatory disease has its origin not infrequently in syphilis, but circulatory mortality does not provide any clear picture quite apart from any question as to the importance of specific aetiological agents. The damage wrought by syphilis and gonorrhoea to the nervous system and to the special sense organs cannot be estimated, as nothing is accurately known as to the incidence and distribution of nervous disease, eye disease and carcinoma in the different races, classes and regions of this country.

It is evident that the public health administrator, adviser, and officer is particularly helpless in the present sterile condition of epidemiology and medical statistics. How are public health policies and preventive measures to be instituted when the problems are vague and even unknown? A military analogy may be useful. The general and staff provided with the most accurate and comprehensive intelligence of the enemy's force, their constitution, their distribution and their probable manoeuvres are well armed and can, with confidence plan a campaign and state their needs in terms of aircraft guns and man power. Similarly the public health leader with knowledge, for example, of venereal disease incidence, of tuberculosis and its effects, of typhoid and its relation to age, sex and occupation of inhabitants and inadequacy of food supplies is able to develop his programme economically and efficiently. Lacking this fundamental information his medical and health schemes can only grow fortuitously and even, in certain instances, be subsequently discovered as entirely unsuitable. The erection of clinics, the employment of technical staff, the provision of financial and other assistance, unless the root causes of the particular defect or disease are known may be but little more than guesses at a solution. Until a problem has been defined, attempts at a solution are both unscientific and illogical.

That the need exists on the part of the public health administrator, municipal health officer, scientific investigator and the statesman interested in social and health problems for fuller information as to disease forces and their related functions cannot be denied, and therefore discussion of methods of obtaining such information must be of some interest and importance. What are the present sources of vital and medical statistical data in South Africa? The Census seems only now to have been fully appreciated as hitherto much essential detail was omitted from the questionnaire and most inexplicably the largest section of the community—the non-European—was on occasions completely neglected. The Census is the measure available of the numbers of the nation by age, sex, occupation, domicile, and race, but a Census measure cannot be taken every year. Even a quinquennial census does not keep pace with population changes, the estimation of which by census data alone often leads in inter-censal periods to serious error. It is in gauging the accuracy of calculated figures for these years that the second source of statistical information—vital registration, is of much value. The Census numbers the population at stated intervals but vital registration enables a continuous record to be kept of changes due to births, deaths, immigration and emigration. Yet again in South Africa the application of vital registration is woefully deficient in the almost complete absence of birth and death registration in the native populations. European births and deaths are satisfactorily chronicled and the Census Department in maintaining a constant effort to secure efficient certification of the cause of death, provides



in the lesions of progressive massive fibrosis. (143) Although the terms silico-tuberculosis and tuberculo-silicosis were coined to apply to this condition, complicated silicosis is considered to be a more acceptable term today. (144) In this context it is important to destroy the popular concept that pulmonary tuberculosis is the terminal feature of silicosis (145) Respiratory failure (and its sequelae) is the most common result of complicated silicosis as the whole pulmonary arterial system is often extensively destroyed. (146) The association of tuberculosis with silicosis nevertheless still remains a controversial question, and as R.A. Steacie suggests, it remains 'too frequent to be coincidental'. (147) Also a person who has had tuberculosis or has been exposed to the tubercle bacillus is at risk of a flare-up of his old tuberculosis when he is exposed to silica dust for any length of time. (147a)

In the early part of the 20th century chronic bronchitis (today contracted) for three

# Sigma: Union may continue strike

Own Correspondent

JOHANNESBURG — Sigma Motor Corporation workers who are members of the Union of Motor Assembly and Rubber Workers of South Africa are to meet in Mamelodi today to reaffirm their stand not to return to work until the corporation's management meets their demands

About 4 000 workers of the motor plant near Mamelodi were paid off on Wednesday after their continued strike

According to a statement by the personnel director of Sigma, Mr S S Lemmer, if the workers continue the strike they will be regarded as having terminated their services and will be paid their outstanding wages on Friday

A spokesman of the trade union said yesterday that a public meeting of all the dismissed workers would be held at the Mamelodi community centre and would be addressed by a member of the local community council, Mr B K Ndlazi

## R2-an-hour rise

A union spokesman said that besides the union's appeal that residents of Mamelodi, Atteridgeville and Mabopane not to seek work at Sigma, the striking workers would continue their strike until Sigma management met their demands

These include an across-the-board increase of R2-an-hour for all categories of work at the motor plant and management's recognition of the union's 20-man elected committee as the workers' representatives in wage negotiations

The spokesman said the majority of the workers in the motor plant were dissatisfied with the 12-man liaison committee recognized by the management, adding that two weeks ago the committee had negotiated for wage and salary increases for the workers without having consulted them first

flatten even further. (156)

other epidemiological factors such as atmospheric pollution and tobacco smoking. (150) The obstructive syndrome is characterized by narrowing of the lung airways thus limiting expiration, and can be diagnosed by vital capacity tests. (151) Pathologically the size of the hollow respiratory airways—the trachea, large bronchi and smaller bronchioles—may decrease because of swelling of the glands or walls, the accumulation of mucus or contraction of smooth muscle, the latter particularly in response to certain toxic dusts. (151a) Vital capacity is obtained by asking the patient to breathe in maximally and to expire slowly and completely. The tidal volume so obtained is the sum of the inspired and expired volumes. Forced vital capacity is obtained by asking the patient to inhale

maximally and then to exhale as rapidly and strongly as possible, such exhaled measurements then being recorded. Both the vital capacity and the forced expiratory volume indicate the ventilatory capacity or sufficiency of the individual. Pulmonary obstruction will be indicated by a low value for the forced expiratory volume expressed as a percentage of the vital capacity. (152) In the first two decades of the 20th century silicosis was diagnosed by measuring chest expansion, but confusion existed, and still exists, as to the exact role played by emphysema in the course of the disease. (153) While an obstructive form of emphysema can be present in silicosis, emphysema will only be seriously disabling if the obstructive syndrome is present and is concomitant with obstruction in the larger respiratory air passages. (154) The clinical symptoms of this obstructive airways disease are cough, wheezing and breathlessness. (154a) Irritants such as dust, exacerbated by atmospheric pollution and tobacco smoking, cause the bronchi and bronchioles to become narrowed and to the elastic membrane. (155) On

Recent epidemiological studies, conducted over a ten year period, have significantly advanced our understanding of the dangers of dust inhalation. These have shown for the first time that long term dust exposure can contribute to the development of chronic bronchitis, although less so than tobacco smoking; but this in itself will not necessarily predispose the individual to silicosis. (157) But there is also disagreement as to the relationship between occupational dust exposure and chronic bronchitis. I. Webster is unconvinced of the connection on the South African gold mines, while G. Leathart suggests keeping an open mind on the question. (158)

*SOWETO*

# SIGMA STRIKERS SHUN OFFER

*4000*  
*39* *(4000)*  
*SP*  
*2/1/61*

BY Z B MOLEFE

THE 4 000 striking workers fired last week from Pretoria's Sigma Motor Corporation can start re-applying for their jobs from today, the company announced at the weekend.

But there is a tense atmosphere in the Pretoria townships of Mamelodi, Atteridgeville and Mabopane where people have been urged to refrain from seeking work with the motor corporation

The Union of Motor Assembly and Rubber Workers of South Africa (Numarw) issued pamphlets at the weekend claiming that the Sigma workers are not prepared to re-apply for employment, but would demand reinstatement after management had agreed to negotiate on the wage issue

It was also reported that Numarw is preparing new proof of worker support at Sigma after management rejected claims that 50 per-

cent of the workers supported the union. This support has to be proven before the union is recognised by management





About 1 500 of the Sigma workers who waited outside the plant in Pretoria early today for their employment applications to be processed

# Work resumes at Sigma as 3 000 reapply for jobs

*Sigma 22/1/61*  
*162*  
*16019*

## Labour Reporter

Production was under way at the Sigma Motor Corporation near Mamelodi today after 1 500 workers were taken on and another 1 500 applied for jobs at the gates early this morning

A company spokesman said today's applicants would likely be taken on during the week bringing the plant almost back to normal. Last week the work

force of about 4 000 workers was dismissed after refusing to meet management's return to work deadline

The spokesman said it was possible there would be more applicants than jobs this week

Management has given former workers until Friday morning to re-apply for their jobs without any loss of service benefits

However at a meeting in Mamelodi yesterday

about 2 000 former workers decided not to re-apply for their jobs

Sigma management is expected to meet with worker representatives from the National Union of Motor Assembly and Rubber Workers (Numarw) later today to discuss the dispute

The walkout centred over worker demands for a trebling of new employee salaries to R3 an hour, and company recognition of Numarw

At the weekend Numarw had distributed pamphlets to Pretoria-area townships calling on residents not to seek employment at Sigma

Both Sigma security guards as well as police have been on duty to ensure the return to work was peaceful

The Transvaal region of the Federation of South African Trade Unions (Fosatu), and the Benoni Chemical Workers Industry, have declared their support for the dismissed Sigma workers



Only a few illnesses which are not emergencies seem to be referred to Bloemfontein for specialist treatment. For these it is possible for the busfares (R2.30) to be refunded for the patient and for the infirm to be taken in by special transport (see below).

A converted van was run by a local farmer, mainly for emergency cases. The magistrate or the police could authorise this 'ambulance' to bring patients from farms or the location to the district surgeon, or to Bloemfontein if he were not present or unable to deal with the emergency. A white farmer reported that obtaining the 'ambulance' service in this way could take several hours owing to difficulty in finding someone to authorize the request. If the 'ambulance' was already on a trip the patient would have to wait for its return. Thus owners of private cars in the location would also take patients to hospital as an unofficial taxi service - presumably at rather higher cost than the public service.

The 'ambulance' was said to be called out on average about once a day. While free to the patient, the cost to the local authority is approximately R1 000 per month (i.e. about R32 per round trip).

## 2) Recognition of Illness

The report of the SANTA volunteer indicated the presence of a number of obvious untreated disease in the rural areas. Her view was that distance could have inhibited farm workers' families from attending the doctor on their own initiative. Perhaps eye complaints were not sufficiently obvious and arose slowly, so were not brought to the attention of the farmer. It is also possible that the families did not know that a cure was possible.

There was some indication that the ailments of women on farms are less obvious than those of the men, because they could escape the notice of the farmer unless specifically brought to his attention. If the husband does not think a

wife's illness serious enough he will not ask for help. Of the 7 patients who reported having had an illness without set of

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By RIAAN DE VILLIERS  
Labour Correspondent

A TRANSVAAL trade union affiliated to the Federation of South African Trade Unions (Fosatu) may be expelled from the co-ordinating body at a meeting of its central committee next weekend.

In turn, the union will call for the dismissal of Fosatu's Transvaal regional secretary, Mr Taffy Adler.

This emerged yesterday when the union concerned, the Engineering and Allied Workers' Union, issued a statement detailing growing tensions within Fosatu's Transvaal region.

The statement also revealed that the union's general secretary, Mr Calvin Nkabinde, had been suspended from Transvaal regional meetings after making "racist remarks" said to contravene Fosatu's non-racial policy.

According to the statement, Mr Nkabinde had called for the

resignation of all "white academics" from Fosatu.

Fosatu's general secretary, Mr Alec Erwin, last night confirmed that the central committee would discuss a motion calling for the union's expulsion.

He would not comment further, saying the issue was still being treated as an "internal problem" prior to the meeting.

In its statement, the union said the Transvaal regional council decided to call for its expulsion at a meeting last month after a number of accusations had been listed against it.

Among these were that the union

- Supported its general secretary who had been suspended from regional meetings following "racist remarks",

- Had taken its problems with Fosatu outside the organisation by writing a letter to the Inter-

national Metalworkers' Federation,

- Issued Press statements creating the impression of dissension within Fosatu, without prior discussions

In reply, the union denied its secretary's remarks were racist and said he had merely requested that "white academics" within Fosatu resign from their present positions and only assist it on a part-time basis.

This had been sparked off by retrenchments of black organisers while "highly qualified academics" who could find other jobs more easily had remained.

Also, their presence caused unions to depend entirely on them, rather than learn from them and develop, the union said.

Fosatu's central committee will also vote on the proposed resignation of Mr Erwin, who intends returning to active union organisation.

# Fosatu to vote on union's expulsion

140A

RDM 22/4/81

farmer would pay for a labourer to nurse him. However, many blacks did consult private doctors when they could have obtained medicine at State expense, usually

# Sigma strike

goes on

PRETORIA — More than 2 000 Sigma Motor Corporation workers decided at a public meeting in Mamelodi here yesterday to continue their strike until management met their demands

More than 4 000 Sigma workers went on strike last week over wage dispute and recognition of a workers' committee. They were paid off on Wednesday and management told them they would be re-employed from yesterday. The re-employment procedure would continue until Friday.

Some workers defied the strike yesterday and went back and were re-hired. About 300 workers stood outside the main gate of the plant in the morning. Police kept a low profile.

A spokesman for the plant said by lunch-time yesterday more than a quarter of the 4 000 workers had presented themselves for re-employment. The number was augmented by new work seekers.

Some 1 500 employees are currently engaged in pre-production procedures essential to start up the plant, Sigma's spokesman said.

Sigma's management was optimistic that normal production would resume shortly and the calm that prevailed throughout the strike would continue.

The re-hiring yesterday proceeded smoothly and Sigma deployed extra staff to cope with the processing of all former employees without success. New work seekers and former employees were requested to present themselves later in the week.

Meanwhile, at a lively workers' meeting yesterday, speakers criticised workers who had gone back to work.

Another public meeting is to be held tomorrow to report back on negotiations between the National Union of Motor Assembly and Rubber Workers of South Africa.

— DDC.



By NORMAN NGALE

*Sowetan 21/4/81*  
**ABOUT 2 000 striking Sigma Motor Corporation workers decided at a meeting in Mamelodi yesterday that they would not return to work until their grievances had been met.**

Meanwhile a spokesman for the corporation yesterday said about 1 000 strikers augmented by new work-seekers had applied for re-employment and that 1 500 people had been re-engaged.

The workers mostly from Mamelodi went on strike twelve days ago in demand for a minimum

wage of R3 per hour against the current R1.04 per hour. One employee, Paulos Mahlangu (25), was shot dead by a woman motorist last Wednesday as workers were returning home after being fired for failure to comply with the firm's ultimatum to return to work or be fired.

A moment of silence was observed at the meeting in honour of Mr Mahlangu. Striking workers were asked to contribute generously towards the

bereaved family to help them meet the funeral costs. According to Mr Michael Mahlangu elder brother of the deceased Paulos' colleagues are rallying around the family rendering the assistance required. Mr Mahlangu will be buried on Saturday at the Mamelodi cemetery.

Mr Mahlangu appealed to members of the community who would be attending the funeral to exercise extreme calm.

He said he was aware that people were angry with the untimely death of his brother but urged them not to allow their tempers to flare.

Paulos was a kind and polite man who would not hurt a fly," mourners who converged on his home yesterday said.

The spokesman for Sigma said the company had to deploy extra resources to cope with work-seekers and those who re-applied but could not cope

and as a result others had to be told to return later in the week.

"Management is optimistic that normal production will resume shortly. The calm that has prevailed throughout the strike will continue," the spokesman said.

Asked whether the company considered aiding the bereaved family of their former employee the spokesman said he had not spoken to personnel department about that.

He said the existing Sigma wage agreement with its workers would expire in May and negotiations for the new agreement were underway when the strike started 12 days ago.

"The corporation will make announcements concerning new conditions of service for 1981/82 shortly," the spokesman said.

The striking workers have been given until Friday to re-apply.

A member of the Committee of 20 representing the strikers said pamphlets were distributed in the township urging people to pledge solidarity with strikers and not seek work at Sigma until the problem had been resolved.

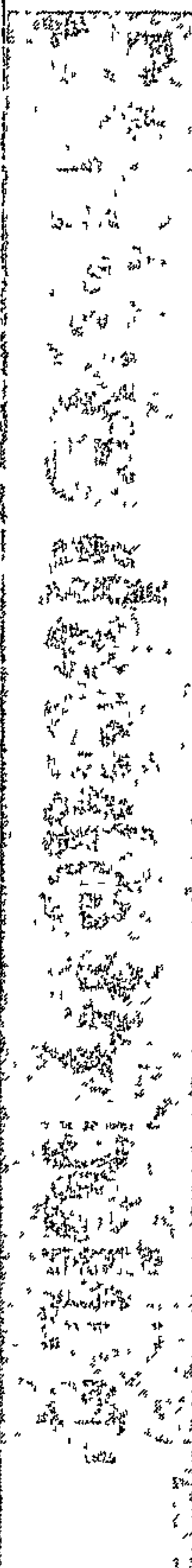


BY NORMAN NGALE

... 2000 striking Sigma Hotel Corporation workers decided at a meeting in Mamelodi yesterday that they would not return to work until their grievances had been met.

Meanwhile a spokesman for the corporation yesterday said about 1300 strikers augmented by new work-seekers had applied for re-employment and that 1500 people had been re-engaged.

The workers mostly from Mamelodi, want on strike twelve days ago in demand for a minimum.



... of 23 per hour against the current rate of per hour. One employee, Paulos Makhangu (24), was shot dead by a woman motorist last Wednesday as workers were returning home after being fired for failure to comply with the firm's ultimatum to return to work or be fired.

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1st symptom - 'nuclear' symptoms.

Schizophrenia with

First-rank symptoms (Schneider)

Nuclear Symptoms (International Pilot Project)

# Anglo American edges into Sigma dispute

CT 22/4/81  
192  
152  
140A

By GORDON KLING

THE vast Anglo American Corporation yesterday edged into the labour dispute at its Sigma Motor subsidiary near Pretoria where about a quarter of the striking workers yesterday presented themselves for re-employment

About 4 000 workers were paid off last Wednesday for failing to return to work. They yesterday voted at a mass meeting in Mamelodi to continue the strike until their demands were met for an across the board increase of R2 an hour and management recognition of a 20-man union committee

Sigma said the returning workers more than a quarter of those on strike were augmented by new men and about 1 500 employees are currently engaged in production procedures essential to the starting up of the plant

Management was optimistic that normal production would be assumed shortly

Sigma's wage agreement with its workers expired early in May and an announcement on the new agreement could be expected shortly

The national organizer of the National Union of Motor Assembly and Rubber Workers Mr L. Kettleman, yesterday said a statement had been expected from Anglo on the dispute. 'I can only say that we are very surprised that they have not commented on the situation'

In reaction a spokesman for Anglo initially said the problem was being left with Sigma's management which would make any announcements regarding it. 'We're a little removed from the whole thing and have no

comment at this stage" he added

The spokesman later released a statement saying 'Anglo American has kept closely in touch with the management of Sigma throughout the events of the past few days. As far as the corporation is aware, Sigma management is willing to talk with the union or anyone else seeking to represent Sigma employees about how the dispute may be ended and a return to work secured'

In a rare move the Minister of Manpower Utilisation, Mr Farie Botha, has sent the Sigma motor company a message congratulating it on its handling of the strike at its Pretoria plant

According to a Sigma spokesman the minister congratulated the company on "keeping things low-key and handling the strike in a way which prevented it escalating"

A spokesman for Sigma said yesterday that the message from the minister had been a verbal one, conveyed through a third party

external influence.

experience that the will is replaced by some or agency.

11. Delusional perception.

subsequent report on this study used a computer analysis of symptom clusters to identify a nuclear syndrome of 5 symptoms which correlated very highly with a clinical diagnosis of Schizophrenia in all centres (Wing and Nixon 1975)(13). These nuclear symptoms are set out in Table IV where they are correlated with Schneiderian "first-rank" symptoms.

A recent comprehensive review of the literature (Jablensky and Sartorius 1975)(14) noted certain differences in the presenting symptoms of Schizophrenia which may be culturally determined (Lambo 1960)(15) but concluded that the literature contains no evidence that in any culture does schizophrenia manifest forms of symptomatology which cannot be accounted for by the definition and classification laid down by Kraepelin and Bleuler.

Although "first-rank" symptoms (Mellor 1970)(16) such as thought broadcasting are not readily elutable from Black patients this may be partly due to an inadequate conceptual framework in the language; for example true passivity feelings may be hidden in the patient's account of the voices of ancestral spirits (amadlozi) giving him instructions. However disorders of stream, form or content of thinking in a setting of clear consciousness may be taken to be important diagnostic criteria (Rempel 1963)(17) and have formed the basis for the diagnosis of schizophrenia in our own practice.

Notwithstanding these conceptual clarifications we have experienced considerable practical difficulty. In a previous study (Buchan et al 1977)(18) six patients out of 40 initially diagnosed as schizophrenic had to be excluded from a drug trial. Routine EEG's revealed that 5 were epileptic and C.S.F. changes indicated that the last patient suffered from cerebral syphilis. Schizophrenic like psychoses in epilepsy have been well documented (Slater et al 1965)(19) and indeed the two conditions may overlap (Davison and Bagley 1969)(20). The association between syphilis and psychotic states clinically indistinguishable from schizophrenia has also been described (Dewhurst 1969)(21).



# New turn in recognition row at Colgate factory

By STEVEN FRIEDMAN  
Labour Reporter

THE union recognition dispute at Colgate-Palmolive's Boksburg plant took a new turn yesterday when the company issued a statement questioning the representativeness of Fostair's Chemical Industrial Workers Union

The union is demanding recognition at the plant and has asked the Minister of Manpower Utilisation to appoint a conciliation board to resolve the dispute. This is the first step on the way to a legal strike

In its statement, the company also accused the CWIU of having a "selective" attitude to Government registration

At the same time, however, it reiterated that it will not negotiate with the union on

wage rates at company level. Colgate says it will only negotiate with the union on wages at an industrial council, which sets minimum rates only

Colgate has offered the union recognition but says it will only bargain with it on wages and work conditions at official industrial councils.

In yesterday's statement it says it takes this stand because the company "cannot allow its competitiveness to be jeopardised by wage levels which could potentially be out of all proportion to those offered by its competitors".

The union has said that most of its members are not covered by the council and that industrial councils only bargain on "pitifully low" minimum wages

In its statement Colgate says

the dispute at its plant arises from "the union's inability or unwillingness to prove it represents a majority of (our) workforce"

Colgate says it will support the appointment of a conciliation board as long as the legal requirement - that the Minister of Manpower Utilisation is satisfied it represents the workers "it purports to represent" - is met

It concedes that only a few Colgate workers are covered by the industrial council, but says it is trying to get the council's scope extended

This, it says, would be assisted by the CWIU's agreement to join the council, but the union had told the company that it would not join until its demand for non-racial registration was met

and play some role in... and a priest were very insulted by this and told government officials and local people that the project was run by a clique and that it was going to be a business for that clique and not a creche anyway.

The occurrence of clique controlled projects, the suspicion of them and the antagonism they generate is pretty general and influential. In Kwa-Zulu there is a creche project which is

power emotional conflicts in figures and I came and ment, in new ideas

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being assisted by a local development agency. An old lady had been looking after large numbers of children for years, and the project was to turn the set-up into a formal creche with a special building and later other staff. When the old lady's son heard of the plans for the creche, he advised his mother not to get involved because a project in an area always means power struggles and group conflicts and she would be drawn into these. However, he later did support the creche project and it did later lead to tensions and conflict in the area, which are now partly resolved due to a committee having been elected.

It happens fairly often that someone who gets prestige as "a person who works for the community" feels threatened by anyone else involved in community projects. Generally these powerful figures have control of the sources of resources and so they can and do sabotage the "competing" project completely. (Through the agricultural extension office they can make sure that no land is allocated, that no assistance is forthcoming with machines or labour, they can ensure that new project members do not get hawking licences to sell whatever they produce, that the activity is declared illegal, etc.)

Another dimension to the power struggle issue is that it inhibits all kinds of grass roots response and involvement from local people. Where patron figures are involved in projects mainly for prestige and power they do not foster any attempts by the ordinary poor people to direct and be responsible for the project. Thus one gets the situation that has arisen at the Zenzele centre at Idolophu. NM wants to remain in control and so she dominates the project and dampens all initiative from ordinary poor people and they lose all self-confidence and either leave completely or accept a subservient role. Thus the project has no real popular base and it cannot really work.

## 15. EXPERIENCE OF "DEVELOPMENT" LEADING TO A CHANGE IN CONSCIOUSNESS.

In various parts of this paper I have mentioned but not isolated the importance of the educative aspects of being involved in



Fosatu <sup>SMK</sup>  
23/4/81  
affiliate to <sup>140 B</sup>  
fight threat ~~140 B~~  
of expulsion.

**Labour Reporter**

The Engineering and Allied Workers Union (Eawu) is fighting moves to have it expelled from the Federation of South African Trade Unions.

The Transvaal region of Fosatu has recommended Eawu's expulsion and the issue is expected to be discussed at this month's central committee meeting, an Eawu spokesman said.

**REGISTRATION**

Eawu had been accused of going against Fosatu's non-racial registration stand, taking a racial stance towards union leadership, approaching the International Metalworkers Federation without notifying Fosatu, and not sharing union facilities such as transport with other member unions.

Eawu has in turn accused the Transvaal region of Fosatu of attempting to split the Vaal and Springs branches of the union.

**DEFEND**

An Eawu spokesman said they intended defending their position at the central committee meeting.

Commenting on Eawu's position on racial registration, he said the union had not disagreed with Fosatu in opposing racial registration. But it had decided to discuss the issue before rejecting registration. He also denied that the Eawu had not consulted Fosatu over public statements on this matter.

16-04  
Sigma workers  
Sigma 23/4/61  
reapply for jobs

**Labour Reporter**

About 2 000 former Sigma workers agreed today to reapply for work while pay negotiations continue between management and their union.

The 4 000 workers who went on strike over wage demands had been given until tomorrow to reapply without loss of service benefits.

About 2 500 of the dismissed workers had been taken on again said a spokesman for Sigma.

New applicants had also been taken on.

At a meeting in Mamejodi this morning workers dropped their demand for reinstatement and agreed to return to work to give their union and workers' committee negotiating power.

The strikers had originally demanded a trebling of the hourly wage for new employees and recognition of their union — the National Union of Motor Assembly and Rubber Workers (Nuaraw).

Employment at the Sigma plant has been based

on a first-come, first-served basis and there were fears that positions would be filled before former workers sought re-employment.

Many of the new applicants are women because Sigma has an equal pay policy and women can work in most sections of the plant.

Nuaraw now faces the problem of having to produce support from half of the Sigma workforce to obtain exclusive negotiating rights with management.

Page 27. The great wage dispute



# The great wage dispute—but workers flock to sign at Sigma

By Tony Davis

Labour Reporter

Hundreds of men and women stand about in the hot sun with printed forms in their hands. Some stand outside the massive gates while others queue inside.

Across the street seven police vans are parked — one a "sneeze machine" — while a policeman in camouflage takes pictures of the crowd with a telephoto lens.

Inside the sprawling Sigma Motor Corporation

plant at Chrysler Park near Mamelodi close to 2 000 people are at work.

Production got underway yesterday for the first time since the dispute started over a week ago.

The work force of about 4 000 was dismissed after workers refused to comply with a management back-to-work order.

The dispute began over wage increases and recognition of the National Union of Motor Assemblies and Rubber Workers (Numarw) at the plant. Sigma management has now given dismissed em-

ployees until tomorrow morning to re-apply for their jobs and still receive their full service benefits.

Thereafter they will be treated as new applicants. The 2 000 workers in the plant are all former employees who were dismissed and who were accepted back on application.

Another 1 000 new applicants are being taken on. Some of the new applicants are women. Sigma has a policy of equal pay and women are allowed to do most of the jobs in the plant.

Sigma has said the re-

maining positions at the plant will go on a first-come, first-served basis.

About half the work force has supported the position of Numarw not to return to work unless negotiations are reopened with management.

A pamphlet campaign directed at Pretoria townships appealing for residents not to seek work at Sigma appears to have failed.

There has been no need for the riot police presence at the plant as the situation has been quiet. The only violent incident occurred last week when a dismissed

worker, Mr Paulos Mahlangu, was shot dead by a motorist after her car was stoned by former Sigma workers near Mamelodi.

The Federation of South African Trade Unions has announced its support for Numarw and Numarw officials from Port Elizabeth have attended talks with management.

At the time the dispute started management had been holding wage talks for 1981-82 with the executive liaison committee.

Since the talks were disrupted Sigma plans next week to announce its decision on wage increases.

Sigma has also told Numarw it will make the union the sole bargaining workers body with management if it is able to show support from 50 percent of the work force.

Last week the union provided evidence for management but now Numarw will have to prove worker support once again.

Sigma also reassured workers fears that there would not be "selective re-employment" of workers. "Every employee received an invitation to

re-apply for work last week when they were paid off," a company spokesman said. "There will be no selective re-employment."

Management is unwilling to state losses sustained by the strike although production never completely came to a standstill, they said.

The Sigma strike has been one of the longest disputes to date this year involving the largest number of workers and it remains to be seen whether the new wage announced by the company will stem further discontent.

The Star's Geneva Cor-

respondent reports that the International Metalworkers Federation said the Sigma strike is a challenge to Mr Harry Oppenheimer to prove the liberalism he has been preaching.

The international trade union body responsible for car unions throughout the non-communist world has called on Mr Oppenheimer to "put his policy decisions where his mouth has so often been in the past."

Mr Herman Rehban, general-secretary for the federation, said yesterday Anglo-American should re-

cognise the National Union of Motor Assemblies and Rubber Workers of South Africa and enter immediate negotiations.

Referring to Mr Mahlangu he added: "Already one worker is dead and this strike has lasted a week because Oppenheimer allows his Sigma managers to operate a confrontation policy."

"I have cabled him asking that talks begin without preconditions."

"The Sigma workers are only asking what their fellow car workers have already achieved here in South Africa."

white regimes of Africa. All of them were colonies, which South Africa, in any meaningful sense of the word, is not. Ultimately the transition to black majority rule in colonies settled by whites took place, as we have seen, after a period of armed black insurrection. At a certain point the whites within the colonies required the metropolitan army to protect them, for they could no longer secure their safety by their own efforts alone. The war for black majority rule continued but, in order to win, the guerrillas did not need to achieve military victory. All the insurgents had to do was to make it clear to the colonial power that it was fighting an endless and unwinnable war. Sooner or later, the colonial power decided to cut its losses. At this point the colonial power was faced with the (unpleasant) necessity of making the local white population swallow the prospect of black majority rule which it had resisted so mightily. In every case the local whites reacted with bitter hostility against the decolonising power (even launching the O.V.S in Algeria). Their cause was a lost one, however, because the colonial power had acquired a crucial leverage through its provision of military protection. In the last analysis it could threaten to deprive the local whites of their only possible safeguard against an indigenous rebellion they could not

## How Long Will South Africa Survive?

African context must be expected, if history is our guide, to meet a similar fate — to the benefit of the *whites*.

Secondly, this process of reaction saw the formation of a white political bloc of monolithic proportions, with hitherto existing social divisions within the white community implicitly submerged. The formation of such a bloc has considerable importance, for it robs the established economic and political elites of any possibility of independent room for manoeuvre. The result has been, even though all of these societies have been white-bloodedly capitalist, that the business elites which one would normally expect to be predominant have been rendered virtually impotent. These elites tend to include most of those whites who have a long-term interest in reform — who have made investments they wish to protect and who have the economic power to immunise themselves against the consequences of all but the most dramatic social changes. The formation of this solidary white bloc neutralises them almost completely. This stage was reached long ago in Rhodesia and is already a long way towards completion in South Africa. As the bloc solidifies further there — and it seems likely to — the somewhat extravagant hopes placed in the liberal intentions of the businessmen merely on the peculiar grounds that they



NYW 23/4/87  
**Sigma  
strike  
challenge  
to Mr O**

Argus Correspondent

GENEVA. — The strike at the Sigma motor plant in Pretoria is a challenge to Mr Harry Oppenheimer to prove the liberalism he has been preaching, according to the International Metalworkers Federation here.

The international trade union body responsible for car unions throughout the non-communist world has called on Mr Oppenheimer to put his policy decisions where his mouth has so often been in the past.

The strike involves 4 000 black workers claiming parity with other car workers in South Africa who are paid R1,60 an hour. The Sigma plant pays R1,04 an hour.

**RECOGNISE**

Mr Herman Rebhan, general-secretary for the Geneva-based federation, said yesterday Anglo-American should recognise the National Union of Motor Assembly and Rubber Workers of South Africa and enter immediate negotiations.

Referring to Mr Paulus Mahlangu, shot dead in circumstances that are still unclear, he added 'Already one worker is dead and this strike has lasted a week because Oppenheimer allows his Sigma managers to operate a confrontation policy.'

'I have cabled him asking that talks begin without preconditions. The Sigma workers are only asking what their fellow car workers have already achieved elsewhere in South Africa.'

'If he prevaricates, he will expose his claims to be a liberal employer as being totally hollow.'

# Fosatu torn by 'racism'

23/4/81  
Soweto  
140/8

By Z B MOLEFE

**GROWING tension within the Federation of South African Trade Unions (Fosatu) involving allegations of racism may lead to the expulsion this weekend of one of its affiliated bodies, the Engineering and Allied Workers' Union.**

One of the issues, according to the union president, Mr Mcebisi

Mqayi, is the suspension of the union's general secretary, Mr Calvin Nkabinde, by Fosatu's Transvaal region, for allegedly making racist remarks at a regional meeting in November last year.

Mr Mqayi said "It was said that Mr Nkabinde had contravened Fosatu's non-racial policies. Yet in fact his remarks could never be taken as racist. He merely requested the white academics within Fosatu to resign from their present

positions, and continue to assist only on a part-time basis."

This incident, Mr Mqayi pointed out, was sparked by the retrenchment of black organisers in the region. Meanwhile white academics, who were highly-qualified and could find jobs easily, remained within the organisation.

Further, the presence of the 'academics' cause the unions to depend entirely on their skills, rather than learn from them and develop.

"This request still stands," Mr Mqayi said. "And if there is no response, the Engineering and Allied Union will see to its implementation — whether we are within or without Fosatu."

## SORE POINT

The union's public statement that it did not agree with the Fosatu policy of non-racial registration, is another sore point.

Mr Mqayi explained that his union's Press statement was a response to Fosatu, which had given the impression in a Press release that the Engineering and Allied Union had received a racial registration certificate. But so far the union has not received its certificate.

When Fosatu made the statement on registration it did not consult the union, insisted Mr Mqayi.

"Before we made our statement we consulted with Fosatu's general secretary, Mr Alec Erwin, to correct the confusion. He agreed to this. When no statement was coming from him, we then decided to issue our statement," said Mr Mqayi.

## DISMISS

As a result of these tensions, added Mr Mqayi, the union has resolved not to attend any further regional meetings until the central committee dismisses the union's request that Fosatu's Transvaal region secretary, Mr Taffy Adler, be dismissed for a number of alleged wrongdoings.

A recommendation from the Transvaal region will be discussed by the central committee at its meeting in Natal this weekend.

Mr G Puttick (Acc)  
 Mr P Smith (Acc)  
 Mr T G Thomson (Bus.Sc.)  
 Mr E O Uliana (Acc)  
 Mr M C Vorster (G.S.B.)  
 Mr R Young (Acc)

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 Mr P K Haupt (Acc)  
 Ms T Lamprecht (Bus.Sc.)  
 Mr A Mackenzie (Acc)  
 Mr S B Minyuku (Bus.Sc.)  
 Mr B D Phillips (Bus.Sc.)  
 Mr V V Razis (Bus.Sc.)  
 Mr J Rice (Bus.Sc.)  
 Mrs A Robinson (Acc)  
 Mr D Schapiro (Acc)  
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 Mr T Wegner (Bus.Sc.)  
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 Division of Economics

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 Prof Z Gurzynski  
 Mrs M Mark  
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ALTERNATE

Assoc Prof  
 S R Schach  
 Mr P B Gardiner  
 Mr D Rees

**Sigma**  
 DD 24/11/81  
**strike**  
 140A  
**ends**

JOHANNESBURG — The two week-long strike at the Sigma motor corporation's Pretoria plant ended yesterday

Management and representatives of the National Union of Motor Assembly and Rubber Workers yesterday hammered out an agreement which seems likely to lead to full wage negotiations between Sigma and the union early next week

Yesterday afternoon, the 2 000-odd workers who had remained on strike streamed back to the plant after voting to accept the agreement

Although Sigma has maintained its stance of not negotiating with the union until it represents a majority of the workforce, the union is likely to represent this number by Monday, when negotiations are scheduled to begin

A Sigma spokesman said yesterday that more than 50 per cent — about 2 500 — workers had already been re-employed — DDC



## Sigma workers call off strike

By NORMAN NGALE  
Sowetan 2/11/81

MORE than 2 000 Sigma Motor Assembly Corporation workers decided yesterday afternoon to end their 14 day strike and return to the plant for reinstatement.

They were persuaded to do so by the National Union of Motor Assembly and Rubber Workers of South Africa who held talks with Sigma on Wednesday and earlier yesterday on behalf of the strikers.

The strikers assembled at the Mamelodi Community Centre yesterday morning and waited for the response from delegates of the union who had given management their conditions for returning to work.

The conditions were that management recognises the union as their sole negotiating body; the union be allowed time during working hours to report progress to the workers during negotiations; negotiations for the two issues (working conditions and increased wages) must be finalised within a limited period and no worker should be victimised on return to work.

Mr Taffy Adler, Transvaal secretary of Fosatu, told strikers at the lunch time meeting report back that they had proved to Sigma they were a force to reckon with.

Mr Adler, who came from Port Elizabeth to address the strikers, said they had the support of more than 15 000 members of Fosatu in the region who watched Sigma's development with keen interest.

He said that Fosatu offered condolences to Paulos Mahlangu's bereaved family and that the organisation would send a donation as well as a speaker to represent it at the striker's funeral on Saturday.

Mr Mahlangu, who was shot near the factory last week, will be buried at the Mamelodi Cemetery on Saturday

In a joint statement between the union and Sigma's management later yesterday, Mr Leon Shirley, spokesman for the company said after further negotiations the union had agreed to recommend that strikers still on strike should be re-instated.

Mr Shirley said that once workers had returned to work and employee strength had been restored to the level at the time of the strike, the union's membership would be assessed in the light of existing recognition agreement.

He said that after proving that the union represented 50 percent or more of the labour force then negotiations would start.

Mr Shirley said a large group of the striking workers were at the factory applying for reinstatement and that it was evident the strike was over.

# Sigma switches on as strikers return

Labour Reporter

Production was back to normal today at the Sigma Motor Corporation plant near Mamelodi, a company spokesman said

Workers decided to end their pay strike and return to work during a meeting yesterday

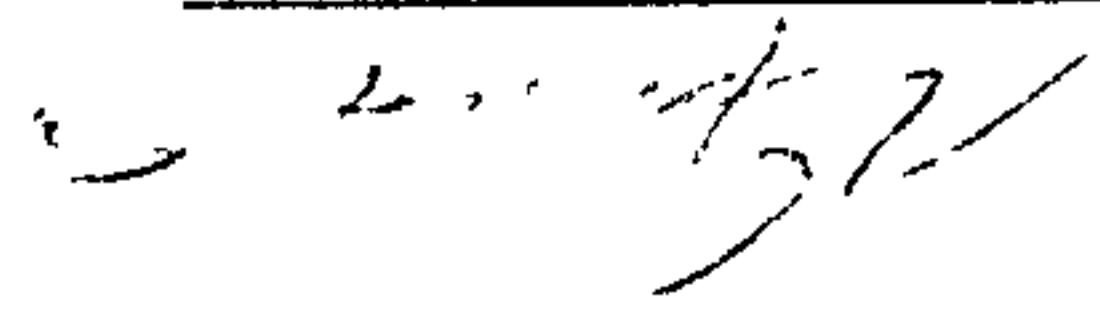
A Sigma spokesman said that many of the 2 000 who applied to get their jobs back were seen yesterday, but there were still about 500 to 600

outside the plant today Management had given workers until 10 am today to reapply for jobs

The National Union of Motor Assembly and Rubber Workers (Numarw), which represented strikers, was recruiting members yesterday and today

If Numarw can gain at least 50 percent support of the Sigma work force, the company will negotiate with it over conditions and pay.

DIRECTOR : SCHOOL OF ECONOMICS  
PROF. Z.S.A. GURZYNSKI



Yours sincerely,

Examinations will be held within the framework of Honours and C.T.A. examinations. The degree will be awarded in the Faculty of Commerce. I trust that this will be found advantageous to students and to the University.

	A) From the Honours course in Economics:	
	1) South African Economic Problems (compulsory)	1
	2) "Mini thesist" (long essay) compulsory	1
	3) 2½ options	3
	(a) Urban and Regional Economics	1
	(b) Income Distribution	1
	(c) Monetary Economics or Capital Theory Debates	1
	<b>Total</b>	<b>3½</b>
	B) From the C.T.A. courses:	
	1) The full final year of C.T.A. courses	1½
	<b>Total for the degree</b>	<b>5</b>
<b>Weight</b>		

# Colgate attacks chemical union

By ZB MOLFE

THE dispute between the giant multi national Colgate Palmolive company and the Chemical Workers and Industrial Union (CWIU) took a new turn yesterday.

In a statement yesterday the company questioned the union's right to represent their workers.

"The long and bitter dispute arises from the union's inability or unwillingness to prove that it represents a majority of Colgate-Palmolive's workforce," the statement said.

The company has now submitted to the Department of Manpower Utilisation its formal response to the union's application for a conciliation board to deal with the dispute. It also pointed out that in terms of the Industrial Conciliation Act, the Minister of Manpower Utilisation must be satisfied that the union is representative of the workers before he can approve the establishment of a conciliation board.

The union's insistence on its right to negotiate on a company by company basis is another stumbling block, according to the statement. The statement added "Colgate-Palmolive considers that the

Industrial Council at present represents the interests of only a small minority of its workforce.

However, an application for an extension of the scope of the Industrial Council's registration is at present pending which would have the effect of covering the majority of Colgate-Palmolive workforce, and which would be materially assisted if the CWIU were to be admitted to membership of the Industrial Council."

The statement also stated that the union has responded to the company's request that it seek such admission to membership by stating that it will only consider doing so if its pending appeal against its racial registration is successful.

While Colgate-Palmolive

supports the CWIU's appeal it decries the fact that the union makes selective use of the machinery provided by the Industrial Conciliation Act.

But the union will not undertake the responsibility of membership of the Industrial Council, which is the fundamental underlying intention of the legislation," the statement continued.

The statement also claimed it is an enlightened employer and the rates of wages it pays and benefits it provides far exceed the minimum laid down in terms of the industrial agreement and wage determination. For instance, it pays the lowest shift worker R401 per month. And a Grade One machine operator, earns in excess of R700 per month.



SIGMA



UNIONS 2 FM 24/4/81  
**Talks at Sigma**

140a 192 182

The talks deadlock that threatened to prolong the Sigma strike was finally broken on Wednesday. Representatives of the National Union of Motor Assembly Workers of SA (Numawosa) and management met to thrash out a solution. Discussions were still in progress as the FM went to press.

The company's production was brought to a standstill two weeks ago when 4 000 workers downed tools over wage demands

Scene at Sigma . . . lines kept open

and service conditions. On Wednesday Sigma reported that its operations were back to normal, but that normal production was not yet underway. However, a spokesman said signs "were hopeful" that production would be back to normal by the end of the week.

At a meeting of 3 000 workers in Mamelodi on Tuesday morning, workers decided they would not apply for re-employment

and that they would only return to work after management had met their R3 an hour minimum wage demand. But on Wednesday the company said more than half the workforce had re-applied for work and that 1 000 new employees had been signed on. The company says it would re-employ workers without loss of service benefits if they applied for their jobs before Friday. However, the company

says it will re-employ "selectively" — a move strongly criticised by workers. Numawosa has called on the company to reinstate all workers instead of having them re-apply for their jobs.

Negotiations broke down last week when the union was unable to prove it had 50% representation at the factory — the percentage needed in terms of the agreement signed with Sigma to enable it to represent the workers. The company said it could not negotiate with an elected

committee of 22, as it did not know who the body represented.

The deadlock was broken on Tuesday when Bernard Ndlazi, leader of the Mamelodi Community Council, intervened and persuaded management and the union to resume discussions. Ndlazi, who has had no previous union experience, says he was acting as a mediator as he felt the issues needed to be thrashed out.

A Sigma spokesman says the company will shortly make an announcement about

service conditions and a new wage agreement for 1981/82. Negotiations between management and the liaison committee were underway when the workers downed tools. The spokesman says that if the workers return, the company will negotiate with anybody elected by them. However, if they fail to return by Friday, Sigma will unilaterally announce new wage and service conditions. The workers were due to meet on Thursday for a report-back from the union.

□ In an unprecedented step this week, Sigma received a congratulatory message from the Minister of Manpower Utilisation, Fanie Botha, "by word of mouth". A company spokesman says the minister praised the company for pursuing a "sensible course" and for keeping negotiations open.

CT 24/4/81  
1900/192

# Worker strike at Sigma plant ends

Own Correspondent

JOHANNESBURG — The two-week strike at Sigma motor corporation's Pretoria plant ended yesterday

Management and representatives of the National Union of Motor Assembly and Rubber Workers yesterday hammered out an agreement which is expected to lead to full wage negotiations between Sigma and the union early next week

Yesterday afternoon, the 2 000-odd workers who had remained on strike streamed back to the plant singing freedom songs after voting to accept the agreement

Although Sigma has maintained its stance of not negotiating with the union until it represents a majority of its workforce, it is understood that the union is likely to represent this number by Monday, when negotiations are scheduled to begin

Most of the strikers will be re-employed, although some may lose their jobs. A company

spokesman said some new workseekers had been taken on during the strike who would not be dismissed

It is understood, however, that re-employment of strikers will not be affected by their role in the strike

The Sigma spokesman said strikers' applications for reinstatement were already being processed. Recruitment of new workers had stopped the moment the agreement became effective

A joint statement by Sigma and NUMARW yesterday said the union had agreed to recommend that strikers seek reinstatement. It added that a recognition agreement between the two parties had been in force since last August

"It now appears that the union is approaching the required 50 percent membership among Sigma's eligible workers to establish itself as the sole organization representing workers in negotiations with management"

# Sigma strike over talks to follow

RDM 24/4/81

152 192 140A

By RAMAKOENA MATLALA and STEVEN FRIEDMAN

THE two-week strike at the Sigma motor corporation's Pretoria plant ended yesterday. Management and representatives of the National Union of Motor Assembly and Rubber Workers yesterday hammered out an agreement which seems likely to lead to full wage negotiations between Sigma and the union early next week. Yesterday afternoon, about 2 000 workers who had remained on strike streamed back to the plant singing freedom songs after voting to accept the agreement. Although Sigma has maintained its stance of not negotiating with the union until it represents a majority of its workforce, it is understood that

the union is likely to represent this number by Monday, when negotiations are scheduled to begin. Most of the strikers will be re-employed by the company, although some may lose their jobs. A company spokesman said an unspecified number of new workseekers had been taken on during the strike who would not be dismissed. It is understood, however, that the re-employment of strikers will not be affected by their role in the strike. The Sigma spokesman said that strikers' applications for re-instatement were already being processed and that recruitment of new workers had stopped the moment the agreement had become effective.

Sigma expected normal production to resume early next week, he added. A joint statement issued by Sigma and NUMARW yesterday said the union had agreed to recommend that strikers seek re-instatement with Sigma. The statement added that a recognition agreement between the two parties had been in force since last August. "It now appears that the union is approaching the required 50% membership among Sigma's eligible workers to establish itself as the sole organisation representing workers in negotiations with management". Once worker strength had returned to its pre-strike level, "union membership will be as-

sessed in the light of the existing recognition agreement. "Negotiations on conditions of service for 1981/2 will commence if the union has achieved the agreed representation". Informed sources were confident yesterday that full wage negotiations between Sigma and NUMARW would begin as planned on Monday. "Discussions with the union took place in a good spirit and we believe that both sides have acted responsibly," Sigma's spokesman said. There was a tense moment between strikers and new workseekers during yesterday's return to work. Police in camouflage uniforms stood by and prepared to use what appeared to be a "sneeze machine".

Appendix 1: The Number of Competitors in the Therapeutic Sub-markets in South Africa, 1975.

Sub-market	No. Competitors	Proportion of Total Drug Market
Analgesics	44	7,8%
Anaesthetics	15	-
Antacids	33	-
Anti-arthritis	32	5,9
Antibiotics and anti-infectives-systemic	29	16,2
Antidiarrheals	31	-
Antihistamines antinauseants	53	-
Antibesity Preparations	17	-
Antispasmodics and Anticholinergics	26	-
Antiasthmatics	35	2,9
Cardiovascular preparations	64	8,4
Cough and Cold preparations	60	8,4
Dermatologicals	84	5,9
Diabetic therapy	12	3,1
Gynaecological preparations	27	-
Hormones	33	-
Psychotropics	-	6,9
Sedatives and hypnotics	32	-
Vitamins	-	-
Others	-	-

(Sources: The Pharmaceutical Market: S.A. (PTY) Ltd. quoted in the Steenkamp Commission. Some facts about the research based pharmaceutical Industry. Prepared by a group of South African firms in 1976.)



# Unions vie for members

Tuesday 26/4/81

~~139~~ ~~135~~  
~~136~~

(140A)

Finance Editor



The big unions are muscling in to sign on workers

THE big guys in the trade union movement are putting the squeeze on the small unions in the race to sign on members

The Federation of South African Trade Unions (Fosatu) has built up paid membership this year from 32 000 to 40 000 in 11 unions. The other big unions are also pushing membership and by the end of the year the 205 unions with 838 000 members will have nearly one million members.

Tucsa, the largest union group, is boosting membership to well over 300 000 of whom 75 000 are whites. It has 60 affiliated unions. One of these unions, the South African Boilermakers, Iron and Steelworkers, Shipbuilders and Welders Society, which has 11 500 white and 6 900 coloured members, is signing on Indian members in the sugar milling industry.

Although Joe King of the Boilermakers' Union denies poaching members from other unions, Mr W R Pillay, of the small Natal Sugar Industry Employees' Union, has reacted sharply. "If they interfere with us we will get help from outside," he says.

Pillay's union recently resigned from Tucsa and he may have to seek an alliance with Fosatu to keep his organisation alive.

Percy Harris, area organiser of the Boilermakers' Union, says it is fair game to sign up workers in the sugar industry. "The workers must have freedom of association," he says.

Alec Firmin, general secretary of Fosatu, attributes the general upsurge in trade union activity to the general plight of workers in the inflationary environment.

He says small unions with limited resources will have difficulty competing for members with the larger more vigorous union groups. Fosatu claims to have gained the support of the majority of workers in a second sugar mill in Natal and is negotiating with the employers for recognition.

Tucsa's Arthur Grobbelar says unions are always in competition for members and this may be sharper now than before. Growth in his group's membership last year was 20 percent and he expects a 25 percent growth this year.

# Cape man STAR 27/4/81 appointed 140A to Fosatu's top position

The Federation of South African Trade Unions (Fosatu) is to have a new general secretary. He is a Western Cape unionist of long experience, Mr Joe Foster.

The Fosatu central committee decided at the weekend to accept the resignation of Mr Alec Erwin, general secretary of the federation since its formation in April 1979. He had expressed the wish to return to union organising, and will now work for Fosatu's Natal region.

## ACTING

Mr Foster has been appointed to the position of acting general secretary until Fosatu's national congress next year. The Fosatu head office will move to Cape Town, his home town.

Formerly secretary of the Western Province Motor Assembly Workers Union (WPMWU), a registered coloured union of long standing, Mr Foster was one of the prime movers in Fosatu's formation.

He also played a key role in the fusion of the WPMWU and two other Fosatu-affiliated motor assembly unions into the non-racial National Union of Motor Assembly and Rubber Workers — of which he became the Western Cape branch secretary.

## EXPULSION

The central committee however postponed action on a controversial request for the expulsion from Fosatu of a Transvaal affiliate — the Engineering and Allied Workers Union (EAWU).

Fosatu's Transvaal region had accused the union, among other things of deviating from the federation's stance on non-racial registration and of backing EAWU general secretary, Mr Calvin Nkabinde, after he had made "racist remarks".

In terms of the Fosatu constitution, the allegations will be put in writing to the union, which will be able to defend itself at the next central committee meeting, in about five months' time.

Union gets  
recognition  
at Sigma

Labour Reporter

The Sigma Motor Corporation near Mamelodi announced today that it has recognised the National Union of Motor Assembly and Rubber Workers (Numarw).

The company agreed to recognise the union after it had attained 50 percent representation among the work force, a spokesman said.

Wage talks are expected to be pursued during the week with an initial meeting being held between Sigma and Numarw later today. The strike earlier this month had started over wage demands and a call to recognise Numarw.

It is believed that several hundred of the 4 000 Sigma workers dismissed during the strike were not re-employed last week because vacancies were filled by new applicants



Nov 1980 + Feb 1981 EXAMINATIONS, Continued

EXAMINATION RESULT SUMMARY AS AT 20 02 81

1 2+ 2- F F/S DPR ABS AB/S PASS UP 3NX 3X 0/S TOTAL PASS %

COURSE DESCRIPTION	1	2+	2-	F	F/S	DPR	ABS	AB/S	PASS	UP	3NX	3X	0/S	TOTAL PASS	%
202221 BUSINESS SCIENCE II	1	1	46	29	7	7	0	0	0						
202226 PRINCIPLES OF FINANCE-1/2 COURSE	0	0	0	1	0	0	0	0	0						
202222 APPLIED BUS STATISTICS I	9	9	29	14	7	0	0	0	0						
202223 ECONOMIC STATISTICS	0	1	9	7	0	0	0	0	0						
202224 CO P INT & ANNUIT CERTAIN	7	4	3	5	3	0	0	0	0						
202225 PERSONNEL MANAGEMENT I	0	1	6	10	2	0	0	0	0						
202226 MARKETTING I	1	1	16	3	1	0	0	0	0						
202228 BUSINESS SCIENCE III	4	6	24	21	3	0	0	0	0						
202229 BUSINESS FINANCE I	0	0	10	5	0	0	0	0	0						
202231 MARKETING II	1	4	8	7	0	0	0	0	0						
202232 ACTUARIAL SCIENCE I	4	1	4	5	5	0	0	0	0						
202233 ACTUARIAL SCIENCE II	1	4	5	6	3	0	0	0	0						
202235 PERSONNEL MANAGEMENT II	0	0	7	7	0	0	0	0	0						
202236 BUSINESS FINANCE - PEE 1978	0	2	4	3	0	0	0	0	0						
202238 APPLIED BUS STATISTICS II	1	0	3	2	0	0	0	0	0						
202239 BUS 201 INDUSTRY MANAGEMENT -3	0	3	8	10	19	0	0	0	0						
202222 BUSINESS POLICY I	3	8	23	1	0	0	0	0	0						
202223 BUSINESS POLICY II	1	7	18	9	0	0	0	0	0						
202221 BUSI RES SCIENCE MATHS	0	0	0	0	0	0	0	0	0						
202221 BUSINESS SCIENCE PH.D.	0	0	0	0	0	0	0	0	0						
202221 ADV. DIF BUS ADMIN (FULL TIME)	0	0	0	0	0	0	0	0	0						
202222 ADV. DIP BUS ADMIN (1ST YR)	0	0	0	0	0	0	0	0	0						
202221 MASTER OF BUS. ADMIN (FULL TIME)	0	0	0	0	0	0	0	0	0						
202224 EMPLOYMENT OF BUSINESS	0	0	0	0	0	0	0	0	0						
202224 MGR (PART TIME) (1ST YEAR)	0	0	0	0	0	0	0	0	0						
202221 BUSINESS ADMIN PH.D.	0	0	0	0	0	0	0	0	0						
TOTAL	174	229	983	1523	977	38	167								

# Sacked Sigma committee to ask for jobs back

JOHANNESBURG — Eighteen members of the Committee of Twenty at Sigma motor assembly plant in Pretoria who were among those paid off after the 15-day strike at the plant are to appeal to the Anglo American Corporation for reinstatement

Anglo American has substantial interests in Sigma

The Committee of Twenty, elected by more than 2 000 Sigma workers at a meeting on April 8, was in the forefront during the strike of more than 4 000 workers at the plant

Mr Dontsi Khumalo, the spokesman of the committee, said the action against the 18 was "pure victimisation"

According to Mr Khumalo some of the committee members were bluntly told that their services were no longer needed

The strike was called off after talks between representatives of the National Union Motor Workers of South Africa (NUMARW) and Sigma management

Last Friday a Sigma spokesman said the fac-

tory did not guarantee that all the striking workers could be taken back

By late yesterday, it had not yet been established whether or not NUMARW, now represented a majority of Sigma workers

No negotiations between the company and NUMARW have, therefore, taken place yet

In an agreement which ended the strike, Sigma said it would negotiate this year's wage increases with the union if it had obtained majority membership at the plant — DDC

DD 28/4/81 152 140A

(140A) (155)

1978/4/81

# Demand to reinstate workers

PORT ELIZABETH - An unregistered trade union here is demanding that Firestone reinstate 150 workers who lost their jobs after the strike over pension contributions earlier this year.

Ford and General Motors' members of the Motor Assemblies and Component Workers' Union of South Africa (Macwusa), decided at a meeting in Kwazakhele that the workers must be taken back within 14 days.

Firestone's managing director, Mr Peter Morum, had conferred with union officials and had explained there were no vacancies. Taking the men would mean laying off 150 people - DDC

theoretical perspective differs from that of others in this broad category of views in that its fundamental economic determinism is reminiscent of some Marxist thought. Using the general theory of the stages of growth, he has attempted to derive the probable stages of political change. His argument is more complicated than the model sketched above, because he also grants a role to Black actors and so to revolutionary unrest. However, most of those who adopt this position stress mainly the role of the Whites.

## 2.2. The 'Revisionist' Thesis

The term 'revisionist' is one that has come to be used to indicate a school of thinking which is basically at variance with the older conventional view. The term itself is not intended to have ideological or political connotations (i.e. it is not to be confused with 'revisionism'). However, the broad theoretical perspective most commonly associated with the 'revisionist' school is that of 'conflict theory' in sociology and the 'political economy' position in economics. Some of the contributors to the debate are broadly Marxist in outlook. A full overview of the 'revisionist' position cannot be presented within the space of this introduction. Here we will present the barest outline of the standpoint.

The main problem in South Africa is seen as the economic exploitation by the White colonists or 'post-settler' group of the Black population. Racism may be irrational *per se*, but in South Africa it is seen to be 'rational' in so far as it functions as an ideology which legitimises the rational exploitation of Blacks. The South African economy is not a 'market economy' in which goods are allocated solely by the forces of supply and demand. It is a 'labour repressive economy' (see Trapido 1971) in which the rapid accumulation of capital and the high standard of living of the White working class is made possible by the political machinery of repression which assures the continued subservience of the Black workers. The tendency in such a labour repressive society is for an increasing concentration of power. The fruits of economic growth will be concentrated in the hands of those who control the economy, thus both increasing their relative domination of the economy, and at the same time providing the 'growth' for strengthening the machinery of political and military repression. Sophisticated weaponry and surveillance systems can be acquired to compensate for deficiencies in manpower. White prosperity and White supremacy mutually reinforce one another (Johnstone, 1970). If capitalism has any rationalising tendency, it is towards the rationalisation of domination, rather than towards the removal of racial prejudice. Blumer (1965) argues that in any event it is rational for the capitalists to take account of the prejudices of their influential White employees at the expense of their relatively powerless Black workers. Johnstone argues that the principles of apartheid are in fact bent whenever

they threaten economic growth. Adam (1971: 181-2) argues that rationalisation produces an increasingly competent technocratic oligarchy which is even capable of deracialising the society if that would be in the interests of maintaining supremacy. Like the 'conventional' viewpoint, the 'revisionist' thesis also stresses the role of Whites, but whereas in the first case they are seen as more or less inevitable agents of change, in this second argument, they are seen as more or less irremovable obstacles to change.

## 3. Basic issues

The two major positions have inevitably had to be stated in rather oversimplified terms and in a somewhat overpolarised form. Perhaps the most crucial difference in the two viewpoints outlined above turns on the distinction between a market economy and a labour repressive economy. According to Barrington Moore (1966: 434) the distinction is between 'the use of political mechanisms (using the term, political broadly) on the one hand and reliance on the labour market on the other hand'. That is, it is the distinction between an economy in which workers come voluntarily on to the labour market and enter into an equitable contract with employers, and an economy in which workers are constrained by some or other political mechanism to work for their employers, and so are not in a relation of contractual equality with them.

Now this distinction is in some ways highly suggestive, but it also obscures an important fact by implying that it is possible to have a market system which operates quite independently of political factors. A market is always embedded in a political matrix which defines the rules governing the use of property within that market. Property is a politico-legal category. Who may control property and how it may be used is a function of the power of various individuals and groups, and of the way in which that power is institutionalised in convention and law. The very existence of a labour market assumes the presence of people who have no direct access to the means of production and who, therefore, have to sell their labour in order to survive. This condition does not arise of its own accord, and nor is it a fundamental inevitability.

It has usually required the use of power by some group or groups to acquire sole rights in the means of production, and this use of power becomes institutionalised in a politico-legal framework which defines the rights of the various groups, and so provides the parameters in which the market forces of supply and demand operate. These parameters may be altered by, for example, the extension or limitation of the workers' rights to organise, but also by less obvious factors, such as the way in which a dominant group might use its power over key resources to further strengthen its position within the market.

SECRET  
18  
CONFIDENTIAL

... could not contain the... of the committee of 10... who had acted as intermediaries between management and workers during the strike.

According to a committee member, on Friday during processing of returned strikers it was learned that only two committee members were among the reinstated.

Mr. Leon Shuler, public relations manager of Sigma, advised that in compliance with an agreement between the Union of Auto Ass'n and Public Utilities, he could not comment on a joint statement which had been issued.

But he conceded that several hundred of the more than 1,000 workers who had been on strike for the past 100 days would be reinstated.

He said the company reserved the right to rehire some of the newly employed people who applied for jobs while the strike was on.

Sigma employees had demanded tools, cash, this month in demand for increased wages.

Management had refused to lay down to their demands and insisted that negotiations for the 1931/32 wage structure was still under discussion when the strike broke out.

[Vertical text on the right margin, likely bleed-through or a separate column of text, mostly illegible.]



11. Gill Westcott "Obstacles to the Development of Trans-kei Agriculture" S.A.L.D.R.U. Farm Labour Conference 26 September 1976, Paper No.26 p.17.
12. Information from Jeff Thomas. EDA Fieldmaker Natal.
13. C. Board op. cit. p.43 and p.45.
14. G. Westcott op. cit. p.17 and 18.
15. 10 families have full economic units. 22 families have half economic units. 200 have one morgen plots. ... and more than 300 have no fields at all.
16. This is due partly to the exodus from this area to

# Cape man acts as Fosatu secretary

Own Correspondent

JOHANNESBURG. — A Cape-based trade unionist, Mr Joe Foster, was appointed as acting general secretary of the Federation of South African Trade Unions (Fosatu) at a meeting of the organizations' central committee at the weekend.

Mr Foster replaced Mr Alec Irwin, general secretary of Fosatu since its inception two years ago, whose resignation was accepted "with regret".

In a statement, the committee said Mr Irwin had served Fosatu well since its inauguration and had helped to guide it to its present position as the "largest and most organized grouping of independent black trade unions".

It said it respected Mr Irwin's reasons for leaving as general secretary and was pleased that his "considerable experience" would not be lost to the union movement as it was the intention that he would work in Fosatu's Natal region.

Mr Foster would act as general secretary until Fosatu's second national congress next

year, and its head office would move to Cape Town as a result.

Mr Foster is the former general secretary of the Western Province Motor Assembly Workers' Union, which amalgamated with the National Union of Motor Assembly and Rubber Workers' Union and the United Automobile and Rubber Workers' Union last year to form a single non-racial union active in the motor industry.

Mr Foster, also regional secretary of Fosatu in the Western Cape, has served as branch secretary of the amalgamated union.

No final decision has been taken on the proposed expulsion of a Transvaal affiliate of Fosatu, the Engineering and Allied Workers' Union.

In its statement, the committee said allegations made against the union by Fosatu's Transvaal region had been tabled, but in terms of the Fosatu constitution had been put to the union, which would have a chance to "defend itself" at the next central committee meeting.

26. Bundy in "Roots of Rural Poverty" p.213.
27. Edward Brett op. cit. p.8.
28. Michael Lipton. "Towards a Theory of Land Reform" in "Agrarian Reform and Agrarian Reformism" ed. by David Lehmann. Faber and Faber 1974 p.302.
29. e.g. Tomlinson: Tomlinson Commission. Government of South Africa 1954.  
Merle Lipton: "Two Agriculturalures. A preliminary comparison of Black farmers and white farmers."  
Neil Alcock: "Thoughts on Kwa-Zulu's Agricultural

30. Interim Report of Select Committee on Land Tenure in Kwazulu 1975 p.26.
31. Merle Lipton op. cit. p.29 and 30.
32. "Ninety-one per cent of the households in the Ciskei and eighty-five per cent of the households in the Transkei receive an income that is below the Poverty Datum Line". (Based on surveys in 64 & 68).  
J. Maree & P.J. de Vos p.11.  
Jonann Maree & P.J. de Vos "Under employment, poverty and migrant labour in the Transkei & Ciskei". S.A. Institute of Race Relations May 1975.
33. Quoted in Brett p.17: C.B. Lamu "Peasants, capitalists & agricultural development in Kenya". B.A. Universities of Social Science Council, 8th Conference, 1972 Paper No.39 p.10.
34. Kelta Griffin. "Policy Options for Rural Development" Oxford Bulletin of Economics & Statistics. Vol. 35 No.4 November 1973 p.248.
35. U.J. Iele & J.W. Mellor "Jobs, Poverty and the Green Revolution" International Affairs Vol.48, 1972.
36. Michael Lipton op. cit. p.280 and passim.
37. Edward Brett op. cit. p.15 and Michael Lipton op. cit. p.280.
38. Edward Brett op. cit. p.6ff.
39. Edward Brett op. cit. p.17.
40. J. Illife "Agricultural change in modern Tanganyika" quoted in Brett p. 17.
41. Griffin op. cit. p.250.
42. G. Westcott op. cit. p.29.
43. In Phillip's preface to "Researches in South Africa". Quoted in Majeke op. cit. p.8.
44. Quoted in A.J. Dachs "Missionary Imperialism - The Case of Bechuanaland" Journal of African History XIII, 4 (1972) p.650.
45. Consider "A second advantage is that the costs of resettlement in Zululand has not reached astronomical proportions. So far the cost of developing one morgen of arable land has varied from R2.62 to R8.36 and the cost of developing an economic unit has varied between R178 and R360. Considering what is involved, these figures are not excessive. In Eastern Nigeria on the other hand, the cost per settler on the farm

WV 29/4/81  
We've  
been  
victimized  
—union  
leader

Argus Correspondent

JOHANNESBURG —  
Sigma Motor Corporation  
has been accused of victi-  
mising union leaders.

A spokesman for the  
National Union of Motor  
Assembly and Rubber  
Workers (Numarw) said  
Sigma has not rehired  
most of the union repre-  
sentatives

Only two of the 'Com-  
mittee of 20' had been re-  
employed at the plant.

The committee has held  
wage talks with Sigma  
since the strike began this  
month

Sigma gave the strikers  
until last Friday to reap-  
ply for jobs. However,  
others had been taken on

At least 200 former  
employees were not re-  
employed according to  
sources.

Production at Sigma re-  
turned to normal late last  
week as most of the stri-  
kers met the re-employ-  
ment deadline

RDM 29/4/81

# Sigma hit an unexpected bump in union's road

By STEVEN FRIEDMAN  
Labour Reporter

NEGOTIATIONS between the Sigma Motor Corporation and trade union representatives have hit an unexpected snag — despite Sigma's decision yesterday to recognise the National Union of Motor Assembly and Rubber Workers

Yesterday Sigma announced that the NUMARW had achieved sufficient membership at the plant to qualify for recognition and that wage negotiations between it and the union would commence

In terms of the agreement, which ended the strike at Sigma, the company said it would negotiate with the union on wages if it found that it now

represented a worker majority. However, a union spokesman, Mr Martin Ndaba said yesterday it was by no means certain that union representatives would attend the talks — scheduled to begin this afternoon

He said 17 members of the "committee of 20" elected by union members before the strike had been dismissed by the company and would be unable to take part in the talks

He said the committee was the "obvious" group to take part in negotiations with management. Union officials would meet the committee to decide whether to attend today's talks. Mr Ndaba said

workers, not officials, and we may decide that only the committee elected by the workers should negotiate with management"

Mr Ndaba added that, whatever the union's decision, negotiators would request the reinstatement of the committee of 20 members before talks began

Sigma, however, still expect talks to begin today

A company statement says that "the corporation and the union have set into motion those processes which will enable them to meet on a regular basis to finalise negotiations as soon as possible"

It added that arrangements were being made to set up the first meeting

The company's statement said this had followed a count of union membership among workers re-employed after the strike and back in employment on Monday

Part of the agreement that ended the strike was that the company would assess union membership in this way before opening negotiations

The statement said that this count revealed "that the union has achieved sufficient membership to be recognised for negotiating conditions of service for 1981/82"

Meanwhile 17 members of the "Committee of Twenty", who were among those paid off after the strike, are to appeal to the Anglo American Corporation for re-instatement

Mr Dantsi Khumalo, spokesman of the committee, said the action against the 18 was "pure victimisation"

According to Mr Khumalo, some of the committee members were bluntly told that their services were no longer needed

"We now want to contact the Anglo America Corporation to put our case to them about the victimisation," he added

A union is composed of

1	0	0	0	0
0	1	0	0	0
0	0	1	0	0
0	0	0	1	0
0	0	0	0	1

For example, it has been argued that there are certain "soft" transient psychoses" peculiar to Black patients. (Carter 1975)(7), (Carter 1964)(8) Field 1965, 17) and have been variously termed "black schizophrenia" or "schizophrenia". On the other hand, it has been pointed out that such conditions are not peculiar to Black patients but are well represented in the European literature of 50 to 60 years ago (Gertman 1977)(9). In the latter case, the term "schizophrenia" is used to describe a wide range of conditions which are now considered as separate entities. The term "schizophrenia" is used to describe a wide range of conditions which are now considered as separate entities. The term "schizophrenia" is used to describe a wide range of conditions which are now considered as separate entities.

The International Pilot Study of this illness showed that the prevalence of schizophrenia varied between centres, the rank orders of prevalence were remarkably similar. Turner the most frequently used terms symptoms in all the centres were those contained in traditional definitions of schizophrenia (Carter, et al 1975)(12).

Major groups:

- 1 Schizophrenia.

The International Pilot Study of this illness showed that the prevalence of schizophrenia varied between centres, the rank orders of prevalence were remarkably similar. Turner the most frequently used terms symptoms in all the centres were those contained in traditional definitions of schizophrenia (Carter, et al 1975)(12).



It would be otiose to document the above position exhaustively. In all non-colonial societies the capitalist economic system has grown out of a previous system in which nearly all individuals had some form of direct access to the means of production, whether as serfs, as yeomen with certain rights to the use of commonage, or as tenant-farmers with traditional rights. However limited these traditional rights, they had to be destroyed by actions which were, in the broad sense, political, and a new legal system had to replace the old.

Thus, to imply that there are two distinct types of economy is slightly misleading. Instead there is probably some kind of continuum, which possibly also represents an historical trajectory (although almost certainly not a 'smooth' trajectory). This continuum does not represent the move from a purely 'politically' created labour supply to a purely market-induced labour supply. Rather it represents changing forms of the political parameters. This could represent a process of institutionalisation in which direct coercion or violence is gradually replaced by socialisation manipulation of needs, and other more indirect forms of control. Or it could represent a process in which the actual relations are changed by the use of power on the part of those who do not initially have control over the means of production in order, by reform or revolution, to change the political-legal parameters in their favour. At one end of the theoretical continuum lies some form of slave society. At the other end lies an ideal-type socialist society, in which the labour market has been entirely replaced by some system in which labour is no longer a priced commodity. Whether or not that point can be reached is a matter of debate into which we need not enter here. But short of that point there is necessarily some system which maintains necessity for some people to sell their labour to other people who do not have to sell their labour.

Given that it may not be helpful to ask whether a particular society has a market economy or a labour repressive economy, we should ask instead possibly how the worker group was initially created as a labour force, how and to what extent the power relationships embedded in that process were institutionalised, and to what extent the working class has managed to bring about changes in those power relationships and their institutionalised expression in the politico-legal system. We can then understand the nature of the politico-legal parameters within which the market laws of supply and demand currently operate. The study of the historical development of these parameters will also shed light on the motivations and interests of the various social groups.

#### 4. Questions regarding the historical emergence of the labour force and subsequent development

In the light of the preceding analysis, the following questions are suggestive.

- (a) Until about 1860 South Africa, with the exception of some coastal areas in the western and eastern Cape, was predominantly a society of subsistence agriculturalists and pastoralists. There was a limited amount of wage labour but nearly everybody had some form of direct access to the means of production. How, then, was a labour supply, and hence a labour market created?
- (b) In whose interest was this labour supply created, and what structural relations between classes resulted from this particular mode of emergence of a supply of wage-labourers? How and to what extent were these relations institutionalised?
- (c) How has economic growth affected the structural relations between these groups? What new groups has it brought into being? How has it affected the sources of power of each of these groups? How has it affected the attitudes and the real and experienced interests of members of each of these groups? What structural tensions have thereby been introduced into the system, and to what extent and how have these structural tensions been resolved?

If we approach the problem in this as part of a dynamic process and circuit some of the mutually connected standpoints outlined earlier. I these questions ourselves. We shall further questions which arise by concealed in each of the above questions.

4.1 The creation of a labour supply. In using the phrase 'creation of a labour supply' we draw attention to the consequence of the elements of which are outlined. Not all consequences were necessarily power (although some undoubtedly were) assumed a conscious and coherent 'conspiracy' of settlers against indigenous peoples, or Whites against Blacks, the assumption rather, is that similar interests tend to produce similar responses without there necessarily being collusion.

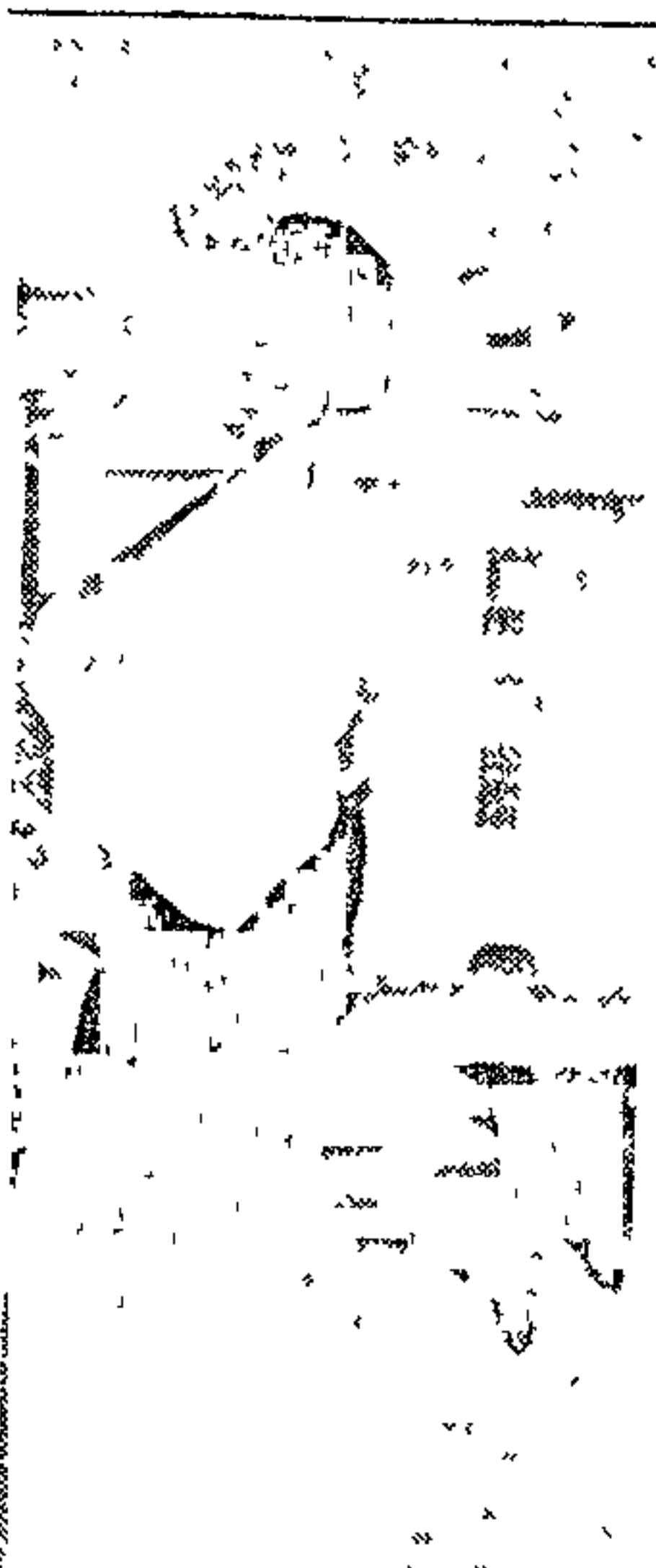
The original conquest played a major role. It severely limited the amount of land available to Africans. Many Africans became designated as 'squatters' on White-owned land, and so were available either as agricultural labour, or, later, could be expelled entirely from the land, either by legislation to satisfy the growing need for urban workers, or else immediately by the landowners when the growing market for agricultural produce made it more profitable to farm more intensively. Although African workers were available in some areas of the country for wage-labour from the 1860's it may well be that at this stage, land shortage was

## Sigma talks continuing

Labour Reporter  
Sigma management and the National Union of Motor, Assembly and Rubber Workers (Numarw) meet again tomorrow to discuss new wage negotiations.

The two parties met yesterday to arrange the procedure for further talks which will decide wage and service conditions for 1981-82.

The union has questioned Sigma about the position of 18 of the workers' Committee of 20" who were not rehired last week. Several hundred of the 4000 dismissed workers were also not rehired.



Young actors leapt for joy in... and Mary Jo Rindlo were... the Royal Academy of Dramatic Arts

## Nipper around 's wedding

Nipper, who normally bits down burrows, has been... television coverage of the... Prince Charles and Lady

ld animal is standing by to... sion Company on its under-... kingham Palace to an outside

a 15 cm duct with a night-

esn't work, Nipper will go in... d to her tail so that a new

ns Nipper, said the attraction... t to persuade his pet through... a chunk of ham — Sapa-AP

<sup>Argus</sup>  
**Sigma**  
30/4/81  
**accepts**  
~~152~~  
**union**  
~~192~~ 140A  
~~157~~  
**for**  
**workers**

**Argus Correspondent**  
**PRETORIA** — The National Union of Motor Assembly and Rubber Workers of South Africa has been recognised as the negotiating body for conditions of service for Pretoria Sigma workers for 1981-82.

A Sigma spokesman said today that in terms of the agreement reached between the Sigma Motor Corporation and the union a count was made of employees back in employment yesterday and of union membership.

### FIRST MEETING

'Since this has revealed that the union has achieved sufficient members to be recognised for the purposes of negotiating service conditions for 1981-82, the corporation and the union have set into motion those processes which will enable them to meet on a regular basis to complete negotiations as soon as possible.

Arrangements are being made to set up the first meeting today,' he said.

The spokesman said production was back to normal after 4 000 striking workers were dismissed about two weeks ago crippling the plant for about 13 days.

**UIDATORS**



she subsequently died in hospital; post-mortem examination revealed a haemorrhage of a pontine artery as the cause of death. The other patient admitted was a man who was discovered to have taken an overdose of chlorpromazine - apparently prescribed elsewhere for treatment of his paranoid schizophrenia, after presentation of his medical certificate to the hospital.

The three patients with severe clouding of consciousness were admitted to hospital as follows: 1. A 45-year-old male patient with a long history of alcoholism and a recent diagnosis of paranoid schizophrenia, admitted to hospital with severe clouding of consciousness and a temperature of 40.0°C.

2. A 55-year-old male patient with a long history of alcoholism and a recent diagnosis of paranoid schizophrenia, admitted to hospital with severe clouding of consciousness and a temperature of 40.0°C.

3. A 65-year-old male patient with a long history of alcoholism and a recent diagnosis of paranoid schizophrenia, admitted to hospital with severe clouding of consciousness and a temperature of 40.0°C.

4. A 75-year-old male patient with a long history of alcoholism and a recent diagnosis of paranoid schizophrenia, admitted to hospital with severe clouding of consciousness and a temperature of 40.0°C.

5. A 85-year-old male patient with a long history of alcoholism and a recent diagnosis of paranoid schizophrenia, admitted to hospital with severe clouding of consciousness and a temperature of 40.0°C.

6. A 95-year-old male patient with a long history of alcoholism and a recent diagnosis of paranoid schizophrenia, admitted to hospital with severe clouding of consciousness and a temperature of 40.0°C.

7. A 105-year-old male patient with a long history of alcoholism and a recent diagnosis of paranoid schizophrenia, admitted to hospital with severe clouding of consciousness and a temperature of 40.0°C.

8. A 115-year-old male patient with a long history of alcoholism and a recent diagnosis of paranoid schizophrenia, admitted to hospital with severe clouding of consciousness and a temperature of 40.0°C.

9. A 125-year-old male patient with a long history of alcoholism and a recent diagnosis of paranoid schizophrenia, admitted to hospital with severe clouding of consciousness and a temperature of 40.0°C.

10. A 135-year-old male patient with a long history of alcoholism and a recent diagnosis of paranoid schizophrenia, admitted to hospital with severe clouding of consciousness and a temperature of 40.0°C.

11. A 145-year-old male patient with a long history of alcoholism and a recent diagnosis of paranoid schizophrenia, admitted to hospital with severe clouding of consciousness and a temperature of 40.0°C.

12. A 155-year-old male patient with a long history of alcoholism and a recent diagnosis of paranoid schizophrenia, admitted to hospital with severe clouding of consciousness and a temperature of 40.0°C.

13. A 165-year-old male patient with a long history of alcoholism and a recent diagnosis of paranoid schizophrenia, admitted to hospital with severe clouding of consciousness and a temperature of 40.0°C.

14. A 175-year-old male patient with a long history of alcoholism and a recent diagnosis of paranoid schizophrenia, admitted to hospital with severe clouding of consciousness and a temperature of 40.0°C.

1.1) Outcome.

Altogether 17 patients were sent for admission to the mental hospital but one never arrived. Two other patients were subsequently classified as schizophrenic.

As a result of the collection, 17 patients originally classified as paranoid schizophrenia were subsequently classified as suffering from acute brain syndrome, resulting in a total of 2 and leaving 9 in hospital.

Of the 17 patients, 10 were male and 7 were female. The ages ranged from 45 to 95 years.

The patients were admitted to hospital from various sources, including police stations, general practitioners, and family members.

The patients were treated with a variety of drugs, including chlorpromazine, haloperidol, and lithium.

The patients were discharged from hospital after a period of treatment, with some patients being readmitted.

The patients were followed up in the community, with some patients continuing to receive treatment.

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RDM  
Sigma 30/4/8  
talks to union

Labour Reporter

NEGOTIATIONS between the Sigma motor corporation and the National Union of Motor Assembly and Rubber Workers got under way yesterday, despite fears that the dismissal of worker representatives could delay them.

Union spokesman said on Tuesday that they were considering not attending negotiations because 17 members of the worker "committee of 20" elected before the strike had been dismissed and could not attend the talks.

Yesterday, however, a union spokesman, Mr Martin Ndaba, said the union had decided to attend the negotiations.

He said it had done so after management agreed that the three "committee of 20" representatives still employed by Sigma could take part in negotiations.

By late yesterday afternoon, negotiations between the two parties were under way.

Before the talks began yesterday, Mr Ndaba reiterated the union's view that the dismissal of "committee of 20" members was 'the priority issue' and that union delegates would ask that it be resolved before wage bargaining began.

significant (N = 10.4, P < 0.05). This suggests that the differences with different cultural features were reported.

2. Discussion

After a detailed study of the culture in a number of European countries suggested that the illness is a cultural phenomenon. The presence of symptoms and motor retardation (White 1977) (201). Because of the diagnosis of the present study, as in a number of cases (Baker 1969 (25) based upon the findings of subjective and/or objective evidence of decreased mood.



# Sigma talks likely to abort

By NORMAN NGALE

*Source: 3/14/81*  
THE expulsion of 18 members of the committee of 20 Sigma Motor Corporation workers is likely to abort talks between the company and the now recognised union

The negotiations between Sigma and the National Union of Motor Assembly and Rubber Workers (NUMARW) started yesterday within the company premises near Mamelodi

The talks were initiated after Sigma management had satisfied itself that NUMARW represented more than half the staff of workers in the plant in accordance with the Industrial Act

The 18 expelled workers have not been included in the negotiating team despite the fact that they were registered members of the union

A spokesman for the committee said yesterday that in fact they were the legitimate representatives to sit at the negotiating table with management

He said his committee had acted on behalf of the strikers during the strike and that it was the committee which had successfully persuaded workers to return to the plant for re-instatement

He said management could not argue that it was not recognising them because Sigma did negotiate with the 18 between April 15 and 23, when all striking workers were regarded as fired

A general meeting of Sigma workers was held last night at Mamelodi community centre to discuss among other issues the dismissal of several workers whose positions were filled by new employees during the strike

# Sigma workers' end negotiations

By NORMAN NGALE  
MORE than 2000 Sigma employees decided at a meeting in Mamelodi on Wednesday night that the "committee of 20" must be reinstated before negotiations with management over their recent strike could begin.

The meeting was the first report-back on the progress made towards the workers' demands since the workers returned to work last week.

This resolution was passed after it was discovered that at an earlier meeting Sigma management had entered negotiations with officials of the National Union of Motor Assembly and Rubber Workers (NUMARW).

During this meeting, according to a speaker at the workers' meeting, reference on the plight of members of the committee sacked by the company following the strike was not discussed.

The workers made their stand clear that they recognised the committee members who are also members of the union as the rightful representatives of the workers.

Sigma management entered into talks on the working conditions and wage

dispute on the plant with the union officials on Wednesday afternoon after it became convinced the union represented most Sigma workers.

Most workers at the meeting had expressed anger that none of the union officials selected for the wage dispute talks with management was employed by the firm.

The officials in Pretoria who are involved in the talks had been mandated prior to the Wednesday meeting not to enter into talks until the positions of the fired committee members had been settled.

Due to the agreement entered into between Sigma management and the NUMARW officials not to release any statement to the Press unless it was a joint statement, it was difficult to establish whether this issue was discussed.

Mr Leon Shirlev, publicity manager of the company whose office had been authorised to issue such statements, refused to comment yesterday on the workers' stand.

Mr Shirlev said his management and the union had agreed that no statement would be released until after their second round of talks scheduled for today.

# Feast to discuss lodger permits, work problems

By NORMAN NGALE

WORKERS' and residential problems of Brits township residents will be the focal point during the celebrations of the Saint Joseph the Worker at the local Catholic parish on Sunday.

Archbishop G Daniel of Pretoria will preside over the worker's celebration of the feast of St Joseph the Worker to be held at the St Joseph Parish in Brits

Among organisations invited to take part are the Federation of South African Trade Unions, (Fosatu), the Local Development Project Committee and the Brits branch of the Young Christian Workers (YCW)

The celebrations will start at 7.30 am with a procession to welcome the archbishop and holy mass will start an hour later

The recently formed local branch of the YCW will be introduced to the congregation

A Fosatu representative will be expected to speak about trade unionism and problems faced by black workers while the lodger's

permit problem will also be discussed

Mr Freddy Motau spokesman for the YCW, said the burning issue in the area was the lodger's permit which the local offices of the Central Transvaal Administration Board is demanding from all youths who have quit school

He said all youths, regardless of age, who had left school and wished to get an endorsement on their reference books enabling them to get a job were being made to pay a R3 lodger's fee

He said at his home, he, his two sisters and a brother individually paid the fee, in addition to the house rental of R11.50

The rental was shared among them as their parents were both pensioners



CT  
A/S/81

# Living wage for blacks is 'R2 an hour'

JOHANNESBURG — An acceptable minimum living wage level for black workers in South Africa at present is R2 an hour, according to the Federation of South African Trade Unions

In a policy statement issued in Johannesburg on the proposed amendment to the Industrial Act, Fosatu says most workers in South Africa live in poverty and have a struggle to provide the basic necessities of life for their families

They have few luxuries, food is basic, travel is scarce and entertainment is minimal

"Low wages in South Africa are a result of the powerlessness of the workers. Black workers have been unable to bargain for better wages and working conditions

"Management and white unions have between them developed a wage structure which is unequal. It gives high wages to skilled workers (mainly white), and low wages to unskilled workers (almost always

black)”. The statement says surveys, such as the Poverty Datum Line and the Minimum Effective Living Level, were supposed to show the minimum amount of money needed by a family of five to survive

"Managements use these amounts to set wages. They often say that they pay wages above the PDL or MEL. They then claim that their workers are not getting starvation wages

"Fosatu rejects these surveys as a way of setting wages (because)

"The amounts are worked out without ever consulting organized workers. "Workers do not decide what they need to live on — non-workers decide

"Amounts are worked out by an abstract formula and are based on a family of five, and amounts are, in any case, supposed to be the minimum needed to live on, that is just above starvation level”

According to the statement, Fosatu demands that employers start paying a living wage, not a poverty wage

Fosatu also demands that

- Workers are given the legal right to bargain for better wages and working conditions and a higher standard of living
- Workers are given the right to negotiate at national and plant level
- Any resistance to this by managements be regarded in law as an unfair labour practice
- The union be allowed to conduct a survey in the plant during working hours to find out what workers see as their needs
- Unions should have access to information on company profits and that companies should by law be made to give all information on profits
- Wages should automatically go up with inflation and should be linked to a price index. Wage negotiations should be about increases above inflation — about "real increases"
- Wages and benefits should be linked to long service, and shop stewards involved in negotiations should be given paid study leave so that they can learn about negotiating methods and company finances — Sapa

# Fosatu warns of industrial unrest

RDM

2/5/81

140A

1/81

By RIAAN DE VILLIERS  
Labour Correspondent

THE Federation of South African Trade Unions (Fosatu) has expressed fears that the Government's new labour Bill will not improve South Africa's industrial relations system or limit industrial unrest.

It has also warned that the potential for industrial unrest will increase unless a "truly representative and accessible" collective bargaining system was evolved in South Africa.

These warnings have come in a comprehensive memorandum released at the weekend on proposed amendments to the Industrial Conciliation Act published recently by the Government.

Fosatu has also released a resolution adopted at its central committee meeting, setting out its formal attitude to the Bill.

Fosatu is the largest co-ordinating body of predominantly black unions. Its far-reaching criticisms of the Bill and the official industrial relations system generally have added to growing opposition to labour legislation.

In its resolution, Fosatu noted that

- Progressive elements in the Bill were outweighed by new elements of control over unions,
- "Draconian" official powers to de-register and wind up unions had received wide publicity — but other elements were equally authoritarian,
- Controls on registered unions would now be applied to unregistered unions, which would receive no benefits in return,
- The Bill made no progress towards establishing an effective collective bargaining system.

The union proposed that

- Registration should become merely a formality, requiring only that a union prove that its constitution assures control and independence of its membership,
  - The right of a representative union to recognition and to enter into collective bargaining should be guaranteed by law,
  - Control over a union's internal affairs should be vested solely in its membership, guaranteed by the normal rights of members under common law.
- Analysing the official system, Fosatu said it was in many respects "impractical and inequitable", and failed to recognise certain fundamental principles of labour law and relations.

It was so unattractive to many of the major potential participants that it would discourage their voluntary partici-

pation in the system.

Obligations imposed on unregistered bodies were far more extensive than those imposed on registered bodies in other countries and the benefits granted to unregistered bodies were "virtually non-existent".

Even benefits granted to registered bodies were far less extensive than those granted in other countries, the memorandum argued.

Fosatu's criticism comes in the wake of a warning by the Trade Union Council of South Africa — the largest co-ordinating body — that it would consider quitting the official system if the draft Bill was not changed.

Recently, a key unregistered trade union — the Cape-based General Workers' Union — reaffirmed its refusal to register and also called for a "united front" against the Bill.

4/15/81  
Sigma talks  
with union  
begin today

Labour Reporter

Formal negotiations started today between Sigma management and the National Union of Motor Assembly and Rubber Workers (NUMARW)

Union officials from Port Elizabeth have travelled to Pretoria to attend the talks on new wages for 1981-82

Last week Sigma announced it had recognised NUMARW after the union proved it had at least a 50 percent membership in the Mamelodi area plant

About 4 000 workers had been dismissed during the wage dispute. Although most had been rehired many of the members of the workers' "Committee of 20" had not

In a meeting on Friday, NUMARW and Sigma agreed to negotiate



The Federation of South African Trade Unions (Fosatu) this week formally responded to the draft Bill on labour relations, published some weeks ago. Its reaction has been guided by a powerful critique of the Bill by two of South Africa's leading labour lawyers — an analysis described by Fosatu as "the most comprehensive available" and "a highly

informed opinion on a matter of national and international importance." The lawyers' memorandum, which has been widely circularised by Fosatu to employers and international labour bodies, represents one of the first systematic attempts to codify "alternative" thinking on South African labour law. DREW FORREST reports. . . .

# Labour law reforms

## under fire

"Impractical" . . . "inequitable" . . . "fails to recognise certain fundamental principles of labour law" . . . "is so unattractive to many potential participants that it will discourage their voluntary participation in the system."

These are some of the conclusions of two labour law specialists, contained in a submission to the Government on its new draft amendments to the Industrial Conciliation Act.

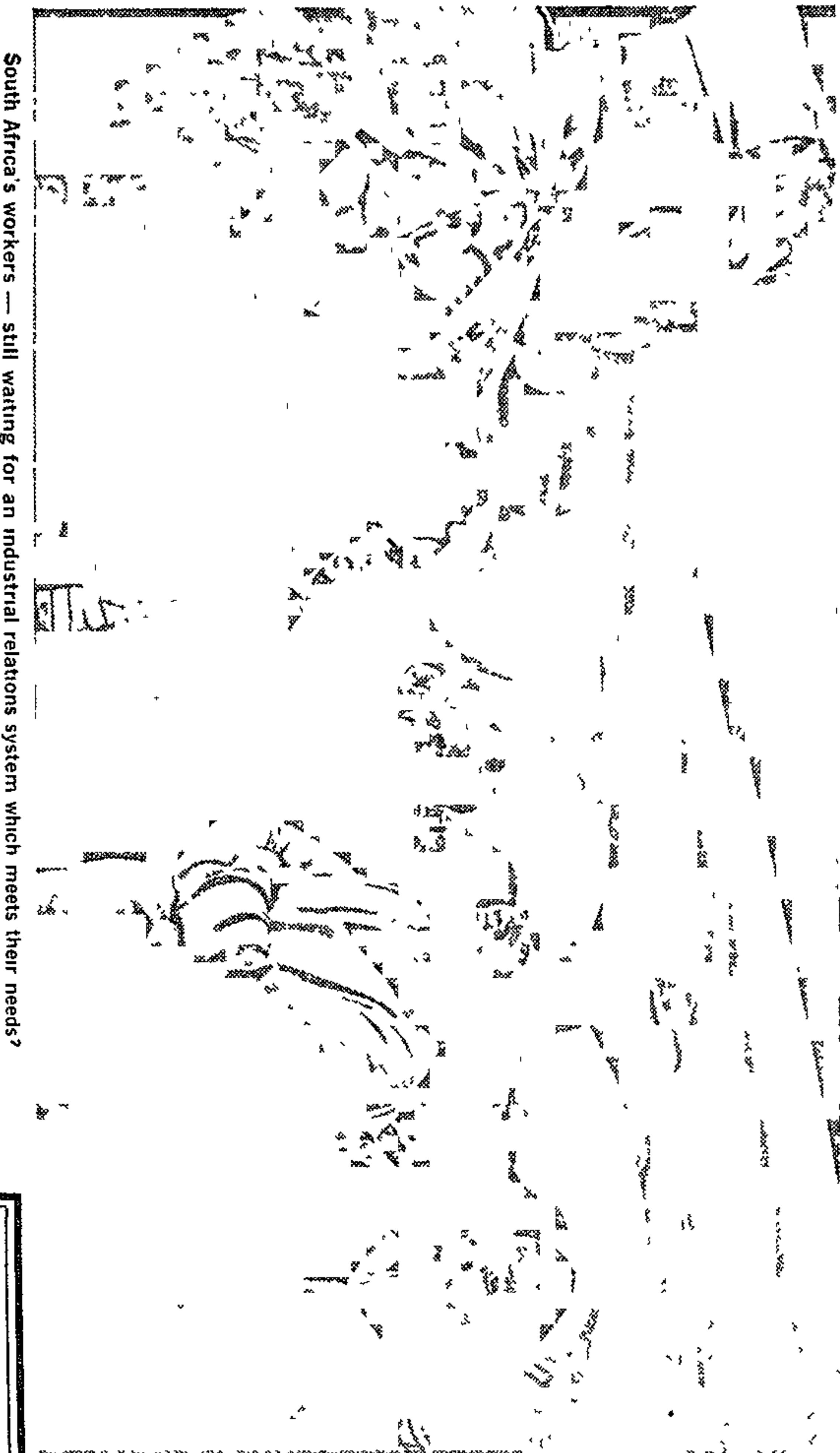
The draft Bill is the climax in a chain of labour reforms set in motion four years ago by the appointment of the Wiehahn Commission into labour legislation, and is seen by the State as a major step forward in the normalisation of our industrial relations system.

By its cherished Industrial Council system — comes under sustained fire. "The Act as it presently applies is encouraging

thus undermining "wide-ly accepted principles of collective bargaining" A "serious, in-secure" situation

And the dispute settlement and prevention role of the council's "has not been satisfactorily fulfilled"

the Department of Man-power Utilisation has its statutory rights by applying for the formation of an industrial council.



South Africa's workers — still waiting for an industrial relations system which meets their needs?

## Two lawyers spotlight shortcomings

The lawyers think employers to negotiate otherwise. If it passes with unrepresentative through Parliament in its bodies in Industrial Councils, they will improve the existing system of labour relations, not will diminish the extent of industrial unrest in the country.

At the core of their wide-ranging, indignant view that the Bill does little to make the official bargaining machinery attractive to unions, while undermining the position of those which choose to stay outside it.

The bargaining machinery established by the State — and especially the extension of closed shop agreements to all workers in an industry — is a question which they may refer to.

### Disputes

The lawyers stress that even if Industrial Council parties were representative, the system would remain fundamentally undemocratic. The Act does not require the "weighting" of council voting procedures, so that at present small unions may have the same voting power as their larger counterparts.

are unrepresentative and shop agreements to all workers in an industry — and eliminate the large machinery which they may refer to.

### Cumbersome

The Industrial Registrar will still have the power to register unions for certain industrial interests and areas, a feature of the Act they consider for all practical purposes meaningless. They point out that the test of representivity applied at registration is re-duplicated when a union

The procedure for registration is cumbersome, in the extreme and involves the parties concerned, including the Registrar, in expenditure of considerable expenditure of time and resources.





# Lawyers critical of labour reforms

## • From Page 1

plication to the Minister, without running the gauntlet of objections from more representative bodies

The State's apparent intention is to allow white workers the right to their own registered unions, but seems too coy to say so openly. By extending these rights to all disgruntled minorities, the lawyers warn, it may open the flood-gates to a proliferation of unrepresentative splinter unions based on race, tribe, nationality and even religion.

### Non-racial

But the most telling weakness singled out by the lawyers is that under the Bill, unions may still be denied non-racial registration — a major flashpoint on the labour front this year.

Six affiliates of the non-racial Federation of South African Trade Unions have threatened to withdraw from the official system after receiving racial registration certificates. But despite this threat, there is nothing in the Bill which prevents the Industrial Registrar from continuing to view race as an industrial interest.

In common with the Federated Chamber of Industries and a number of far-sighted registered union leaders, the lawyers call for an end to the current rigmarole of registration.

In its place, they propose a purely formal system that would require unions to establish their independence from management and the State and submit to certain minimal financial and administrative checks.

The rights of registered unions under the Bill may be "far less extensive" than for those in other countries, the lawyers say — but for unregistered unions, the benefits are "almost non-existent". They will be subject to no less than 33 new strictures, ranging from audits to political control.

### Registration

Some have argued that the Bill leaves "crucial differences" between registered and unregistered union status — it is clear from a brief perusal of the lawyers' submission that it does nothing of the kind.

The key difference is that the State may de-register, and then liquidate registered unions in certain circumstances. This provision has drawn the fire of the Trade Union Council of South Africa (Tucsa) and is known to be unpopular with several influential registered union leaders.

According to sources in the Department of Manpower, it is likely to be amended before the next session of Parliament.

The effect of these new requirements may be to cripple unregistered unions by systematically placing them on the wrong side of the law. With scant funds, and without professional administrators, the lawyers say, they will find it almost impossible to meet their statutory obligations.

Their ability to do so will be further sapped by the Bill's controversial proposals regarding "stop orders" — the deduction of union dues from workers' wages by their employers. These will be extended to un-

registered unions only at the discretion of the Minister.

"Without stop orders, it is almost impossible for a union to become financially viable," the lawyers state. "It is regrettable that unions may be forced to register, because the choice forced on them is one of insolvency or registration."

The lawyers stress that before controls are imposed, there should be consultation with unions, and complain that no "quid pro quo" is offered in the Bill in return for them.

"Now that the Act has imposed all relevant obligations applicable to registered unions to their unregistered counterparts," the lawyers point out, "the rationale for refusing these bodies access to the negotiating and conciliation mechanisms of the Act has fallen away."

The true "quid pro quo," in the lawyers' view, should be the entrenchment of "representivity" as the open sesame to real bargaining rights.

In a radical departure from conventional industrial relations wisdom in South Africa, they recommend compulsory bargaining with representative bodies at industry, regional and plant level — a system embraced by many Western European countries and America.

By "compulsory bargaining," the lawyers do not mean that a failure to negotiate would be a criminal offence. But they envisage a situation where, if one party refused to talk, an independent arbiter would be entitled to step in.

The lawyers lay heavy

stress on compulsory bargaining rights for representative unions at factory level. This tier of bargaining is "completely ignored" by the Act as it is applied, and the refusal of many South African employers to countenance it has sparked "unnecessary industrial unrest," they state.

The final portion of the submission deals with strike provisions under the Act and these, the lawyers say, are failing.

The underlying philosophy of the provisions — that workers should not strike for better work-conditions while they are covered by a negotiated agreement, or unless attempted conciliation has failed — is "commendable," they say.

But they point out that agreements are negotiated by Industrial Councils, which may not be representative and which lay down "minimum" rather than "appropriate" conditions.

They add that the procedures required for a legal strike are "so cumbersome and elaborate that they are virtually useless."

Underlying the lawyers' submission is the belief that the industrial relations reality in South Africa — and particularly the implications of admitting blacks to the system — has not been recognised by the law-makers. Their priority has been "to maintain industrial peace at any cost by State intervention," the lawyers say.

Such a peace will be "uneasy, artificial and temporary" if those affected by it are constantly left dissatisfied.



1943

# Mawru revives its Wadleville branch

*Saturday* (Mawru)  
ABOUT 200 people yesterday at-  
tended the inaugural meeting of the  
Wadleville branch of the Metal and  
Allied Workers' Union (Mawru).

The meeting, at the Koroia Hotel ball  
room, Koroia, was held to re-  
vive the Wadleville branch and tell mem-  
bers what Mawru stood for.

Mr. M. J. Macdonald, Crossveel branch  
secretary of Mawru, told the meeting that  
since the union branch was established in  
the Wadleville industrial area early last  
year, more than 5,000 workers had  
joined.

He said that the union was already rec-  
ognised by five factories in the Wadleville  
area, and that the union was still busy  
negotiating with more factories.

The meeting resolved yesterday to hold  
a meeting once a month to discuss de-  
velopments and union's progress and to  
organise all workers under Mawru.

It was also decided that shop stewards at  
all Wadleville factories falling under Mawru  
should help by boosting union membership  
in the factories.

*(1/12)*  
*(10/12)*  
*9/12/51*

# Sigma talks open on new pay deal

**By Drew Forrest**  
Formal wage negotiations between Sigma management and the National Union of Motor Assembly and Rubber Workers (Numarw) begin today

There is deadlock over 18 workers' committee members who have not been re-hired

The union considers the re-instatement of the full "Committee of 20" —

ected before the recent strike to represent the workforce — "fundamental" It says it will "take advice" on the matter

But it has agreed that the issue will not stand in the way of negotiations in wages and union recognition, or the implementation of an agreement

The union is understood to be demanding a R2-an-hour minimum wage It originally demanded R3 an hour

A company spokesman said today that an agreement on wages would have to be reached by Friday, as workers were impatient for their annual increase.

In the absence of a negotiated increase, the company "would go it alone"

The talks follow a two-week strike at Sigma Close to 400 of the strikers were not re-engaged by the company.

**Trespass  
charge  
withdrawn**

A charge of trespassing brought against about 440 workers who went on strike at the Union Co-operative Bark and Sugar Company in Dalton, Natal, has been withdrawn.

The workers were dismissed last month when they failed to meet a management deadline for a return to work. They were arrested by armed police after gathering on the company's football pitch, and were later charged with trespassing.

According to a spokesman for the Sweet, Food and Allied Workers' Union, 200 of the workers have applied to the Natal Provincial Division of the Supreme Court for an order requiring the company to restore them to the compound from which they were evicted after the strike.



# Sigma stall on 18 workers

140A

6/5/61

By MONK NKOMO  
THE National Union of Motor Assembly and Rubber Workers is standing firm on its demand that Sigma Motor Corporation re-employ the 18 committee members who acted as intermediaries during the recent strike.

A statement issued by Sigma yesterday said "Management has made a statement on these workers which the union has not accepted and on which it will take further advice."

But a spokesman for the company declined to reveal the contents of the statement, saying a joint statement will be issued soon, he said.

Talks between management and the union continued yesterday with hope that a solution would be reached before Friday.

According to the statement, matters discussed at a meeting on Monday, included the proposal of minimum wages, conditions of employment and

the recognition of the union. The meeting also discussed priorities for negotiation and the case of 18 of the workers who were not re-employed by Sigma. "Management has responded for the union to consider the demands when formal negotiations continue," said the spokesman.

The union, however, regarded the issue of the 18 workers as most essential. "While the union considers the issue fundamental, it is not the condition that will delay negotiations or the implementation of the agreement," the statement added.

The 18 employees were members of the committee of 20 workers who had acted as intermediaries between management and workers during the strike. The 4,000 employees were fired after they had struck in demand for more wages early last month.

Most of the workers were ultimately re-employed after the union had persuaded them to return to work.

SOWETAN 6/5/61

11 MERCURY 140P  
7/5/81 162  
180 197

## Charges

## against

## 414 workers dropped

Pietermaritzburg Bureau  
**CHARGES** of trespassing brought against 414 strikers from a Dalton sugar company were dropped when the men made their second appearance in court yesterday.

The men, who first appeared in the New Hanover agricultural hall as no courtroom was large enough to accommodate them, were charged with trespassing after they failed to leave their company's premises after a strike last month.

Although the men were

discharged on the trespassing charges, a Supreme Court case in which some of them are claiming they were unlawfully ejected from their quarters by the Union Co-operative Bark and Sugar Company is due to start tomorrow.

A spokesman for Fosatu — the Federation of South African Trade Unions — confirmed yesterday that the case would take place

At least 186 affidavits had been collected from workers bringing the action, she said.

# Sigma talking to union

T/S/81 (S) (K) (LOR) SEWTON

By  
**MONK NKOMO**

EXTENSIVE negotiations on a wide range of subjects were yesterday held between the National Union of Motor Assembly and Rubber Workers and the management of Sigma Corporation, according to Mr Leon Shirley, public relations manager of Sigma

Talks between the two parties continued yesterday to

discuss and consider proposals presented by both parties at Tuesday's meeting

Mr Shirley declined to comment on the sort of proposals presented by the parties for fear of jeopardising the talks. Asked if any progress had been made so far, he said

"I am terribly sorry that nothing can be said at the moment except that the negotiations are continuing. Otherwise I will be violating

the agreement reached between both parties that no statement be issued until a solution had been reached and a joint statement released"

He added "The two parties met on Tuesday for extensive negotiations on a wide range of subjects raised by both parties and negotiations would continue"

The re-instatement of 18 of the dismissed workers, who

acted as intermediaries during the strike is among the top priority issues being discussed at the meeting which continued yesterday

About 4 000 employees at Sigma went on strike early last month in demand for higher wages. Sigma refused to re-employ the 18 committee members when the workers called off the strike after management had terminated their services



# Paper RDM 8/5/81 union 140A ~~140A~~ spurns industry council

By RIAAN DE VILLIERS  
Labour Correspondent

A PREDOMINANTLY black registered trade union active in the paper industry announced yesterday it would not join the industrial council in the industry until it was more representative.

Spelling out its reasons for rejecting the council it also said its members had 'important reservations about the industrial council system.

The announcement came yesterday after the union — the Paper Wood and Allied Workers Union — had met with employers.

Its stance is in line with a recent policy statement by the Federation of South African Trade Unions (Fosatu) to which it is affiliated.

The announcement has come at a time of mounting criticism of the official bargaining system, including industrial councils.

A union representative said yesterday the meeting was called because employers were refusing to sign in-plant recognition agreements with the union unless it undertook to join the industrial council.

Employers also wanted such agreements to fall away once the union joined the council — which was 'completely unacceptable'.

The union told employers it could not participate in the council as it was 'completely unrepresentative.

The union itself was young and did not represent the majority of black workers. It therefore could not negotiate on their behalf.

The union accepted the principle of industry-wide bargaining but believed this was a goal it should work towards once it was a representative national union and more securely established.

Also, its members felt the councils were unrepresentative despite setting agreements covering all workers.

The representative said the employers — members of the Employer Association for the Pulp and Paper Industry — said they could not give a 'principled reply' at this stage.

Employer spokesmen could not be reached for comment.

# Wage talks break down at Sigma

Labour Reporter

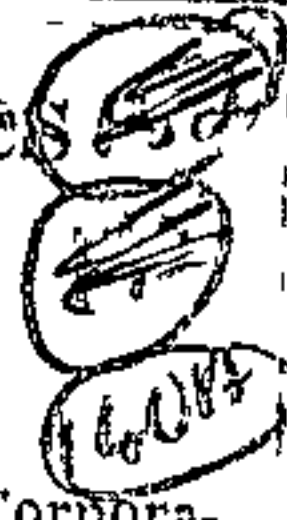
Wage talks between the management of Sigma and officials of the National Union of Motor Assembly and Rubber Workers (Numarw) broke down today after Sigma failed to meet union demands

The union demanded a tying of new workers' wages to R3 an hour during the strike last month when about 4 000 workers were dismissed

A company spokesman said today that agreement over wages could not be reached. Numarw was going to report to its members and advise Sigma of what course of action it would take.

Sigma is expected to unilaterally announce wage increases today despite the breakdown in talks.

1981  
New wages  
announced  
for Sigma



The Sigma Motor Corporation announced new wages for its employees yesterday following a breakdown in talks with the employees union.

The week long talks with the National Union of Motor Assembly and Rubber Workers (NUMARW) failed after Sigma refused to meet demands and Sigma yesterday stuck to its decision to announce new wages unilaterally for 1981-82.

Although the increases were not made public it was understood that wages for the lowest grade of unskilled workers had gone up by more than a third — from R1 an hour to R1.60.



206/408 (145)  
SIAK 9/5/81

# Natal compound case will affect thousands of workers

By Drew Forrest

Judgment has been reserved in a crucial Supreme Court action which may significantly strengthen the position of tens of thousands of migrant workers who live in compounds

More than 180 former employees of the Union Co-operative Bark and Sugar Company in Dalton, Natal, are seeking an interim order to return to the company living quarters which they say they were forced to leave after

a strike in March

They have argued in the Natal Provincial Division of the Supreme Court that they were forced from the compound at gunpoint by police and that the company acted unlawfully by not obtaining a court order of eviction.

A similar application was granted in the case of one worker last week but lawyers stress that neither this nor success in the present action would

create new law. They say, however, that their combined effect may be to "create a climate in which existing law is enforced"

They point out that the course of last year's Johannesburg municipal workers' strike might have been very different if the City Council had followed the due process of law — a lengthy one — in removing workers from compounds

More than 400 migrant workers at Union Co-

operative were sent back to their homelands after the strike and many have returned to Maritzburg on successive occasions for court hearings

Their legal travelling and other costs have been born by the Fosatu affiliated Sweet, Food and Allied Workers' Union

A second action, in which the workers will allege that their dismissal was null and void because they were illegally locked out of the mill will be heard later this month

11/5/81  
New wages for Sigma workers

THE Sigma Motor Corporation announced new wages for its employees on Friday following a breakdown in talks with the union

The week-long talks with the National Union of Motor Assembly and Rubber Workers (Numarw) failed after Sigma refused to meet union demands

And Sigma on Friday stuck to its decision to announce new wages unilaterally for 1981-82

Although the increases were not made public it is understood that wages for the lowest grade of unskilled workers had gone up by more than a third — from R1 an hour to R1.60

Numarw meets workers today to report back on the wage talks and is then expected to meet Sigma officials tomorrow

During last month's strike about 4000 workers were dismissed over a wage dispute and most were later taken on again as Sigma recognised Numarw

# Evictions

# Judgment is crucial

140/A  
SOWETAN  
11/15/81

JUDGMENT has been reserved in a crucial Supreme Court action which may significantly strengthen the position of hundreds of thousands of migrant workers who live in compounds.

More than 180 former employees of the Union Co-operative Bark and Sugar Company in Dalton, Natal, are seeking an interim order entitling them to return to the company living quarters from which they say they were removed after a strike in March.

They have argued in the Maitzberg Supreme Court

## SOWETAN REPORTER

they were forced from the compound at gun-point by police, and that the company acted unlawfully by not obtaining a court order of eviction.

A similar application was granted in the case of one worker last week, but lawyers stress that neither this nor success in the present action will create

new law. They do say, however, that their combined effect may be to "create a climate in which existing law is enforced."

They point out that the course of last year's Johannesburg municipal workers strike might have been very different if the city council had followed the due process of law — a lengthy process — in removing workers from compounds.

More than 400 migrant workers at Union Co-operative were sent to the homelands after the strike, and many have returned to Maitzberg on successive occasions for court hearings.

Their legal, travelling and other costs have been met by the Fosatu-affiliated Sweet, Food and Allied Workers' Union.

A second action in which the workers will allege that their dismissal was null and void because they were illegally locked out of the mill, will be heard later this month.



Pretoria Bureau

SIGMA Motor Corporation near Mamelodi in Pretoria has granted pay rises to workers, according to an announcement by the company's personnel director, Mr S S Lemmer

Mr Lemmer made the announcement on Friday and said the new increase would come into effect the next day

Announcing the the increases, Mr Lemmer said management had been engaged in wage negotiations with the National Union of Motor Assembly and Rubber Workers "over the past week"

He said that although the union and management could not agree on pay levels, the management had decided on rises "in line with its undertaking to announce wage increases by Friday, 8 May 1981"

According to Mr Lemmer's announcement, minimum rises are between 30c and 60c an hour depending on the workers' job grade

"The new increases will apply from Saturday and will be included in the pay packets issued on Friday, May 22, 1981," he said

"Foremen will, from Tuesday May 12, tell each employee what his or her increase will be Employees in their eight-week probationary period, and who are graded A1, will receive an increase of 45c an hour"

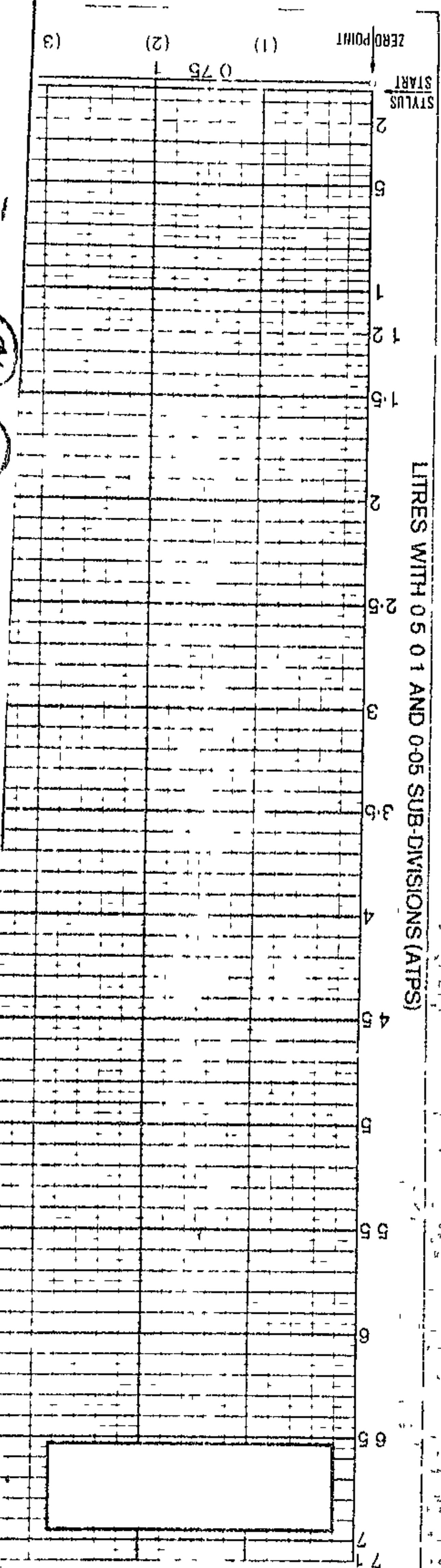
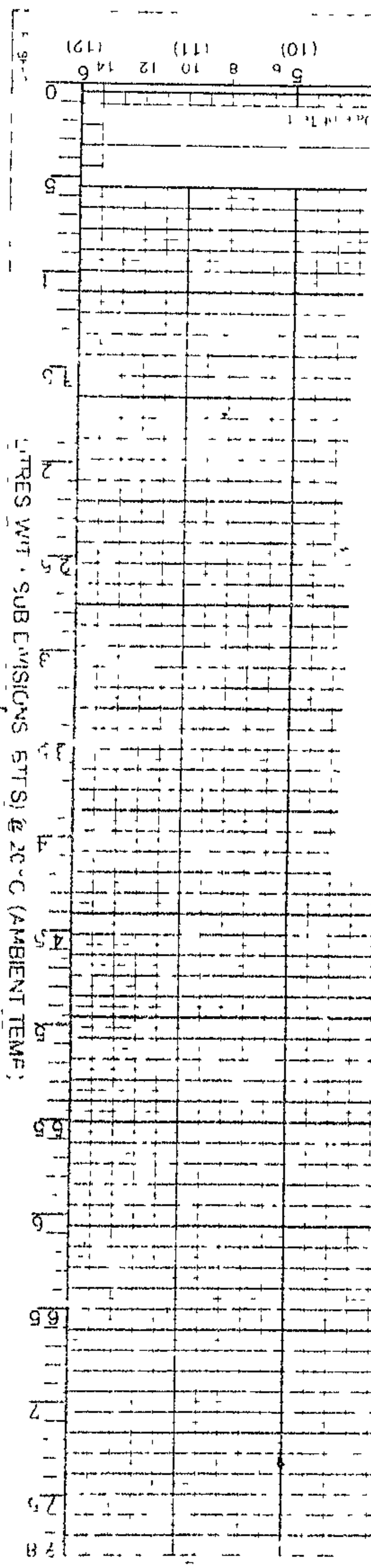
Meanwhile, the the union has

Sigma  
workers  
gain 11/5/81  
sudden  
pay rises

told workers it will hold a meeting at the Mamelodi Community Hall at 5 30 pm today

According to a statement by the national organiser of the union, Mr M D Ndaba, the meeting will be a report-back on wage increase negotiations and it was important for workers to attend as negotiations had reached "an advanced, but critical, stage"

More than 4 000 Sigma workers went on a two-week strike last month in demand for higher pay



APR 11 1978  
Sigma  
grants  
pay rises

PRETORIA — The Sigma Motor Corporation near Pretoria has granted pay rises to workers, the company's personnel director Mr S S Lemmer, has announced

Sigma management have been engaged in wage negotiations with the National Union of Motor Assemblers and Rubber Workers over the past week, following a two-week strike last month in demand for higher pay

Mr Lemmer said the rises would be included in pay packets on May 22. Minimum rises were between 38c and 60c an hour, depending on the workers' job grade — Sapa

1400 (233) (143) STAR  
12/5/61

# Union meeting with Putco

**Labour Reporter**  
Union recognition talks between the Transport and Allied Workers Union (Tawu) and Putco reopen today in Johannesburg.

Tawu has already entered into a preliminary agreement with Putco which allows meetings, union access to drivers in

the work place and freedom of association for workers

At some Putco depots Tawu is in direct competition with the Transport and General Workers Union (TGWU) which has been recognised by Putco in Springs and Durban.

Both unions are

presently attempting to win recognition in Edenvale and Boksburg Liaison committees operate where no union has been recognised

At the last set of talks with Putco, Tawu officials expressed optimism that they would receive recognition in Soweto



# Workers reject new pay offer from Sigma

THE recent wage increases announced in Pretoria by Sigma Motor Corporation were rejected by more than 300 workers at a meeting on Monday night arranged by the National Union of Motor Assembly and Rubber Workers.

Speaker after speaker condemned the "meagre increases" and declared that "the only possible means of earning better wages was to go on strike" The workers threatened to go on strike yesterday.

Mr Leon Shirley, public relations manager of Sigma, told SOWETAN yesterday that everything was normal at the factory and that there

**By MONK NKOMO**

were no signs of tension among the workers

"The Sigma management unilaterally announced the increase after we had requested them to withhold them until we had met with workers", a union member said He added that the wage issue was still at a deadlock "until Sigma agrees to better

the wages"

The workers argued that the 18 to 60 percent increases were "too little to make a living" A union member asked "60 percent of what?"

"Sigma told us that they were the first company in South Africa to give a 60 percent increment We told them that it was 60 percent or nothing," he said

The increases range from 38 cents an hour to 63 cents A union official said that "the increases were far from bringing us nearer the living wage They are too little and unac-

ceptable and will be disputed"

A large number of workers signed a petition which stated that the previous strike was spontaneous and demanded the re-employment of the 18 committee members who had acted as intermediaries during the strike early last month

"The ball is in the unions' court and as far as we are concerned negotiations on the wage issue will not be discussed any more following our announcement last Friday," said Mr Shirley

1404 (143) (222) Star  
31/5/81  
Putco meeting with  
union is 'successful'

**Labour Reporter**

Recognition talks between Putco and the Transport and Allied Workers Union (Tawu) yesterday were described as "successful" and the parties expect to meet soon to finalise negotiations

Tawu is seeking recognition at Putco depots in Wynberg, Putocon (Soweto), Edenvale and Boksburg. To gain recognition from the bus company

they must show proof of more than 50 percent union membership at each depot

At Edenvale and Boksburg Tawu is in competition for recognition with the Transport and General Workers Union

Tawu and Putco today stated that yesterday's talks were successful and that recognition would "hopefully" be finalised soon

RDM 13/5/81

# Colgate workers may go out on strike

By STEVEN FRIEDMAN  
Labour Reporter

A FOSATU-affiliated trade union will call a legal strike at Colgate-Palmolive's Boksburg plant if its recognition dispute with the company is not resolved

If a strike is called, it will be only the second legal strike by black workers in the country's labour history

In a booklet called "Workers' Struggles at Colgate", released yesterday, the union confirms its intention to call a legal strike if the dispute is not resolved

The booklet, which sets out the union's account of the dispute at Colgate, is to be distributed to all members of Fosatu and to international trade union bodies in the Western world

A Colgate spokesman said the company would comment on the booklet yesterday, but no comment was forthcoming

It forms part of a concerted union campaign to win from Colgate the right to bargain on wages and work conditions at the Boksburg plant

Colgate says it will recognise the union but all bargaining on wages and work conditions must take place through an official industrial council only

The booklet also contains a comprehensive list of Colgate products, as well as a photograph of some of them

Although union spokesmen would not comment yesterday, it is likely that the list is a precursor to a consumer boycott against the company if talks break down

The Minister of Manpower Utilisation has appointed a conciliation board to attempt to resolve the dispute. It will meet on Monday

If it fails to resolve the dispute, the union may call a legal strike after 30 days have elapsed

The union says it has produced the booklet "in furtherance of a contemplated legal strike"

It adds "It has been produced in order to explain to the public and particularly the unemployed, why workers at Colgate may have to take industrial action in order to secure their basic trade union rights"

The booklet details the dispute between it and Colgate at the Boksburg plant

Throughout the dispute, which has lasted well over a year, the union has accused Colgate of not being prepared to bargain with worker representatives and of violating the Rev Leon Sullivan's labour code for American companies here

It says that the company's insistence that it will only negotiate on wages and work conditions through an industrial council is an attempt to create a "toothless" union

Colgate says wages must be negotiated at an industrial council to ensure that minimum wages are uniform throughout the industry

It denies that it is violating the Sullivan code



'Merely raising non-White wages by itself is not the solution needed rather is to create a much larger national cake in which case fairer slices could be distributed on the basis of higher contributions. To sum up, this implies simply the more productive use of non-White labour and the related requirements of education. accompanied by geographical and vertical mobility. Herein however lies the conflict between the worship of a myth and the country's economic development' (Malherbe 1969 34)

This contains within a short space most of the key tenets of the thesis the assumptions - that the real conflict is between 'the worship of a myth' and 'the country's economic development,' and that the solution lies in greater economic expansion *per se* and the conclusions - that this solution is secured through the more productive employment of non-White labour, which means that the most important economic colour bars are those which tend to prevent this - the occupational and geographical ones. This overlooks the significant facts - which need to be explained - that the 'national cake' has expanded rapidly within the framework of White supremacy, and that this has not produced a more equitable distribution of wealth and power, and that the colour bars in question are being administered flexibly anyway.

The serious limitations of this theory, and the nature of the empirical evidence, as set out in the earlier sections, give rise to the thesis developed in this analysis. Its essential tenets are that

- 1) the relations between capitalist development, apartheid policies and the core structure of White supremacy are essentially collaborative, and conflicts which do take place between them are only over the marginal distribution of class benefits and constraints,
- 2) this is an expression both of the extensive compatibility of capitalist interests with the relations of production maintained by actual apartheid and embodied in the power structure of White supremacy, and of the pragmatic nature of actual apartheid in its pursuit of an economically powerful White supremacy;
- 3) this is apparent in - (a) the absence of significant contradiction between economic development and apartheid policies where it is alleged to exist, (b) the absence of such contradiction in other spheres that are also of greater importance to both capitalism and White supremacy, and (c) the strong persistence over time of the core structure of labour discrimination,
- 4) in fact, quite contrary to the prevailing thesis, White supremacy is continually being re-inforced by economic development.

Proponents of the prevailing theory tend to assert that 'development cannot be separated,' but ignore the fact that it is being separated fairly effectively in South Africa, and that the ways in which it is not are of only marginal importance to the power structure of White colonialism and the aims of actual apartheid. To say that 'apartheid is never going to be realised,' is to misunderstand the nature of actual apartheid, and to ignore the fact that its real goal of an economically powerful White supremacy is already being extensively realised. The

future mode of 'separate development' in South Africa is thus not some vague mystery, but very likely to be essentially an extension and refinement of the particular structure of White supremacy currently being developed by actual apartheid.

Another common assumption is that somehow prosperity is mellowing the commitment of Whites to White domination. This is not confirmed by the evidence however. The trend of election voting in the last twenty years has moved steadily to the right. Most of the Whites are grateful to the Nationalist government for the way in which it has secured prosperity and strengthened White supremacy at the same time. The norms of acquisitive individualism and

## Dispute over sacked workers

EAST LONDON — A former employee at the CDA plant here, Mr Tony Botha, claims that he and three others who worked in the company's black canteen were unfairly dismissed on Tuesday.

However, the personnel manager of CDA, Mr J. van der Walt, denied the claim, saying the matter had been fully investigated and it had been found that the four were guilty of certain malpractices.

He said a member of the union to which the men belong, the National Union of Motor Assembly and Rubber Workers, affiliated to the Federation of South African Trade Unions (Fosatu) had been fully consulted.

Mr Botha, however, said he had never seen any evidence against them but had just been told by management that there was sufficient information on which to dismiss them.

A spokesman for the union, Mr V A Sheen, of Port Elizabeth said he had

checked with the union representative at CDA and had found that the men had not been caught committing any offence but were fired on the basis of statements made by other employees.

He said the union representative had not seen this evidence nor had it been shown to the men who were fired.

Mr Sheen said there had been much strife in the company recently because although the union was officially recognised, management had forbidden shop stewards to operate.

He said the union had received a number of complaints from workers who felt they had been unfairly dismissed and blamed this situation on the fact that shop stewards could not be on the spot to check what was happening.

Mr Sheen said the executive of the union in the Eastern Cape would discuss the matter at a meeting at the weekend.

— DDR

and White supremacy, is thus precluded by the assumptions and analytical framework of the prevailing thesis. The ideological significance of this is perhaps worth pointing out, in view of a not infrequent tendency in some quarters to dismiss radically different theses as being invalid because they are alleged to be 'ideological'. For this predominant thesis - whether its adherents are aware of this or not - serves an ideological function, in diverting critical attention away from the extensive collaboration of the capitalist system - both in South Africa and internationally - in the economic operation of White supremacy.

The conventional wisdom concerning economic development in South Africa is thus not only of limited analytical value, but also has a certain ideological

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140A

R.D.M. (4/5/81) (152) (140A)  
**Strike causes a drop in new car sales**

**Financial Reporter**

THE Sigma Motor Corporation's strike problems last month dealt its sales figures a blow with passenger car output down 28% in April.

Production went from 5,086 to 3,618.

Even without the exceptional drop in Sigma's figures, there appears to be a downward trend in new car sales with the total for April 22,707 units compared with 25,993 in March.

Volkswagen's Golf Jetta

range maintained its position as the top individual seller with 2,614 new cars sold. Volkswagen was also the leading manufacturer in April with sales of 4,162 units, followed by Sigma.

See Page 12

# Car sales come off

RDM  
14/5/81  
~~140~~ ~~152~~  
30 140A

By JOHN MULCAHY

THE effects of strike action by workers at Sigma Motor Corporation's plant are reflected in the company's April new-car sales figures which dipped to 3 648 units from 5 086 in March.

Sigma's sales and marketing director, Mr Peter Moss, said yesterday "Sigma's sales have obviously been influenced by the strike, and the momentum which we have maintained this year has been temporarily slowed.

"However, we are back to normal production, and we are confident we will shortly be in a position to meet the sustained demand for our products."

Even without the Sigma figures, however, the sales released by Naamsa indicate a downturn. Total sales for April amounted to 22 707 vehicles — down from 25 993 in March, and only slightly higher than the 22 642 cars sold in April last year.

For the year to date, new car sales totalled 93 379, or 13.8% up on last year's 82 083 units. On a year-to-year basis, the March sales were 23% up on last year. Sales rose by 18.6% for the first quarter compared with the corresponding period last year.

Volkswagen has returned to

the top of the manufacturers' table, capitalising on Sigma's decline, with 4 162 cars sold, but this was well below its March figure of 4 838. Sigma was second, followed by Toyota with sales of 3 404 units, General Motors on 2 774 and Ford on 2 747.

Toyota, General Motors and Ford all fell back from their March sales when the figures were 3 892, 2 831 and 3 622 respectively.

Volkswagen's Golf/Jetta range continued to command the top spot in individual sales with 2 614 units, and Toyota's Corolla moved into second place on 2 171 units, replacing Mazda's 323, which slipped to 1 834 units from 2 616 in March. Ford's Cortina was next best on 1 756.

Commercial vehicle sales fell to 11 375 units in April from 12 828 in March, but were well ahead of the 9 321 sold in April last year.

For the first four months of this year, commercial sales amounted to 45 141 units, or 18.2% up on the 38 201 in the same time last year.

Toyota easily outsold its rivals in the commercial field, with a total of 3 526 units, followed by Datsun on 2 574 and General Motors with 1 468.



# Workers Will Stand firm

*Govt Asks  
for  
NBI  
to  
stop  
the  
strike*

THE bitter union recognition dispute at the multinational Colgate-Palmolive's Boksburg plant took another turn this week when the Chemical Workers Industrial Union (CWIU) released a booklet "produced in furtherance of a contemplated legal strike".

This booklet, "Workers' Struggle at Colgate", comes days after Colgate's United States-based chairman, Mr Keith Crane, visited the plant.

Mr Crane's visit was surrounded by controversy as the union claimed workers had twice tried to meet Mr Crane during his visit but that he had ignored a letter and telegram requesting a meeting.

But the Boksburg plant denied this. It said Mr Crane attended meetings at the plant on May 4 and 5.

Far from avoiding employees, Mr Crane had conversations with many employees, black and white.

The booklet charges this union will not sell out its basic right to negotiate wages and working conditions for its members. This is what is at issue Colgate wants to turn the Union into another liaison committee dealing with 'shop floor grievances' only.

The 30-page booklet then details worker grievances at Colgate and says, despite management denials in the Press, black workers claim

- they are discriminated against
- factory facilities remain racially segregated even though the signs have come down
- there are unfair dismissals
- they have no proper representation

By Z B MOLEFFE

Colgate demonstrates what trade unionists have been saying since the Codes of Conduct and Principles for foreign companies have become fashionable. The Codes assist companies with their image overseas and remove pressures to disinvest. The companies benefit — not the black workers.

A liaison committee is an institution of apartheid, the booklet emphasises. It points out that since 1953 while the Government recognised white unions, it tried to impose an inferior committee system on black workers. The Government instituted the system to 'bleed the African unions to death'.

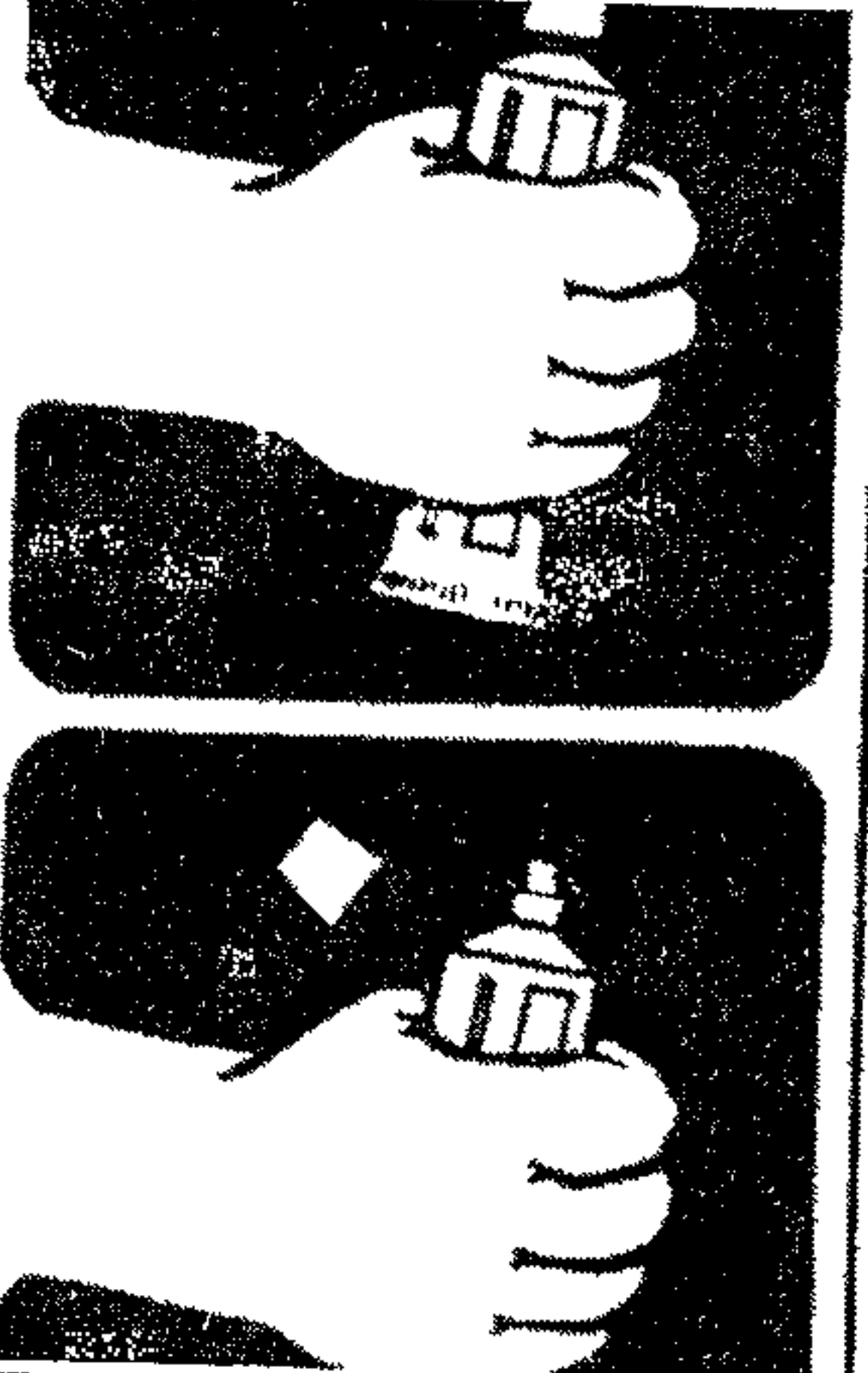
## Toothless

Workers reject the liaison committee system, the booklet says, because

- it is toothless — the constitution only empowers the committee to 'consider matters of mutual interest' and to 'make recommendations'.

• the workers have no say — the committee never asked for workers' opinion

# WORKERS' STRUGGLE AT COLGATE



The cover of The Chemical Workers Industrial Union booklet detailing black worker grievances and union recognition at Colgate-Palmolive's Boksburg plant which has led to the first step to a legal strike

Unions (Fosatu) affiliate A Colgate executive, in the role of consultant — employee and Industrial Relations, visited the Aunt Caroline factory. He attempted to persuade workers that the union was no good for them, and later told them "his firm could never recognise a union properly registered and the name of his firm appearing in the gazette. The booklet quotes minutes of a general meeting

This episode ends in a sour note if it were whites who wanted the recognition of their union in the factory, he (a Colgate executive) is certain that this would have been granted without all this fuss that is being made on them as black people. The whole question of this dispute he said was based on racism.

• The Chemical Industrial Workers Union has declared a dispute on the issue of recognition and an official conciliation board has been appointed to resolve it. This is the first step to a legal strike by Colgate workers

that the plant's facilities are segregated, the booklet runs an interview with Mr Simon Khumalo, a shop steward at the plant. Mr Khumalo tells of an incident at a previous whites-only shower room. There was a fight between him and a white engineering foreman who insisted that Mr Khumalo was not allowed to be there.

Mr Khumalo's interview ends in a bitter note: "all this happened to me in 1977. Up to now no black goes near what used to be the whites-only change rooms, or uses their toilets."

### Violations

Colgate, in relation to the Sullivan Principles, comes under the spotlight in the booklet. The booklet says that the union accused Colgate of violating the Principles by not acknowledging "the rights of black workers to form their own union or be presented by trade unions where unions already exist".

When Rev Leon Sullivan visited South Africa in September last year, the booklet says, the union asked him to clarify his position on the recognition of black trade unions. As reported in the Press then, Rev Sullivan said the Principles committed companies to recognise black trade unions — whether or not they were registered with the South African Government.

The booklet points out "if a company, rated as one of the most progressive in terms of the Principles, can so blatantly resist the implementation of the most crucial Principle, the code is clearly useless to African workers".

Another example is the fact that the committee alters its constitution without reference to workers.

- it deals with trivial points — this committee will discuss "bins and towels".

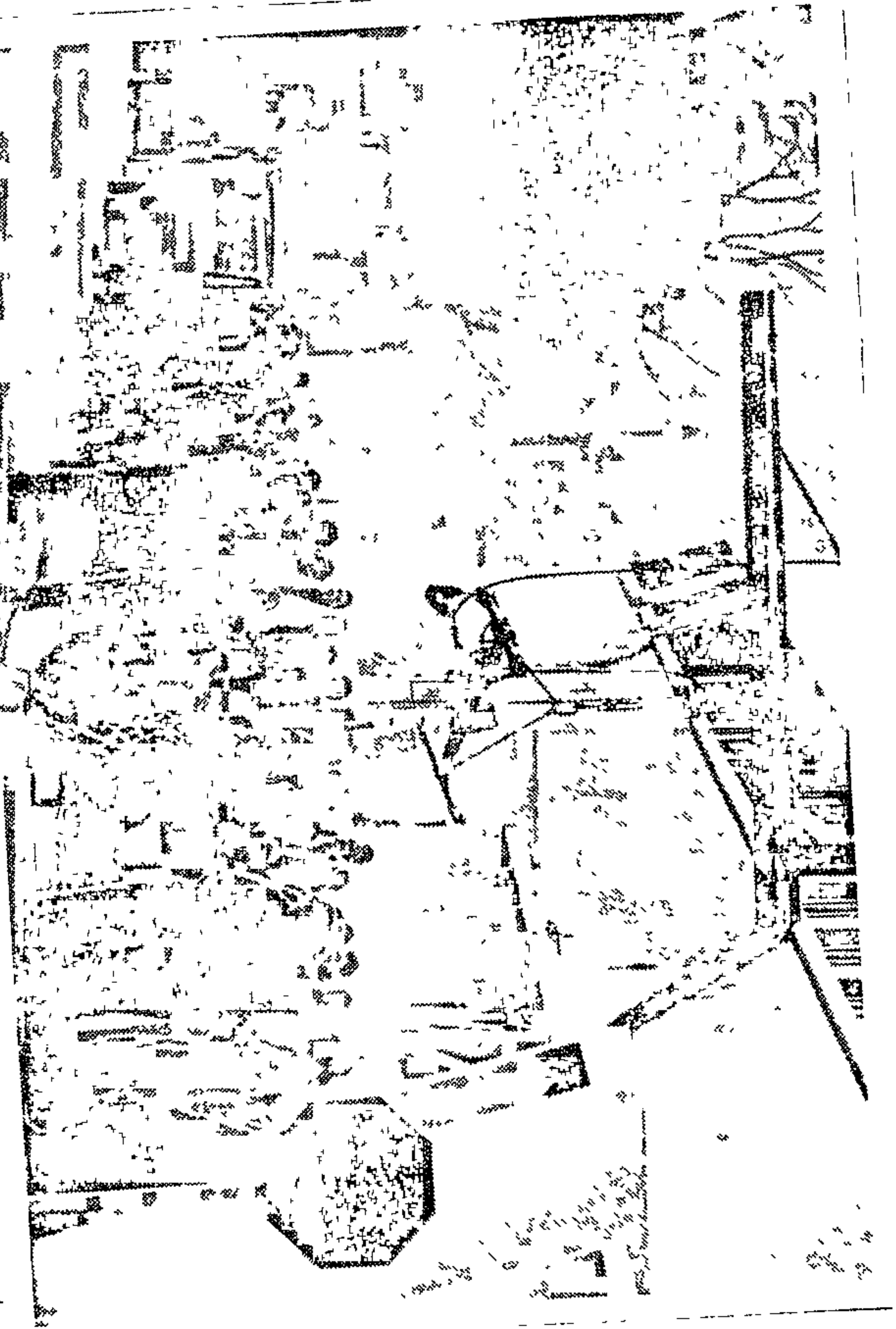
- it is undemocratic — workers sent petitions to their so-called "representatives" and called upon them to resign. 198 workers signed these petitions. Nevertheless "the committee unanimously resolved that there were no valid reasons to resign and that they were strongly of the opinion that the liaison committee serves a useful and effective means of communication".

A notice to Colgate employees from the managing director, Mr G W Nöcker, in August last year reveals that all is not well at the Boksburg plant. Some of the points raised in the notice are that employees work as slowly as possible, and are reluctant to get on with the job, wilfully disregard legitimate instructions and requests given by superiors in the course of their duty and challenge the authority of an immediate superior by being hostile and using abusive language.

The booklet becomes fascinating reading when it reveals that while these events were taking place, union recognition within the Colgate group surfaced in Natal.

Black workers at Aunt Caroline Rice Mills — a subsidiary of Colgate — in Pietermaritzburg began to organise themselves. They joined the Sweet, Food and Allied Workers' Union, another Federation of South African Trade





SOME of the 2 000 striking workers at Leyland's Blackheath factory stood around in the sun to-  
day. Workers are demanding an increase in wages.

# Pay Strike Halted Two Leyland Plants

Agus 15/5/81

**Labour Reporter**  
BOTH the Leyland manu-  
facturing plants in the  
Western Cape — at Black-  
heath and Elises River —  
have been brought to a  
standstill by strike action  
in support of worker de-  
mands for more pay

About 2 000 workers at  
Blackheath and another  
400 at Elises River have  
been suspended for three  
days by management. They  
have been told to report  
to work again on Wednes-  
day.

However a spokesman  
for workers at the Black-  
heath plant said they were  
determined to be at the  
factory gates on Monday  
in spite of the suspension.  
Workers at both fac-  
tories were still milline  
around inside the grounds  
this afternoon waiting for  
their weekly wages to be  
paid.

The strike began at the  
Blackheath factory yester-  
day morning when engine  
plant workers downed  
tools. It later spread to the  
rest of the factory.

Workers entering the  
factory this morning said  
they expected the strike  
to continue until their  
demand for higher wages  
was met.

He said the firm would  
prefer to call it 'a sit-  
down' rather than a strike.  
He released a statement  
dated yesterday, in which  
Leyland SA said it had al-  
ways honoured its obliga-  
tions in terms of the  
agreements signed with  
the union and it looked to  
the union to do the same.

The statement said it  
was Leyland's policy to  
negotiate annually on  
wage levels. An agree-  
ment had been signed on  
December 18, 1980.  
This agreement incor-  
porated two wage in-  
creases during 1981. The

*Continued on Page 3, col 4*



1401 1402 1403 1404

# Leyland

(Continued from page 1)

First wage increase came into effect on January 1, which increased the wages of the lowest grade of labour staff from R1,05 to R1,30 an hour. This increase was effective proportionally through to artisan level.

The second increase becomes effective on July 1, and provides for a nine cents an hour increase for all hourly paid grades, making an annual increase of 37 percent.

In addition, the agreement incorporates the payment of an annual bonus of between R60 and R120 subject to the absentee rate being contained to the 1980 level throughout 1981.

Workers said today they expected the strike to continue until their demand for more pay was met.

They said management had put up a sign late yesterday saying 'No work, no pay'.

'We don't know whether we will be paid today,' one worker said.

Mr Joe Foster, secretary of the Western Cape branch of the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa), confirmed there was a work stoppage.

We <sup>UNIONIST</sup> accept <sup>SIM</sup>  
living wage <sup>OFF</sup>  
— Sigma <sup>W</sup>

**Labour Reporter**

Sigma accepted the concept of a living wage for its workers, the corporation's chairman, Mr Chris Griffith, said in Johannesburg yesterday

Addressing a business conference at the Carlton Hotel, Mr Griffith said Sigma had granted workers new wage terms after talks with the union broke down last week

The minimum hourly wage for less skilled workers had increased from R1.00 to R1.60 and for skilled workers from R2.70 an hour to R3.12

He outlined the development of the strike in which about 4 000 workers lost their jobs last month, most were subsequently rehired

Sigma was presently waiting for the National Union of Motor Assembly and Rubber Workers (Numarw) to return to negotiations on recognition and employment

What had been achieved during the dispute was that the union was finally able to prove it had worker support and was recognised

A Numarw spokesman said that the union would meet with Sigma workers to decide on action in light of the breakdown of wage talks

CT 15/5/81  
400 (1454) (24)  
(5) (4) (5) (186)  
students  
at rally

Staff Reporter

SWEET WORKERS belonging to the South African Allied Workers' Union (Saawu) were being forced to join the rival Sweet Workers' Union while in detention in the Ciskei, the Saawu vice-president, Mr Sisa Njikelana, alleged yesterday

Mr Njikelana was speaking at a rally of about 400 students at the University of Cape Town. The rally, punctuated by clenched-fist salutes and freedom slogans, was held in support of about 500 workers who have been dismissed by Wilson-Rowntree in East London.

The rally was also addressed by Ms Zora Mehlomakulu of the General Workers' Union and Mr Tony Karron, a member of the UCT committee supporting the dismissed workers.

Saawu is an unregistered trade union in East London with a membership of about 75 000.

The present dispute arose after three workers were dismissed for refusing to fix a machine.

They refused because they were reprimanded in October last year for damaging the machine while repairing it.

They insisted on written permission to fix the machine, which was refused.

Wilson-Rowntree management insists that the workers dismissed themselves, but Mr Njikelana denied this.

He said three large British trade unions were to meet representatives of Rowntree-Mackintosh, the Wilson-Rowntree parent company, on Monday to press the company into unconditionally reinstating all the dismissed workers.

The three British trade unions are the Transport and General Workers', the General and Municipal Workers, and the Shop Distributors and Allied Workers'.



# 2 400 in work stoppage at Cape Leyland plants

CT 16/5/81

152 792 87 1404

Staff Reporter

WORK at two Leyland manufacturing plants in the Western Cape was still at a standstill last night with about 2 400 employees refusing to resume work till demands for more pay had been met

About 2 000 workers at the Leyland factory in Blackheath downed tools at 1 pm on Thursday after a last-minute bid by shop stewards and the secretary of the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa), Mr Joe Foster, had failed to gain an agreement with management for higher wages

They were followed by about 400 workers from the factory in Elsie's River

By last night a deadlock situation had been reached

The workers were suspended yesterday for three days and told to report for work at 7 30 am on Wednesday

The director of communications and public affairs for Leyland, Mr A Pitlo, yesterday denied that a strike was in progress. When pressed, however, he admitted that there was "a refusal to work" on the part of the workers

He emphasized that the "re-



Some of the 2 000 workers who have stopped work at Leyland's Blackheath plant

fusal to work" was in spite of an agreement that had been concluded in December between management and Numarwosa, a non-racial registered union representing about 85 percent of workers at the Blackheath and Elsie's River plants

"The basis of the problem is that we had a request for wage increases over and above the increases contained in the December agreement

"That agreement was signed by both parties. We have always honoured the obligations of any contract, this one included, and we expect the union (Numarwosa) to honour it too

"The primary obligation now lies with the workers to return to work in terms of the December agreement. Only once they return to work can we negotiate

with them"

Until then, he said, the management's policy would be "no work no pay"

Management had always been willing to negotiate with the workers "through the proper channels". These, he said, involved the union making representations to management

This "distinct means of negotiation" had been ignored. There had been no official communication between management and Numarwosa since December's mutual agreement

A spokesman for the workers at Blackheath, most of whom spent the whole of Thursday afternoon and yesterday milling around in the grounds of the plant, said yesterday that the decision to down tools had come after a meeting between shop

stewards, Mr Foster and management at 11 am on Thursday had failed to get the raise sought

Mr Foster had later told them of the management's refusal to consider further wage increases. The workers had then unanimously decided not to resume work at 1 pm, the end of their lunch break

He added that the workers were determined not to go back to work till their hourly wages had been increased. The increases granted in January, he said, had been overtaken by the cost of living and the further increase due in July would still leave them well short of it

Mr Foster could not be reached yesterday for comment

Before leaving he had told reporters that he had met management on May 7 and told them workers were dissatisfied with their wages. Management had asked for one week to consider the matter. Thursday had been the deadline. On Wednesday management had announced it was not prepared to alter the wages over and above the December agreement

● **British Leyland continues into the red — page 2**

RDM 10/5/81

# Two car plants in pay standstill

Own Correspondent

CAPE TOWN — Two Leyland plants in the Western Cape were still at a standstill last night with about 2 400 striking workers demanding higher pay

About 2 000 workers from the Leyland factory in Blackheath downed tools on Thursday after a last-minute bid by shop stewards and the secretary of the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa), Mr Joe Foster, had failed to gain an agreement by management for higher wages

They were followed by about

400 workers from the Elsies River factory

Last night the management was refusing to negotiate until all workers had resumed work

They were suspended yesterday for three days, and told to report at 7 30am on Wednesday

The director of communications and public affairs for Leyland, Mr A Pitlo, said yesterday that the basis of the "refusal to work" stemmed from a 'request for wage increases over and above the increases contained in a December agreement'

Argus 18/5/81

152 167 (140A)

# Leyland Workers Ignore Suspension

**STRIKING** Leyland workers at the Blakheath plant and the streambed into factory premises at Elstres River commercial vehicle plant downed tools at the end of last week in support of a demand for higher wages.

Management suspended them for three days, but a worker said they did not expect to be working today.

More than 2 000 employees at

meeting of workers during the day.

Most of the workers at the two factories are members of the National Union of Motor Assemblies and Rubber Workers of South Africa (Numarwosa). They are demanding an increase in excess of the 9c an hour which is due from July in terms of an agreement signed last December

Mr Joe Foster, secretary of the Western Cape branch of Numarwosa, said workers were feeling the effects of rising prices and they felt management could afford to pay more.

Leyland has said in a statement that it would abide by the agreement and 'looked to the union to do the same'.  
● Picture, Page 3.



# Strikes hit two motor plants in Cape

CT 19/5/81

140A  
1982  
6/24

**LABOUR unrest in the motor industry erupted again yesterday as plants in Blackheath and Port Elizabeth were hit.**

Leyland's plant in Blackheath was again the scene of inactivity as 2 000 workers carried their strike for better wages into its second full day, while at Ford's Cortina plant in Port Elizabeth about 1 000 workers on a "solidarity strike" were suspended and sent home.

A union spokesman said last night that the Ford work-

ers would continue their boycott in handling Firestone products till management stepped down. Yesterday Ford management closed production when workers on the chassis line refused to handle Firestone tyres.

Ford industrial relations director, Mr Fred Ferreira, said the plant was expected to remain closed today while management met with employee representatives.

The 2 000 Leyland workers embarked on their strike action at 1pm on Thursday after management did not respond to union demands that workers' wages be improved over

and above the increases agreed upon in December.

They arrived at the Blackheath plant as usual at 7 30am yesterday, clocked in, changed into their working overalls and gathered inside the main gates.

A number of them said they had been advised by their union to clock in and change into overalls as usual "as a sign that we don't recognize management's suspension and are still employees" of the plant.

When a television camera turned in their direction they became excited, but otherwise they remained quiet and good humoured.

## Meeting

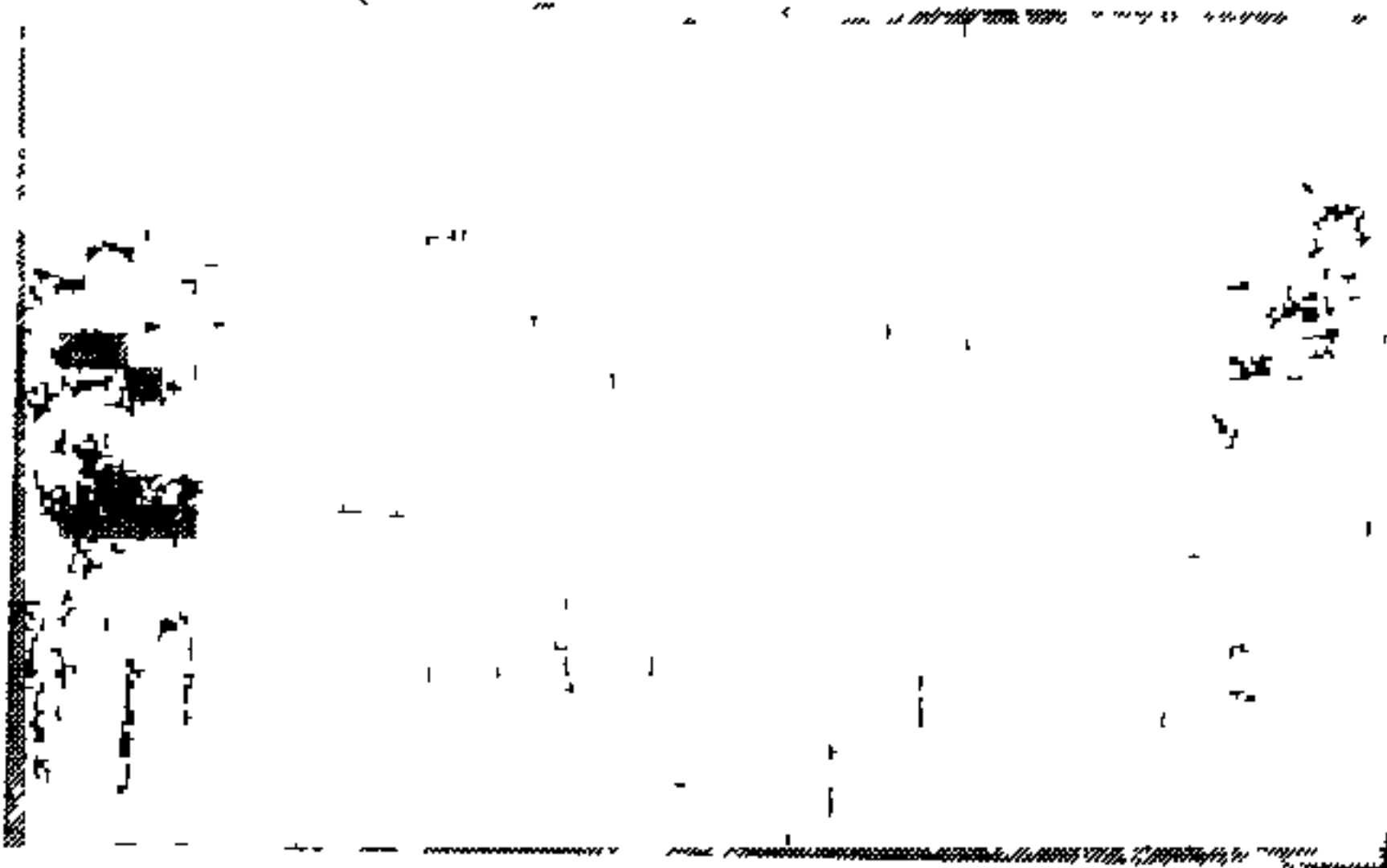
While the Leyland workers sat outside the factory buildings in the sun, the National Union of Motor Assembly and Rubber Workers of South Africa (Numerwosa), which represents 85 percent of them, had a 15-minute meeting with management at D F Malan Airport.

The secretary of the Western Cape branch of Numerwosa, Mr Joe Foster, and the chairman, Mr N Gantana, sat down with management in response to a letter the union received from management on Friday.

In the letter, said Mr Foster, management had stated its intention of declaring a dispute and applying for the establishment of a conciliation board unless a meeting had been arranged by yesterday wherein it could be presented with a written application of the union's demands.

## No results

According to Mr Foster the meeting achieved no results. "Management wanted us to make specific demands, name figures of the increases we wanted. But we have no mandate to do this. We can



Some of the 2 000 striking workers gather at the main gate of Leyland's Blackheath plant yesterday.

only voice the unhappiness workers communicated to us about their wages.

"At the meeting we re-stated in writing what we'd told management verbally on May 7. This was that the workers were unhappy about the increase they were given in January and the one they were due to get in July. They felt the increases were not sufficient to keep up with the cost of living and that management could afford to give them more. We are now waiting for management to react."

Referring to the agreement signed in December by both union and management and providing for a minimum wage increase of 25 cents an hour, from R1,05 to R1,30, as from January 1, and an across-the-board increase for all hourly grades of nine cents an hour as from July 1, Mr Foster said that conditions had since changed.

"At the time we made it clear that we were prepared to sign that and not press for more because we appreciated the difficulties Leyland had been experiencing. Since then things have

➔➔➔➔➔  
A  
To page 2

CT 19/5/81 (152) (1912) (1404)  
 From page 1 (161)

looked up for Leyland, this is evidenced by the extra labour they've been recruiting  
 "Management said 'We appreciate this and will certainly remember it' It looks like they have short memories"  
 Leyland's director of communications and public affairs, Mr A E Pitlo, denied that negotiations had taken place yesterday and when pressed said that "any meeting between management and the union is

confidential"  
 He emphasized management's intention of implementing the three-day suspension it had imposed on the workers on Friday and repeated the statement he had made at the time that "workers have been requested to go back to work at 7 30 on Wednesday morning"  
 Mr Foster claimed that "in terms of disciplinary procedure we agreed upon at the December meeting management has no right to serve a blanket suspension on workers In terms of that procedure quite a long process has to be gone through before action can be taken against a worker"

Many of the Ford strikers are members of the Motor Assembly and Components Workers Union, which was formed by workers who charged that the Fosatu-affiliated union recognized by Ford was not "militant" enough and Ford is believed to be negotiating with Macwusa on the stoppage  
 The Ford strike follows a warning by worker representatives last week that workers would refuse to handle Firestone goods Firestone was recently hit by a strike, after which some workers were not rehired — Staff Reporter and Own Correspondents

Decreases		Increases	
500	1 100	500	2 500
2 100	2 100	5 300	16 500
12 100	12 100		2 500
2 400	18 100		12 000
R36 300			

9. Schedule of changes in working capital

Share capital	50 000	
Share Premium	5 000	
Unappropriated profit	13 000	
Profit for the year	15 000	
	83 000	
20%	16 600	
∴ Increase in minority share	R 9 000	
Less 20% of stock profit (R3 000)	600	
	R 8 400	

8. Increase in Outside Shareholders' Interest

Equity of Ltd at	30.6.04	30.6.05
	50 000	50 000
	5 000	5 000
	13 000	28 000
	15 000	45 000
	83 000	128 000
	16 600	R 25 600

# Strike

From Page 1

Jones 7/19/78 19/5/78

warned Any employee who refuses to perform his normal job function as a result of the boycott of the product of another company will be subjected to disciplinary procedure

Explaining the boycott Mr Ferreira said a number of workers at Ford's Struendale plant refused to handle Firestone tyres shortly before 11 am

After discussions between these employees and labour relations personnel it became apparent that they did not intend resuming work They were suspended continued Mr Ferreira

He also said the refusal by the workers to handle Firestone tyres resulted in a disruption of production patterns at the plant Consequently we had to request workers in the trimline and the body and paint shops to stop work and go home These workers were given two hours notice of our intention

Late last night Ford's management and employee representatives were holding talks in an endeavour to resolve the situation

# Solidarity strike

MORE than 1000 black workers at the Ford Motor Company in Port Elizabeth were sent home yesterday after refusing to handle products from a local tyre company.

In a statement to SOWETAN yesterday Mr Fred Ferreira, Ford's Industrial Relations director, confirmed that the workers have been sent home

Mr Ferreira also confirmed that Ford management was advised by employee representatives that certain employees would refuse to handle Firestone products

at their plant yesterday

The company was informed that the action stemmed from a dispute with Firestone which had allegedly refused to re-employ a number of employees previously dismissed for participating in a strike at that company,' continued Mr Ferreira

Mr Ferreira's statement went on In response the company stated its position on the subject of employee participation in secondary boycotts to the employee delegation and subsequently brought to the attention of all employees through bulletins in company notice boards

Ford does not permit other companies to involve themselves in their internal affairs,' emphasised Mr Ferreira

On the other hand he

To Page 2



Argus 19/5/81

# Car strike deadlock

## Staff Reporters

THE STRIKE by about 2 000 workers at Leyland's Blackheath and Elsie's River factories entered its fourth day today with no indication of an immediate end to the dispute

Meanwhile, in an entirely unconnected strike at the Ford Cortina plant in Port Elizabeth, about 1 000 black workers were sent home for the second day today for refusing to handle Firestone products on the assembly line

At Leyland, management suspended the workers last week and

instructed them to return to work tomorrow. Workers ignored the suspension and reported to the plants yesterday and today, although they are not working

'Judging by the workers' attitude, there is no chance that they will be returning to work tomorrow,' said Mr Joe Foster, secretary of the Western Cape branch of their union, the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa)

Mr Foster handed management representatives a letter during a brief meeting at D F Malan Airport yesterday. The letter confirmed what the union had told management on May 7 about worker dissatisfaction over wages

He said today the letter did not specify how much of an increase the workers wanted in addition to the 9c across-the-board due in July

Workers approached by The Argus have complained that they were doing skilled work at unskilled rates of pay.

Leyland's director of communications and public affairs, Mr A Pitlo, said the firm had not received any official or unofficial notification of the workers' requirements and the situation was unchanged today

# 'Ripple' strike sparked at Ford

By STEVEN FRIEDMAN  
Labour Reporter

LABOUR unrest in the motor industry erupted again yesterday as Ford's Cortina plant in Port Elizabeth was hit by a "solidarity strike" and about 1 000 workers were sent home, while strikes continued at Leyland's Cape Town plants

Yesterday's Ford strike — in which workers refused to handle Firestone tyres in protest at Firestone management's sacking of workers — could mark a new phase of labour unrest

Many strikers are members of the Motor Assembly and Components Workers' Union, formed by workers who charged that the Fosatu-affiliated union recognised by Ford was not "militant" enough

Ford is believed to be negotiating with Macwusa on the stoppage.

The Cortina plant was the scene of previous unrest

Meanwhile, at Leyland's two Cape Town plants — at Blackheath and Elsie's River — the wage strike by 1 900 workers continued. Workers struck on Friday and were suspended until tomorrow

Workers returned to the Blackheath plant at 7 30am yesterday, clocked in and changed into their work overalls, but management kept the plant inoperative in terms of the disciplinary suspension

A number of workers said they had been advised by their union to adopt this procedure "as a sign that we don't recognise management's suspension and are still employees"

The 400 workers at the Elsie's River plant stayed out throughout yesterday

Yesterday's Ford strike follows a warning by worker representatives last week that workers would refuse to handle Firestone goods. Firestone recently experienced a strike, after which some workers were not rehired

According to Ford sources, two Cortina plant workers refused to handle Firestone products yesterday. Soon about 30 workers followed suit.

This disrupted production, as

vehicles could not move on the assembly line

Ford therefore gave workers in the trimline, paint shop and body shop two hours' notice that work would be stopped

"It became obvious early on that a chain reaction had set in and that a refusal to handle Firestone products would spread to other workers. We therefore decided to send workers home," a Ford spokesman said

Yesterday, management held discussions with worker representatives. Although management would not comment, it is understood Ford is dealing with Macwusa, which is understood to represent a majority at the Cortina plant

The workers who refused to handle Firestone products have been suspended in accordance with Ford's disciplinary procedure

In a statement issued yesterday, Ford's industrial relations director, Mr Fred Ferreira, said Ford used products from more than 300 suppliers and that labour disputes between suppliers and their workers were regarded as "domestic matters" in which Ford could not "interfere"

He said Ford told representatives — apparently Macwusa officials — that a refusal to handle another company's goods would lead to the suspension of the workers concerned

This ruling was also posted on the company's bulletin board before yesterday's stoppage, he added

At Leyland, a spokesman said the strike was a rejection of the increase negotiated between the company and the National Union of Motor Assembly and Rubber Workers

Workers had stopped work on Friday, saying the planned June increase was too low, but had not named another figure

Management suspended all workers until Wednesday in terms of agreed disciplinary procedure

At the Sigma plant in Pretoria, recently hit by a two-week strike, management and union representatives held negotiating talks yesterday

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Yesterday's picture . . . amid fresh motor industry unrest, striking Leyland workers gather at the shut-down Blackheath plant in Cape Town



August 20/5/81

# Leyland strike goes on

Labour Reporter

LEYLAND workers did not respond to a management call for a return to work today and their strike in support of a demand for higher wages continued.

The 2 000 striking workers were suspended by management on Friday and told to report for work again today. They had arrived at the Blackheath and Elsie's River factories each day this week, but had not been working.

Production was brought to a halt.

This morning workers at the Blackheath plant were again milling around inside the factory gate. They said the dispute had not been resolved.

The workers are demanding an increase in wages higher than the nine cents an hour which is due from July in terms of an agreement signed by their union and management last December.

Most of the workers are members of the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa).

● 2 000 on strike — Page 3

Augus 20/5/81  
Leyland

#155 #172  
190A #177

# strike goes on

Labour Reporter

LEYLAND workers did not respond to a management call for a return to work today and their strike in support of a demand for higher wages continued

The 2000 striking workers were suspended by management on Friday and told to report for work again today. They had arrived at the Blackheath and Elsie's River factories each day this week, but had not been working.

Production was brought to a halt.

This morning workers at the Blackheath plant were again milling around inside the factory gate. They said the dispute had not been resolved.

The workers are demanding an increase in wages higher than the nine cents an hour which is due from July in terms of an agreement signed by their union and management last December.

Most of the workers are members of the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa).

Tabel 13 Arbeidskoste per arbeider per jaar vir die Swartland

Jaar	Kon- tant	Bonus kon- tant	To- taal kon- tant	Meel	Vis	Vleis	Wyn	Melk	Suiker Koffie Tabak	Me- diese koste	Kle- ra- sie	Onge- valle Ass.	Ander	To- taa- Nie kon- tan
"55/56	90,03	7,05	97,08	17,85	19,44	67,30	19,44	/	/	3,72	/	/	8,06	135
"56/57	97,82	7,99	105,81	20,13	18,21	67,60	23,38	/	/	2,77	/	/	7,30	135
"65/66	118,60	/	118,60	21,29	21,72	45,68	32,77	/	2,41	4,30	3,47	2,18	/	133
"66/67	152,43	/	152,43	28,16	26,09	83,23	34,15	8,80	3,51	7,00	8,10	4,22	22,71	225
"67/68	153,68	9,08	162,76	26,86	38,00	52,97	33,00	6,92	/	4,32	4,45	2,51	2,18	171
"68/69	165,70	9,66	175,42	27,79	36,73	79,43	33,37	11,85	/	5,22	8,43	9,62	7,12	226
"69/70	158,49	6,07	164,56	39,12	62,50	93,13	40,07	10,93	/	5,72	9,73	5,17	2,77	269
"70/71	183,24	16,58	199,82	29,13	65,32	87,14	37,63	13,85	/	7,38	12,59	3,30	33,60	289
"71/72	193,46	14,81	208,27	34,33	66,42	99,17	37,76	19,04	/	5,79	11,09	5,73	36,74	316
"72/73	229,44	11,69	241,13	/	63,92	/	44,32	/	/	/	/	/	/	108
"73/74	230,43	21,03	251,47	43,18	65,78	149,31	47,86	14,68	7,00	7,19	15,86	7,59	3,12	36
"74/75	283,60	16,56	300,16	56,88	81,61	254,29	69,10	26,15	7,02	11,83	15,69	7,54	89,06	61
"75/76	276,16	30,20	306,36	60,92	83,60	213,57	96,38	34,47	14,19	11,35	22,42	8,57	66,92	61

Bron: Afdeling Landbouproduksie-ekonomie

# Leyland workers still out

LEYLAND workers in the Cape did not respond to a management call to return to work yesterday and their strike for higher wages continued. The 2000 striking workers were suspended by

management on Friday and told to report for work again yesterday. They have been at the Blackheath and Elsie's River factories each day this week but have not been working. Production was brought to a halt.

Yesterday workers at the Blackheath plant were again gathered around inside the factory gate. They said there had been no resolution to the dispute. The workers are demanding an increase in wages higher than the nine cents an hour which is due

from July in terms of an agreement signed by their union and management last December. Most workers are members of the National Union of Motor Assembly and Rubber Workers of South Africa (Numar-wosa).

ite	Aan- tal	Arbe- ders	plaa
34	5,3		
36	5,7		
44	5,2		
50	6,2		
51	6,5		
53	6,3		
53	5,2		
57	7,5		
61	6,2		
81	6,4		
19	5,0		
34	6,2		
19	6,7		



# STRIKERS CLOSE SIX CAR PLANTS

**STRIKING** workers yesterday brought production at six motor car plants in the Cape to a halt.

- Two Leyland plants — at Blackheath with 2000 employees and Elsies River with 400 — were hit by a strike over wage demands

- At the Ford plant in Port Elizabeth, 1000 workers were suspended after a number of them refused to fit tyres made by the Firestone Company, which has refused to rehire workers after a recent strike

- About 200 black workers at the General Motors Kempston Road plant in Port Elizabeth downed tools and walked out yesterday morning also refusing to handle Firestone products

- It was reported late yesterday that another two PE plants had joined the "Firestone solidarity strike", but no details were available

Tuesday's events at the Ford Cortina plant repeated itself yesterday when about 1000 black workers were sent home again when refusing to handle Firestone products on the assembly line

The plant was expected to remain closed yesterday while management continued to meet employee representatives in an attempt to resolve the situation

The boycott is linked to a protracted labour dispute between the Port Elizabeth-based Motor Assembly and Component Workers' Union of South Africa (Macwusa) and Firestone management

BY S. G. M. VAN DER MERWE

Cape branch of their union, the National Union Motor Assembly and Rubber Workers of South Africa

Mr Foster handed management representatives a letter during a brief meeting at D F Malan Air-

port on Monday. The letter confirmed what the union had told management on May 7 about worker dissatisfaction over wages

It is up to management to react. The people are expecting something but

so far, there is no indication of progress that we see

- In Pretoria former employees of the Sigma Motor Corporation who were not reinstated after their recent strike refused yesterday to fill in application forms for new jobs because they do not accept their dismissal

Firestone have refused to re-employ a number of former employees — apparently about 300 — who lost their jobs during a strike at Firestone early this year over a pension fund dispute

All the strikers in PE are members of Macwusa

The chairman of Macwusa, Mr Dumile Makanda has said it was Ford management's "hard line attitude and insensitivity" to the issue which ultimately led to the drastic action by the workers

The strike by about 2000 workers at two Leyland factories entered its fourth day yesterday with no indication of an immediate end to the dispute

Management suspended the workers last week and instructed them to return to work today. However workers ignored the suspension and reported to the plant yesterday and the day before although they are not working

Judging by the workers attitude there is no chance they will be returning to work today said Mr Joe Foster secretary of the Western

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# ROM 20/5/81 Sympathy strike grips Cape car manufacturers

By STEVEN FRIEDMAN  
Labour Reporter

THE "sympathy strike" at Ford's Port Elizabeth Cortina plant spread yesterday to two other Ford plants and to 175 workers at General Motors

And the strike by 2 000 workers at two Cape Town Leyland plants continued despite a management warning that strikers should report to work today

Ford confirmed 400 black workers - about 70% of the engine plant staff - downed tools and about 40 blacks of the predominantly coloured workforce at the Neave plant also joined the strike

GM's Mr Rod Ironside, said 175 of 4 000 black workers had walked out in sympathy with sacked Firestone workers

He said workers had not been fired, but he assumed they would return once the Firestone dispute was settled

The Ford strike began after it and GM had been warned by the Motor Assembly and Components Workers Union of South Africa that its members would not handle Firestone products in sympathy with workers who had been sacked after a strike at that company

Most Cortina production has stopped, but industrial relations director, Mr Fred Ferreira, said production at Neave was

continuing since Ford had a stockpile of engines

Leyland workers met yesterday to discuss the dispute and are unlikely to return until the company agrees to an immediate wage adjustment, according to Mr Joe Foster, branch secretary of the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers

He said the union had made it clear to management that it had only agreed to a 9c rise scheduled for June because the company seemed to have financial problems

Mr Foster said the union informed management earlier this month that workers wanted a bigger increase and believed the company could afford it because it was hiring new workers "Despite this, they refused to budge and this has sparked the strike"

He added that the union had now informed management in writing that workers demanded a bigger increase and the ball is in their court now

Although they were suspended on Friday, strikers have been returning to the Blackheath and Elsie River plants

"They reject management's claim that their suspension is in accordance with our disciplinary agreement with Leyland," Mr Foster said

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RDS 20/5/81  
 (140A)  
**Industrial councils are under fresh union attack**

By **STEVEN FRIEDMAN**  
 Labour Reporter

**INDUSTRIAL COUNCILS** — the key elements in the country's official bargaining system — are once again under trade union fire

Yesterday, the Fosatu-affiliated Metal and Allied Workers Union issued a statement in which it said that the motor industry's industrial council had reported to the authorities that it could not resolve the dispute between the union and the Tovota Marketing

company. MAWU says workers, many of whom are migrants, have been 'held in limbo' by the council's delay.

The union claims that the council's secretary told MAWU the council was 'not satisfied that a dispute existed' despite being asked to intervene after a work stoppage in which 134 workers were dismissed.

MAWU referred the dispute to the council on February 6, after negotiations with Tovota had broken down. The union also claimed that it took the

council three and a half months to come to this decision.

Comment from the council could not be obtained yesterday.

Disputes between employers and workers are supposed to be channelled through industrial councils in terms of the official bargaining system.

But the MAWU said yesterday that the Tovota case was the second in which councils had been unable to resolve a dispute despite lengthy deliberations.

Both cases, it said, highlighted the inability of the industrial councils in general to resolve industrial disputes.

The union adds that it and sacked Tovota workers are not allowed to see the council's full report on the matter because it is covered by the secrecy provisions of labour legislation. It brands this the final absurdity.

In terms of the law, a council must report to the authorities on disputes within 30 days. But MAWU claims the council applied to the Government for a 60-day extension of this period long after the legal time limit elapsed.

Despite the fact that the extension was not granted, the council delayed reporting for another two weeks, MAWU claims.

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# Leyland sacks

CT 21/5/81

152 152 140A 81

# 1 900 workers

By CHRIS BARRON

**ABOUT 1 900 workers who had been on strike at Leyland plants in Blackheath and Elsie's River since Thursday last week were sacked yesterday afternoon.**

Their dismissal came after a three-day suspension by management and a warning to return to work by 7 30 yesterday morning.

In a statement released after the workers had been informed of their dismissal at 3.45pm, Leyland's director of communications and public affairs, Mr A E Pitlo, called their strike an "illegal action" and a "violation" of the terms of an agreement signed by management and the National Union of Motor Assembly and Rubber Workers of South Africa (Numerwosa) in December last year

The agreement provided for a minimum wage increase of 25c an hour, from R1,05 to R1,30, as from January 1 and an across-the-board increase for all hourly grades of 9c an hour as from July 1

Workers demanded an additional increase to enable them to keep up with the cost of living

Mr Pitlo said "The dismissal followed after a three-day suspension period without pay. This has resulted in the workforce losing over R150 000 in wages while they have not been working

"The lost pay is a direct result of the union refusing to honour the agreement it negotiated and signed with the company in December 1980, covering substantial wage increases for the whole of 1981"

He emphasized that Leyland would not "yield to any action in defiance of this agreement. The company is not prepared to be intimidated by deliberate industrial disruption

## Highest wages

"Leyland maintain that its wages are the highest in the Cape Town area and increases of over 32 percent have been provided for in the agreement

"Leyland has disclosed that union executives requested several meetings with management which repeatedly proved to be unsatisfactory, vague and inconclusive and it became apparent that the union is unable to represent its members effectively

He added that Leyland would be prepared to re-employ any others who had already been fired

The secretary of Numerwosa, Mr Joe Foster, reacted strongly to the dismissals, calling them "typical management action"

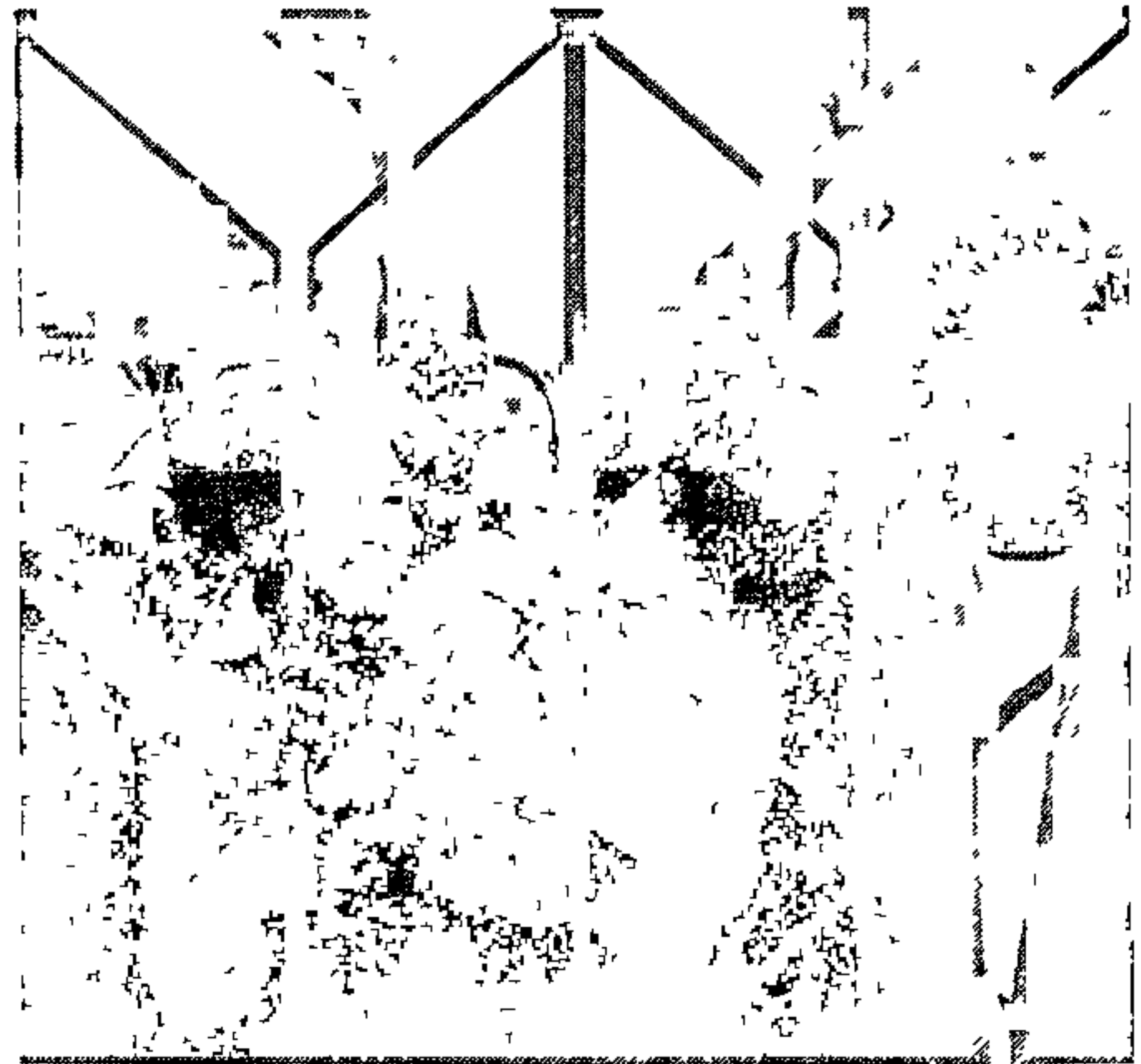
"They show a complete lack of understanding of the problems of the workers who cannot survive on the money they are earning"

He blamed "their intransigence in refusing to react to the workers' demands" and asked why management had decided only yesterday that Numerwosa's representations to it were "vague and inconclusive"

"When we relayed the grievances of the workers to them on May 7 and said 'This is the position, can you do something about it', they said they would consider and come back to us. There was no word about specific figures then"

There was some disturbance among workers in the engine plant of the Blackheath factory early yesterday, when some of them indicated a desire to return to work in opposition to a general feeling that the strike should continue. This was followed by more excitement after workers, according to some of them, had been "told" to go back to work by the chairman of Numerwosa, Mr N Gantana

When they refused, a management spokesman repeated the call and threatened to have them "put off the property" if they con-



Striking workers at Leyland's Blackheath plant crowd the main gate yesterday morning

"Throughout the period of the dispute Leyland management has kept the workforce advised of their rights and the conditions under which they were suspended, and repeated requests to return to work.

"Employees who have shown their willingness to work will be retained by the company without loss of benefits

"The company will immediately commence recruiting labour"

Mr Pitlo said that a minority of the original number who had gone on strike had agreed to return to work before being dismissed

tinued to strike

Mr Foster confirmed that the union had "approached" the workers and warning them of probable dismissal should they continue the strike, "suggested for their own good that they go back

However, he said, the workers were "adamant" that they would not return to work till their demands had been met

# CAR

3 000 out in PE;

Leyland sacks 2 000

Augus 21/5/81

# STRIKE SPREADS

152  
139  
140A  
172  
17

Port Elizabeth Bureau and Labour Reporter

**THE** strike-beset Port Elizabeth motor industry received a fresh shock today with the news that about 1 000 black workers had gone on strike at the Firestone Tyre Company.

These are in addition to the 1 500 on strike at three Ford plants and 200 at General Motors, bringing the Port Elizabeth total to about 3 000.

Meanwhile, Leyland has dismissed the 2 000 striking black workers at its Blackheath and Elsie's River plants following their refusal to return to work yesterday.

## Start

The Firestone strike started about 10 pm yesterday when the majority did not show up for their shift.

Today, the 6 am shift followed suit.

At Leyland about 2 000 have been on strike since last week in a demand for higher wages.

Yesterday afternoon, management issued termination of service notices to those still on the premises.

The notices say that workers have automatically terminated their services by refusing to work and ignoring instruction to turn up.

You can therefore collect your wages and leave pay immediately, the notices say.

## Made clear

We wish to make it clear that termination for the above reasons does not constitute redundancy and no redundancy payments will be made.

The notices say workers may apply for re-employ-

ment today.

In Port Elizabeth the strikes in motorcar plants started on Monday when two workers in the Ford Cortina plant refused to fit Firestone tyres.

They had hardly been suspended and replaced when, in a show of solidarity, the 1 000-strong black labour force refused to handle Firestone products.

They were asked to go home and the plant was closed.

This has happened every morning since, including today.

## Spread

Meanwhile the strike had spread to the Struan-dale engine plant and the Neave assembly plant where production had been continued through re-organisation.

On Tuesday afternoon, 200 General Motors workers went on a sympathy strike.

The strikers are refusing to handle Firestone products because Firestone workers were not re-employed after a walk out in January.

The managing director of Firestone, Mr Peter Morum, said today that

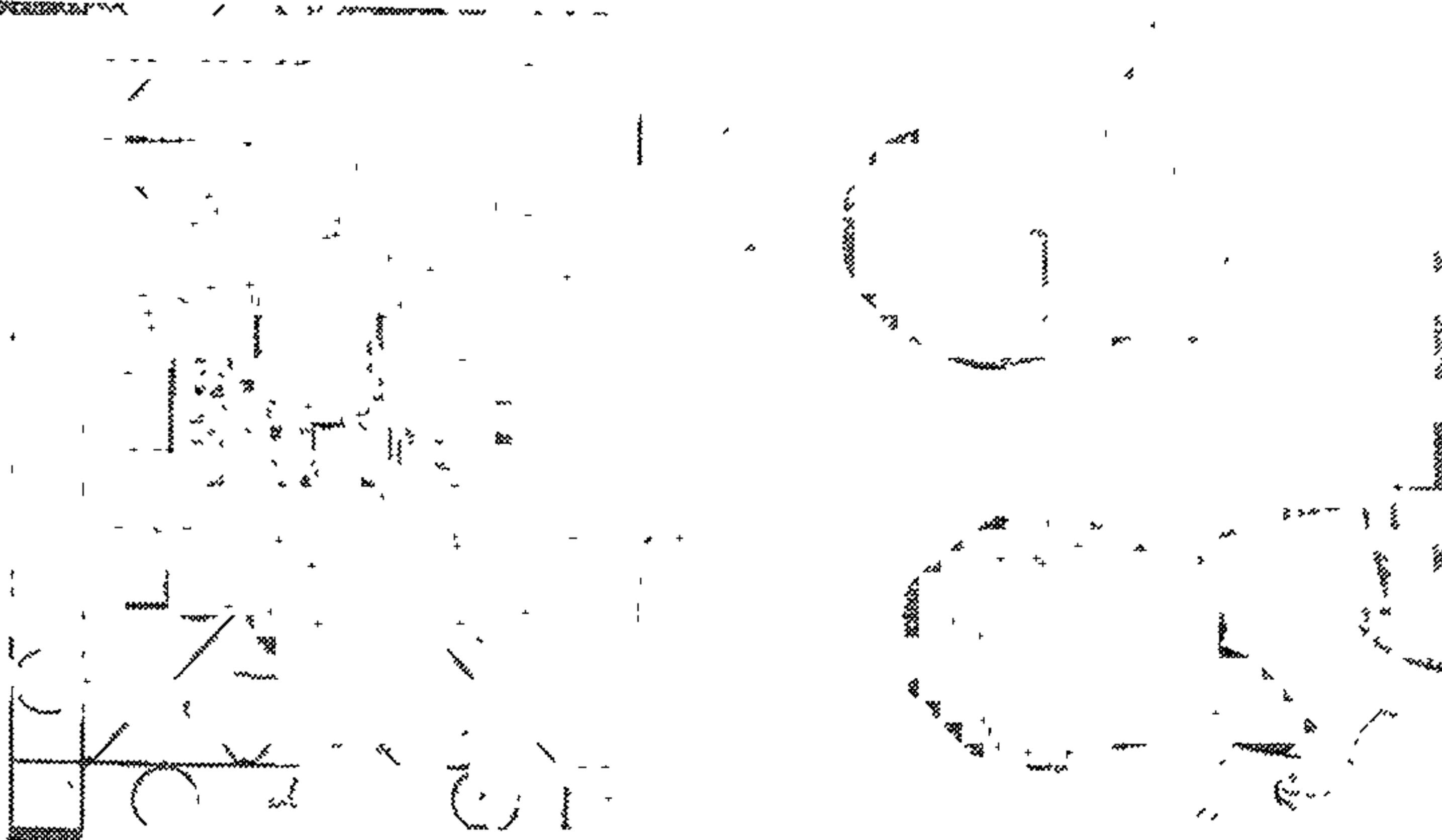
(Continued on Page 3, col 8)



DAD LIMITED AND ITS SUBSIDIARY

CONSOLIDATED SOURCE AND APPLICATION OF FUNDS STATEMENT FOR

THE YEAR ENDED 30 JUNE 05



Source of Funds	Net trading	Less Extra	red	Plus	Depre	Less	Net P	Taxat	Funds deriv	Attri	Attri	Dividend pa	Funds derived	Land	Inves	Increase in c	Application c	Additions t	Build	Inves	Plant	Repayment o	Capit	Penalt	Net increase

to allow its workers not to handle Firestone tyres.

Early today there were groups of workers outside the closed gates of the Blackheath factory, collecting their pay

Workers said there would be a meeting in Bellville today to discuss the situation

Leyland South Africa advertised today for assembly workers at the Blackheath and Elsie's River plants

The firm's director of communications and public affairs, Mr A Pitlo, said those workers who had shown a willingness to work would be retained without loss of benefit

In a statement yesterday, Mr Pitlo said the refusal to work was 'an illegal action in violation of the terms of the agreement between the National Union of Motor Assemblers and Rubber Workers of South Africa (Numarwosa) and the company'

The Argus Bureau in London today quoted a spokesman as saying British Leyland was very concerned about the strike in Cape Town

But it regards the strike very much a 'local affair' and says it is leaving it to the South African management to handle

today that members of his union would not back down

He was interviewed while leaving the Ford Cortina plant, where he worked

He said union representatives were to meet Ford management for negotiations

Mr Makanda said security and riot police had tried to stop General Motors workers yesterday as they walked from the plant to a church hall for a meeting with the union

Black workers who left the Ford Cortina plant this morning jeered and gave black power salutes to white and coloured workers inside the premises Many also sang

**Blackheath**

Ford's director of industrial relations, Mr Fred Ferreira, said yesterday that the company had become party to a dispute of another company and its workers, and did not intend becoming involved

A Ford spokesman said today that production worth R2,3-million had already been lost

The Macwusa union has said it expects Ford to put pressure on Firestone, and

workers who did not turn up last night and this morning had been intimidated

He had been told that when workers tried to board buses last night to go to work they were ordered by others to get off

Some blacks had turned up for work, as well as the coloured workers who mostly had their own transport.

The plant was continuing production.

A police spokesman said reports of intimidation had been received, and special patrols had been sent into the townships

Mr Morum had said earlier that there were no vacancies for the 160 workers who had lost their jobs during a strike in January

'If we employed the 160, we would have to release 160 others'

Mr Morum reiterated that the company would give priority to hiring workers who walked out in January as vacancies arose.

The chairman of the Motor Assembly and Component Workers Union of South Africa (Macwusa), Mr Dumile Makanda, said

140A 159 152 150 148 146 144 142 140 138 136 134 132 130 128 126 124 122 120 118 116 114 112 110 108 106 104 102 100 98 96 94 92 90 88 86 84 82 80 78 76 74 72 70 68 66 64 62 60 58 56 54 52 50 48 46 44 42 40 38 36 34 32 30 28 26 24 22 20 18 16 14 12 10 8 6 4 2

Argus 2/15/87

Car Strike Spreads



# CAR

Augus 21/5/81

3000 out of 4000

Leyland sacks 2000

# STRIKES

# SPREADS

Port Elizabeth Bureau and Labour Reporter

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These are in addition to the 1 500 on strike at three Ford plants and 200 at General Motors, bringing the Port Elizabeth total to about 3 000

Meanwhile, Leyland has dismissed the 2 000 striking black workers at its Blackheath and Elsie's River plants following their refusal to return to work yesterday.

More than 1 000 decided at a meeting in Bellville South today that they would stay on strike until their wage demands were met

### Start

The Firestone strike started about 10 pm yesterday when the majority did not show up for their shift.

Today, the 6 am shift followed suit

Leyland workers passed a resolution at the meeting today demanding a minimum wage increase of 25c an hour to match rising living costs

They demanded that management immediately hold talks with their union — the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwsa) — with the aim of setting a R2 an hour minimum wage to come into effect within the next four months.

### Mad: clear

Yesterday afternoon, management issued terminology that workers had automatically terminated their services by refusing

to work and ignoring instruction to return

'We wish to make it clear that termination for the above reasons does not constitute redundancy and no redundancy payments will be made'

The notices said workers could apply for re-employment today

In Port Elizabeth the strikes in motorcar plants started on Monday when two workers in the Ford Cortina plant refused to fit Firestone tyres

They had hardly been suspended and replaced when, in a show of solidarity, the 1 000-strong black labour force refused to handle Firestone products.

### Spread

They were asked to go home and the plant was closed

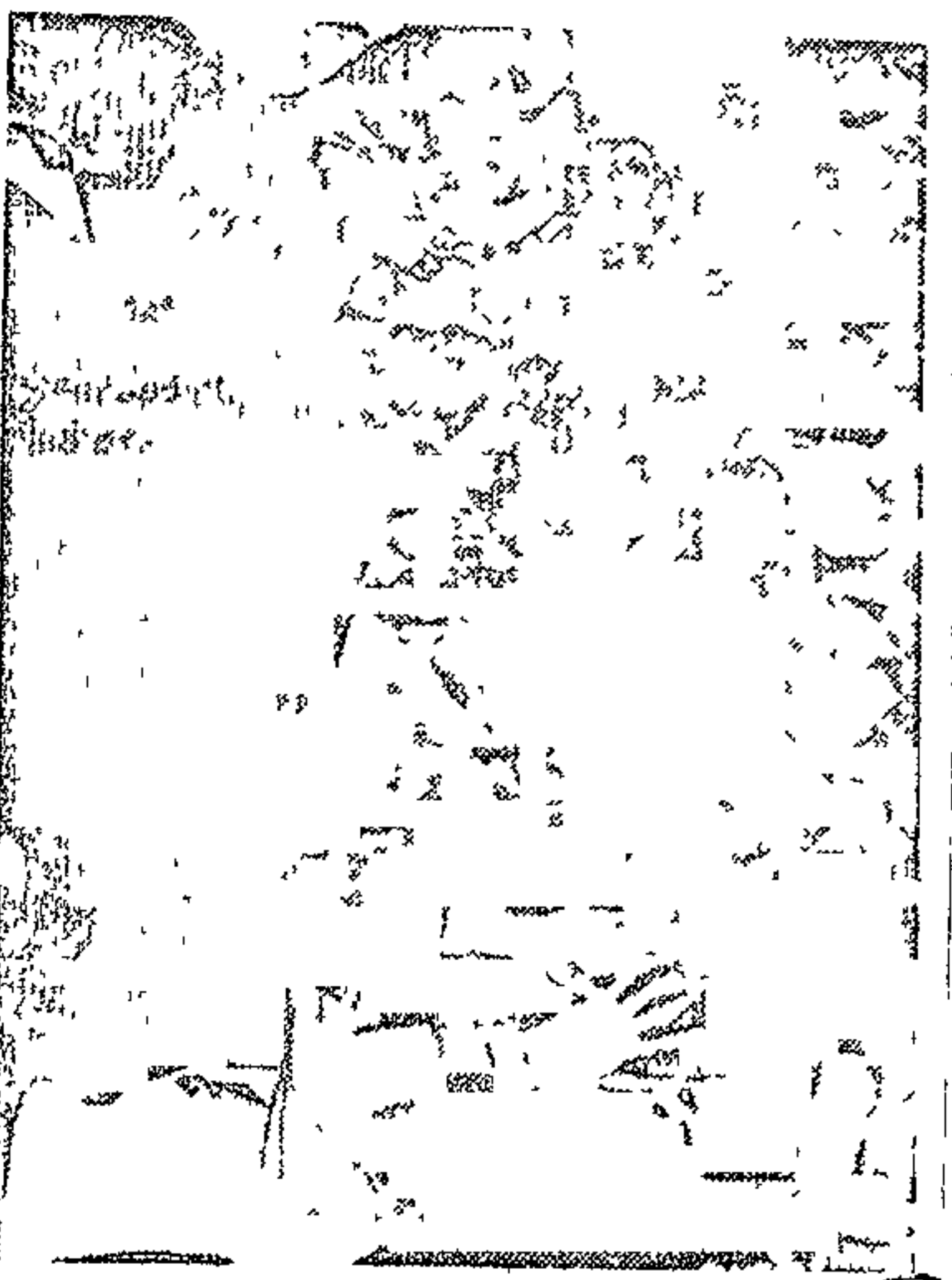
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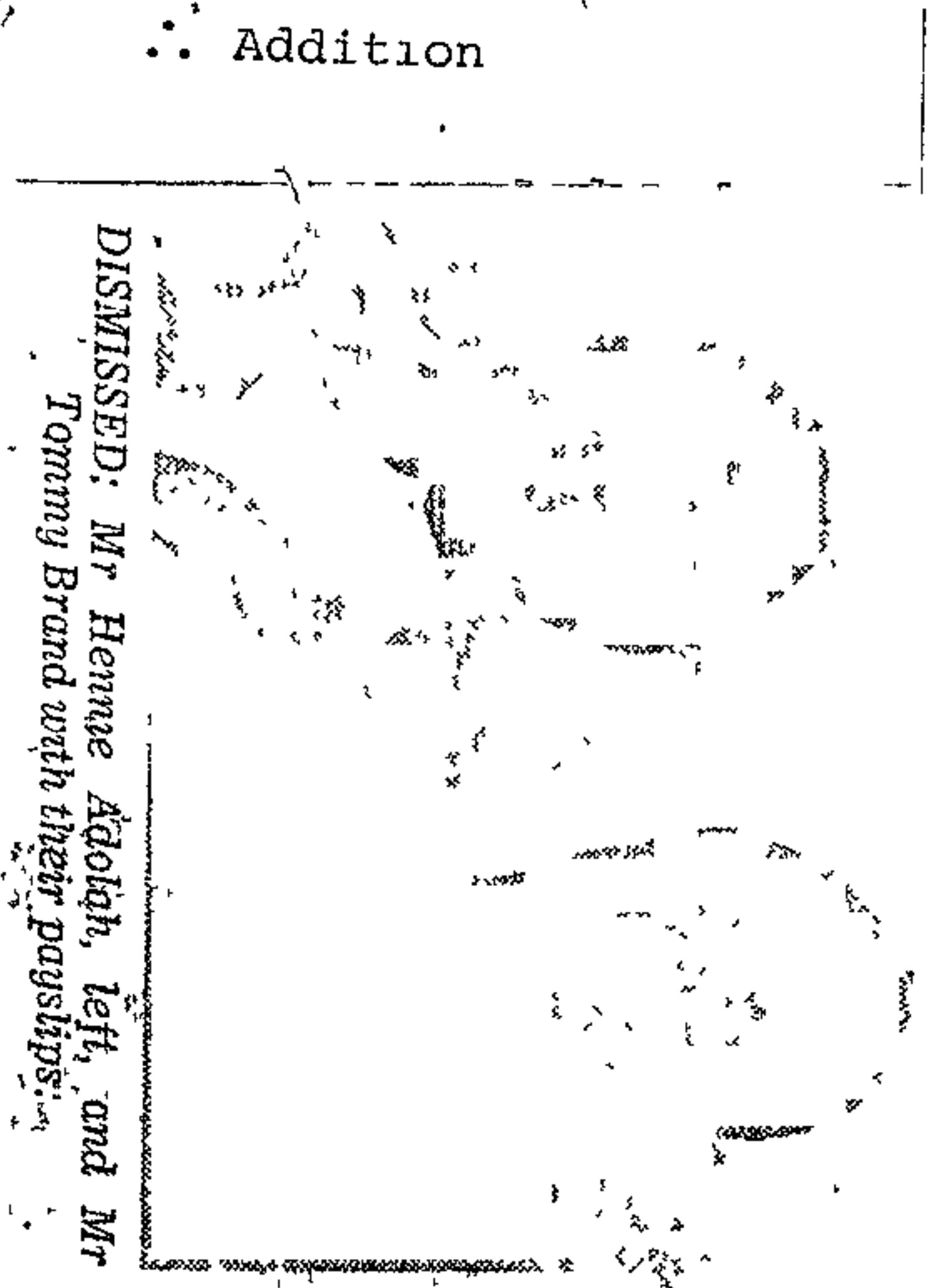
On Tuesday afternoon, 200 General Motors

(Continued on Page 3, col 8)

# ALPHA 215/815 CAL STRIKE SPORES



Meeting in Bellville South today



DISMISSED: Mr Henne Adoloh, left, and Mr Tommy Brand with their payslips.

.. Addition

*Continued from page 1*  
workers went on a sympathy strike

The strikers are refusing to handle Firestone products because Firestone workers were not re-employed after a walk out in January

The managing director of Firestone, Mr Peter Morum, said today that workers who did not turn up last night and this morning had been intimidated.

He had been told that when workers tried to board buses last night to go to work they were ordered by others to get off

Some blacks had turned up for work, as well as the coloured workers who mostly had their own transport.

The plant was continuing production. A police spokesman said reports of intimidation had been received, and special patrols had been sent into the townships.

Mr Morum had said earlier that there were no vacancies for the 160 workers who had lost their jobs during a strike in January.

If we employed the 160, we would have to release 160 others.

Mr Morum reiterated that the company would give priority to hiring workers who walked out in January as vacancies arose.

The chairman of the Motor Assembly and Component Workers Union of South Africa (Macwusa), Mr Dumile Makanda, said today that members of his union would not back down.

He was interviewed while leaving the Ford Cortina plant, where he worked

He said union representatives were to meet Ford management for negotiations

### Blackheath

Mr Makanda said security and riot police had tried to stop General Motors workers yesterday as they walked from the plant to a church hall for a meeting with the union.

Black workers who left the Ford Cortina plant this morning jeered and gave black power salutes to white and coloured workers inside the premises. Many also sang

A Ford spokesman said today that production

worth R2,3-million had already been lost.

The Macwusa union has said it expects Ford to put pressure on Firestone, and to allow its workers not to handle Firestone tyres.

Leyland South Africa advertised today for assembly workers at the Blackheath and Elises River plants.

The firm's director of communications and public affairs, Mr A Pillo, said those workers who had shown a willingness to work would be retained without loss of benefit.

The secretary of the Western Cape branch of Numarwosa, Mr Joe Foster, said today that very few workers had returned to work

He dismissed 'as nonsense' claims by Leyland management that the union did not have the support of the workers.

The resolution passed at today's meeting said Leyland had taken a hostile attitude by refusing to negotiate reasonably with the union, as well as through the presence of police.

Numarwosa has received messages of support, including a telegram from the secretary of the International Metalworkers Federation.



Tabel 5 Persentasi mag volger 1972/73

# Fired Sigma men refuse to re-apply

isoensarbeits-, 1954/55 tot

Jaar	Blankes	
	Getal	%
1954/55	7926	0,9
1959/60	7695	1,0
1963/64	12443	1,6
1968/69	14623	1,8
1972/73	11799	1,6

\* Kleurlinge plus Asi.  
Bron: Landbousensus

By MONK NKOMO  
THE MAJORITY of the more than 200 former employees at Sigma Motor Corporation, Pretoria, refused to fill in application forms on Monday following the company's alleged effort to re-employ them.

Most of the former employees, including the 18 committee members who acted as intermediaries during the strike last month, told SOWETAN yesterday that they declined the offer because they did not consider themselves former employees.

"We regard ourselves as employees of Sigma who were victimised by virtue of being fired during the strike after we had persuaded the workers to call off the strike and return to work," a committee member said yesterday.

Sigma management issued an ultimatum to the 4000 strikers that they return to work or face expulsion. The workers eventually returned to work but a number of employees were not reinstated by Sigma.

A committee member said "We refused to fill in the application forms because we do not accept our termination of service. The majority of those who turned the offer down earned more than R2,00 an hour before the strike."

He added that should they re-apply as new employees, they would be paid a minimum starting salary of R1,60. "Thousands of employees were reinstated without re-applying and I do not see any reason why we should re-apply for our jobs," a former employee said.

Mr Leon Shirley, public relations manager of Sigma, declined to comment on the issue. "I will be talking about something that I do not know," he said.

An official of the National Union of Motor Assembly and Rubber Workers confirmed that the former workers who were fired during the strike were requested by Sigma to re-apply as new employees. Those who re-applied, he said, would be notified by letter from the company whether they had been successful or not.

According to Mr Shirley, a meeting between Sigma and the union was held on Monday. He said "Sigma management and the union continued their informal discussion. They agreed on an agenda of priority items which will form the basis for future negotiations."

Asked which priority items were on the agenda, Mr Shirley declined to comment, except to say they would meet with the union on a regular basis. A union official told SOWETAN that they were to meet with Sigma management on Tuesday.

es	Totaal	
	%	Getal
86,7	841616	
84,9	750757	
83,9	756581	
85,3	830086	
85,1	726768	

Jaar	Blankes	
	Getal	%
1954/55	-	-
1959/60	1490	0,3
1963/64	-	-
1968/69	1794	0,2
1972/73	803	0,1

-	-	-	-	-
125194	16,1	1590	0,2	650388
102495	16,3	388	0,1	523777

es	Totaal	
	%	Getal
-	-	-
84,3	591882	
-	-	-
83,5	778966	
83,5	627463	

Bron: Landbousensus



COMPREHENSIVE HEALTH CARE IN RURAL AREAS  
OF MATABELELAND

DR. A. O. FUCH

Introduction

The purpose of this article is to summarize the existing system of health care in rural areas of Rhodesia, with special reference to the Matabeland Province. The roles of medical assistants, health assistants, village health workers and other auxiliary staff are outlined, and their duties described. The costs of the service are mentioned, and it is hoped that subsequent discussion will show that a comprehensive health service can be provided in a relatively inexpensive manner within the available health budget of a developing country.

Background

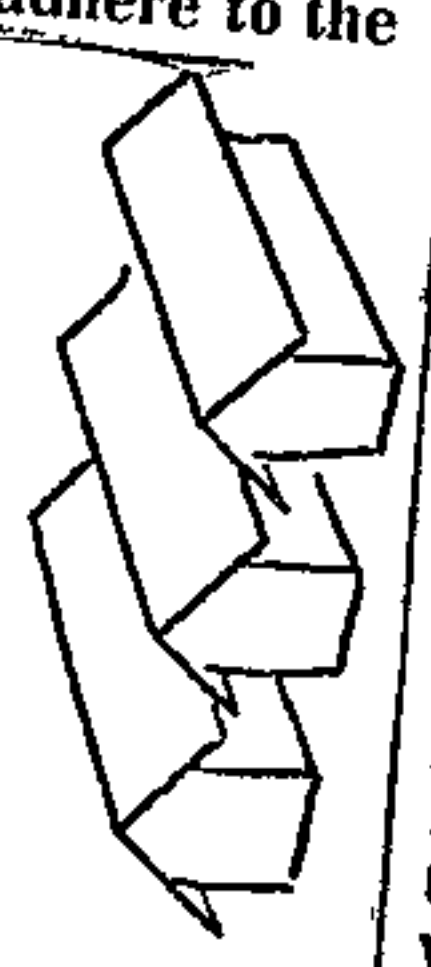
Two-thirds of the population of Rhodesia live in rural areas, and it is there that the bulk of our health problems occur. Yet, nearly all our medical and nursing personnel live and work in the urban areas where hospital facilities are concentrated. No matter how attractive life in the smaller centres can be made, the urban hospitals will continue to swallow up most of our graduates and qualified nursing staff so that the doctor: population ratio in the rural areas will remain up to 1: 100 000. This means that our rural health services must be provided by auxiliary staff supported by their professional colleagues in urban areas.

The health problems in our rural areas are similar to those of other developing countries and the emphasis is on diseases prevalent where living standards are low and there is a lack of adequate water and sanitation. The health problems are grouped together under the following headings for convenience:

1. Nutritional
2. Infectious diseases
3. Parasitic diseases spread by vectors or intermediate hosts
4. Common ailments, injuries and social problems
5. Problems in pregnancy and childbirth
6. Emergencies of all types

We have analysed the health problems and we know what needs to be done to counteract them. Our challenge is to provide a system of comprehensive health care which will reach the people who need it most in ways which yield the greatest benefits, and yet are within the country's financial capabilities. By comprehensive health service we mean a system of health care (and I quote) which must "reach into the communities and homes, and influence patterns of living - the construction of dwellings, the protection of water, the delivery of babies, the feeding of children, the size of families". (Bryant 1971)

For convenience, the description of the system will be divided into the aspects of personal health care costs.  
I. Personal Health Care  
The existing system may be represented as follows:  
AT DISTRICT LEVEL (population up to 100 000)



**Sigma 18 break with the union**

THE 18 members of the Committee of 20 who were refused reinstatement by Sigma Motor Corporation after the strike last month, severed relations with the National Union of Motor Assembly and Rubber Workers yesterday. The 18 told SOWETAN yesterday that the union had failed to adhere to the

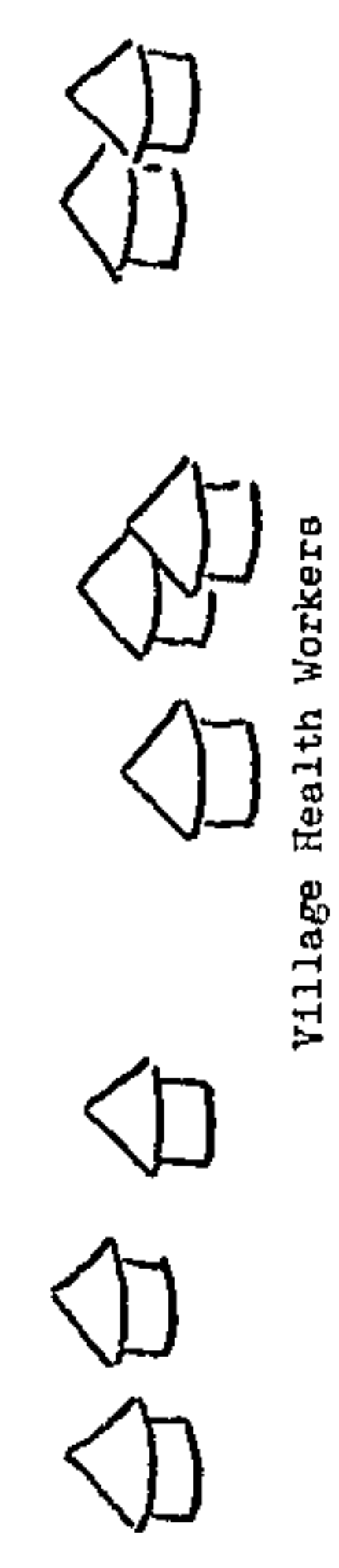
resolutions passed by the workers that they should not enter into any negotiations with management before Sigma reinstates them.

"We regard the continued meetings by the union with Sigma management as an act of betrayal and it casts an element of doubt. We do not want any union representation. We have severed ties with them," they said.

They added that they had not received unemployment benefits from the union since their services were terminated by Sigma. A union official confirmed yesterday that the 18 had notified them that they had cut their relations with them and declined to comment further.  
• Car industry strikes - Page 5

Medical Assistants

AT VILLAGE LEVEL



# Mawu hits out at labour body

Tabel 1

Jaar
1954/55
1959/60
1963/64
1968/69
1972/73

☞ Kleurli  
Bron: Lan

Jaar

*Handwritten notes:*  
 14/01/81  
 21/5/81  
 Sowetan

**THE Metal and Allied Workers' Industrial Councils of "not being workers"**

This was after the National Industrial Council for the Metal Industry failed to resolve a dispute between the Federation of South African Trade Unions (Fosatu)-affiliated Mawu and the Toyota Motor Company over the dismissal of 134 black workers early this year

A Mawu statement to SOWETAN said the secretary of the council said the council could not resolve the matter because it was not satisfied that a dispute existed

The Toyota workers and Mawu referred the dispute to the council on February 6 following the refusal by Toyota management to negotiate or to agree to arbitration of the dispute, the statement went on. The dispute arose when eight black workers were dismissed by Toyota. This was after the workers refused to sign a 'final warning' for missing weekend overtime

This resulted in a work stoppage and the dismissal of 134 black workers. Following written submissions by Mawu and the motor company, the union asked for oral evidence to be heard. On March 30 a

Union (Mawu) this week charged representative of the majority of

**By Z B Molefe**

meeting of the sub-committee of the Transvaal Regional Industrial Council was held and attended by the union and Toyota

Following the hearing the Council applied to the Minister of Manpower Utilisation, Mr Fanie Botha, for an extension of 60 days to allow it to conduct further investigation. "The application was opposed by Mawu and was refused by the Minister. Despite this the Council delayed a further two weeks before reporting," continued the statement

The statement charged "Industrial Council have been able to operate up till now because they have not been representative of the majority of workers. They are still unrepresentative"

Industrial Councils the statement pointed out themselves need radical modification before they can satisfy the majority of workers and workers must also be given the right to representation and negotiation at establishment level by their unions. The Toyota case has demonstrated this beyond doubt"

heids-  
3

Totaal

Taal

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4724

3881

1001

	Blankes		Kleurlinge		Asiate		Bantoes		Totaal
	Getal	%	Getal	%	Getal	%	Getal	%	Getal
1954/55	-	-	-	-	-	-	-	-	-
1959/60	1011	0,5	89028	47,1	6	0,0	99027	52,4	189072
1963/64	-	-	-	-	-	-	-	-	-
1968/69	1285	0,5	123743	49,1	141	0,1	126861	50,3	252030
1972/73	590	0,3	101346	49,7	98	0,0	101921	50,0	203955

Bron: Landbousensus



# Leyland fires 2000 strikers in Cap

By STEVEN FRIEDMAN, Labour Reporter

THE Leyland Motor Company yesterday fired more than 2 000 strikers — its entire workforce at two Cape Town plants — after they ignored a management order to return to work.

Leyland said it would begin recruiting a new workforce immediately, but union sources said this was "totally impossible as there was already a shortage of workers before the strike"

In Port Elizabeth, a strike by Ford and General Motors workers in sympathy with Firestone strikers continued in what is becoming a crucial test for the new brand of "militant" black unionism which has emerged over the past year.

No end of the strike was in sight as employers made it clear they were not prepared to stop using Firestone tyres

The Motor Assembly and Components Workers' Union of South Africa (Macwusa) said the strike would continue until there were no more Firestone tyres in the factories

Firestone's managing director, Mr Peter Morum, told Sapa last night that the company would give top priority to the re-employment of fired strikers

He added, however, that Firestone could not be expected to re-employ all former employees immediately

About 1 500 black workers at Ford and part of General Motors' black workforce, are refusing to handle Firestone products in protest over firings there

The sackings at Leyland came after workers returned to the Blackheath and Elsie's River plants, but refused to work until they were granted a pay increase over the 9c-an-hour scheduled for June

The company said workers "who have shown a willingness to work" would be retained without loss of benefits

Leyland claimed in a statement yesterday that the strike was "illegal" and a result of the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers (NUMARW) refusing to honour the wage agreement it signed with the company in December

It said Leyland would "not yield to industrial action in defiance of this agreement", and claimed that the wages it paid were the highest in the Cape Town area

But NUMARW's branch secretary, Mr Joe Foster, rejected the company's claims

"Management has acted incompetently throughout," he said, and disputed the claim that wages were the highest in the area

He said workers would meet today to discuss further action

At Ford, the Cortina plant stayed closed and most workers remained on strike at the engine plant

A Macwusa spokesman claimed that most of the 200 black workers at the Neave plant had joined the strike, but Ford put the figure at 40

According to Ford, the strike has cost the production of 300 units worth R1 800 000

Macwusa again held worker meetings in Kwazekhele township yesterday, but there were no talks between it and Ford. The company, however, is hoping for more talks later this week

Ford's industrial relations director, Mr Fred Ferreira, said in a statement yesterday that the company would continue to keep communication channels open. But he made it clear the company would not agree to abandon using Firestone tyres

If worker leaders genuinely wanted a resolution of the Firestone dispute, they should realise that this cannot be achieved "within the domain of Ford", he said

He added that Ford had been drawn into a 'domestic dispute' between Firestone and its workers

A Macwusa representative, however, accused Ford of "collaborating with Firestone" and said the strike would continue. "This is a community issue and we have a responsibility to Firestone workers"

Port Elizabeth labour observers see the strike as an attempt by Macwusa to demonstrate its support and to win workers over from the Fosatu-affiliated union which Ford recognises



1 000 stay  
STAR 21/5/81  
away at  
Firestone

PORT ELIZABETH —  
The strike-beset Port Elizabeth motor industry received another shock today with the news that about 1 000 black workers have now gone on strike at Firestone Tyre Company.

The Firestone strike started at 10 pm last night when the bulk of black workers did not turn up at the start of their shift. Workers on today's 6 am shift followed suit.

The managing director of Firestone, Mr Peter Morum, confirmed this morning that the black workers on last night's and this morning's shifts had not turned up for work. He attributed their absence to intimidation.

He said he was informed that black workers trying to board buses to come to work were ordered by others to get off.

"If we employ the 160 we would have to release 160 other workers."

Mr Morum reiterated that the company would give priority to the hiring of workers who walked out in January as vacancies arose.

As groups of workers left the Ford Cortina plant this morning, they jeered and gave black power salutes at white and coloured workers looking at them from inside the premises. Ford workers walked out on Monday in sympathy.

A spokesman for General Motors said the number of workers absent today was just below 200.

# Company faces strike and consumer boycott

STAR  
21/5/81

140A

By Tony Davis  
Labour Reporter

Colgate Palmolive in Boksburg faces a legal strike by its employees next month as well as a consumer boycott after a deadlock in talks this week

Colgate management

met officials of the Chemical Workers Industrial Union on Monday and yesterday at a hearing of a conciliation board to resolve their dispute

The CWIU, which is an affiliate of the Federation of South African Trade Unions, had demanded

that Colgate negotiate wages and working conditions and union recognition talks at the plant level

Colgate, however, had stuck to its position of negotiating only at the Industrial Council level.

As a result of the deadlock the CWIU can hold a strike ballot in 30 days and go on strike if more than half its members support a strike

A consumer boycott of Colgate products also looms for the company. In a recent booklet issued by the union, the company's products are all listed and pictured

Union spokesmen see the Industrial Council system as a new means used by employers to control unions and limit direct negotiations

Ⓢ Page 31: Call to boycott Rowntree products

STAR 21/5/81 (1401) (152) (172)

# Leyland strikers collect pay

CAPE TOWN — Groups of dismissed Leyland workers gathered outside the closed gates of the Blackheath factory this morning, collecting their pay.

Workers said there would be a meeting in Bellville later today to discuss the situation.

About 1900 striking workers at Leyland's Blackheath and Elsie's River plants were dismissed after their refusal to return to work yesterday.

The firm's director of communications and public affairs, Mr A Pitlo, said today that most of the dismissed workers had collected their pay and those who showed a willingness to work would be retained without loss of benefits.

The factories were still at a standstill, but management hoped to have them back in production "as soon as possible".

Leyland South Africa placed advertisements in morning newspapers today

announcing vacancies for assembly workers at both Cape Town plants.

Although a wage agreement had been signed in December the union warned Leyland workers were not completely satisfied with the settlement.

The Leyland spokesman also repeated the company's position that they would not hold negotiations with the union until production was back to normal — Sapa, Labour Reporter.



plant after refusing to handle Firestone tyres

Workers who have boycotted Firestone belong to the Motor and Components Workers Union of SA (Macwusa) which has only recently risen to prominence in the eastern Cape. The union grew out of the Ford dispute at the end of 1979 and has approached Firestone and Ford for recognition. Negotiations are still under way and a spokesman for Firestone says it will recognise the union once it has proved 50% representation.

Government Xim, Macwusa organiser, says the boycott was called in support of some 160 workers who were fired by Firestone after a strike over the pension fund in January. "The union has negotiated with Firestone about the reinstatement of these workers. We have not yet come to any definite decision," he says.

A spokesman for Firestone comments: "The company has pointed out to Macwusa that if it re-employs the 160 workers who effectively dismissed themselves in January, the 160 people who have replaced them will have to be dismissed."

#### Internal affairs

"Wait and see" attitudes have been adopted by Ford and GM while Firestone and Macwusa attempt to resolve the problem. Fred Ferreira, Ford's industrial relations manager, says: "As a company we do not permit other companies to involve themselves in our internal affairs and, likewise, we are not prepared and cannot be expected to interfere in such matters at other companies."

He says the workers who have refused to handle Firestone tyres have been suspended but can come back to work as soon as the matter is settled. GM has taken a similar line: "When the workers are ready to come back, they can come back," says Peter Ray, GM's public relations manager.

Both companies insist that a dispute does not exist between them and their workers. "Our doors are open because there is no dispute between us and our workers," says Ferreira. As the *FM* went to press, the companies reiterated their stand to keep channels of communication open with employee representatives.

At the same time, in the western Cape, the Levland dispute remained unresolved. Workers downed tools a week ago after management turned down worker requests for a wage increase. At the end of last year the company entered into a wage agreement with the National Union of Motor Assembly and Rubber Workers of SA (Numarwosa) in which a R1 30 minimum wage was agreed on with a further 9c increase to take effect in June.

Joe Forster, branch secretary of Numarwosa, says workers agreed to the increases only because the company was at the time in dire financial straits. "Because the company has employed more

than 500 additional workers, those in the plant feel that its financial condition must have improved and that it can therefore afford to pay them more."

He says the union has "bent over backwards" to accommodate the company which, he says, seems to have forgotten "the spirit in which the agreement was signed."

The company did not respond to an *FM* request for comment.

#### LABOUR MATTERS

#### Solidarity strikes

A relatively new phenomenon in SA labour relations has surfaced in the Eastern Province motor industry — sympathy strikes. Ford and General Motors were faced with a boycott of Firestone products in their plants this week. Ford had to close down its Cortina plant, but managed to keep its engine and Neave plants in full production despite similar boycotts. Only 175 of GM's 4 000 black workers left the

1402 152  
139 172

FM 12/5/81



# World unions

CT 22/5/81

# slate Leyland

(152) (192) (140A) (150)

Own Correspondent

LONDON. — The international trade union movement yesterday condemned Leyland South Africa for dismissing workers who had been out on strike.

## Strike in PE plant spreads

CT 22/5/81

(152) (192) (139) (62)

Own Correspondent

**PORT ELIZABETH** — The stalemate between workers and management of the three strike-bound Port Elizabeth manufacturing giants could be solved only if the 160 former Firestone workers were reinstated, the union chief at the centre of the dispute said yesterday.

Mr Dumile Makanda, chairman of the Motor Assemblies and Component Workers' Union of South Africa, yesterday rejected Firestone's offer to employ the workers as the vacancies fell due.

Labour unrest in Port Elizabeth spread yesterday when the majority of black Firestone workers did not report for duty on three shifts.

Firestone management has blamed yesterday's stavaway on alleged intimidation of workers at bus termini in the townships. This has been denied by union officials.

The managing director of Firestone, Mr Peter Morum said about 40 black workers had approached management yesterday to be allowed to go home for fear of reprisals from other workers. Permis-

sion had been granted.

Police yesterday confirmed reports of intimidation of workers in the townships and patrols at bus stops and the affected motor plants were stepped up.

Mr Morum dismissed allegations that job reservation was practised in the appointment of staff to supervisory positions and a claim by Mucwusa that most of the workers who were not re-employed were elderly with long service records.

Referring to the striking Ford and GM workers, Mr Makanda said if management gave its undertaking not to force workers to handle Firestone products, work would resume immediately.

The Ford director of public affairs, Mr Dunbar Bucknall said yesterday that the situation at the company's three plants was unchanged.

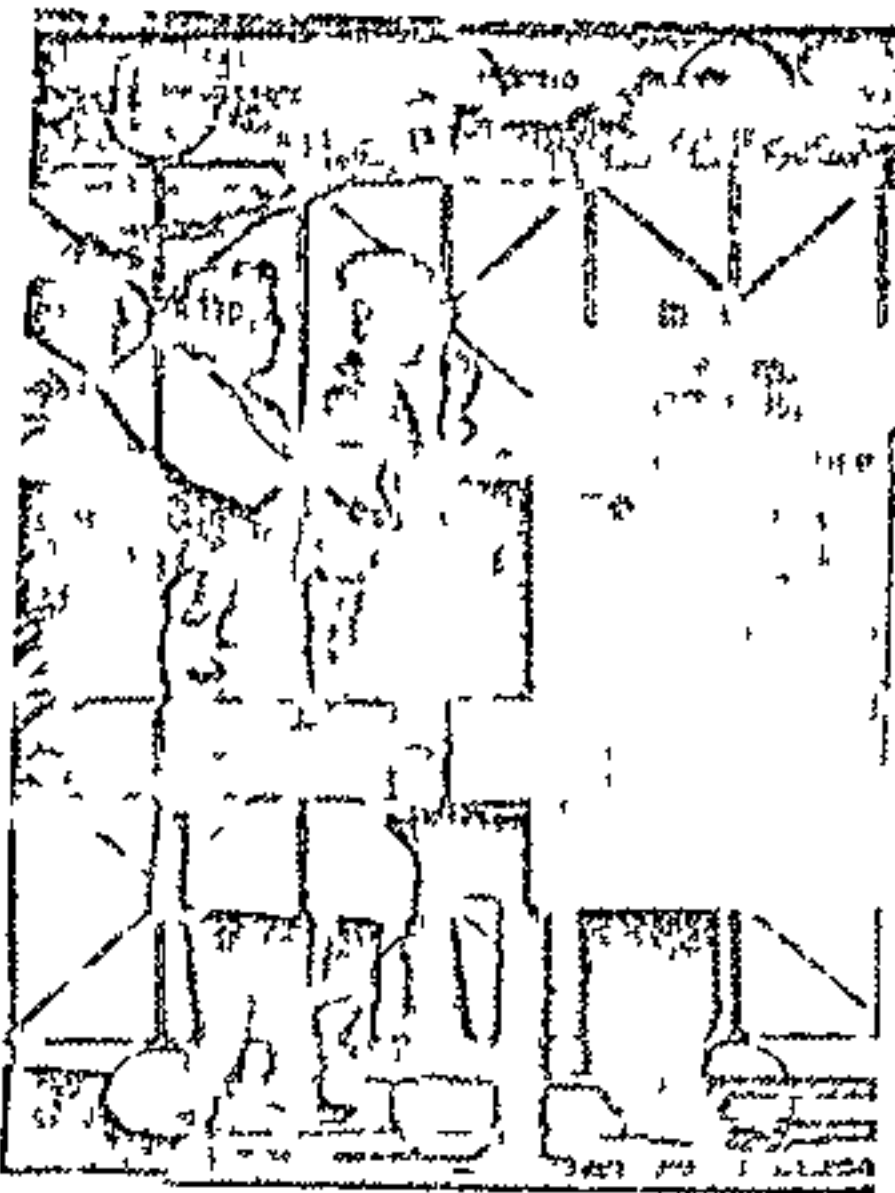
Lost production through the closure of the Cortina plant at Struandale was costing the company R-million a day. By today the 1 500 striking workers would have forfeited R-million in wages.

International representatives of world trade unionists are backing black workers against multi-national firms which they claim, fall lamentably behind the European Economic Community's code of conduct.

The International Confederation of Free Trade Unions (ICFTU) representing 71-million members — said they took current labour disputes in South Africa very seriously.

The ICFTU is sending a cable of 'support and solidarity' to the National Motor Workers' Association in South Africa. They have also cabled the Leyland South Africa management urging them to reinstate the workers and to negotiate with them over their demands.

The ICFTU is the representative body for trade unions throughout the 'free world'.



A pay point set up behind the closed main gate of Leyland's Blackheath plant yesterday. Many of the workers who were sacked on Wednesday returned throughout the day to collect back pay.

— Western Europe Britain and the United States

In current discussions with them over the situation in South Africa were the International Labour Organization (I.L.O.), as well as the International Metal Workers' Federation — the union representing car workers.

They were also in touch with the British Trades Union Congress (TUC) to see what action could be taken to exert pressure on British Leyland over the actions of its South African subsidiary.

International trade unionists are also approaching the TUC to make representations to the British Government, which has a financial stake in British Leyland, and which they say is partly to

blame for the South African company's "poor labour record".

They blame the British Government for being lax in ensuring that the EEC code of conduct governing subsidiaries in South Africa is adhered to.

The secretary of the National Union of Motor Assemblies and Rubber Workers of South Africa (Numarwosa) Mr Joe Foster told the Cape Times yesterday that there was nothing in the Industrial Conciliation Act which covered the situation in which members of the union who had been dismissed from Leyland plants in Blackheath and Ffiesie's River on Wednesday now found themselves.

### Industrial council

There was no industrial council in the Western Cape which catered for the motor assembly industry, he said, and Numarwosa had been left with little alternative but to allow the dispute to develop along unofficial lines.

"We could appeal to the minister for the establishment of a conciliation board but then Leyland could say that the union was no longer representative of the work force because the company had no work force, it had dismissed the work force."

A meeting of workers and union leaders was held in Bellville yesterday and it was unanimously resolved that workers would refuse to seek re-employment with Leyland till a minimum wage increase of 25c an hour to come into effect immediately, had been agreed upon.

The workers also demanded that immediate negotiations be held between management and Numarwosa with the aim of setting a R2 an hour minimum wage to come into effect within the next four months.

### Meeting

Speakers at the meeting, which was attended by about 800 of the approximately 1 900 workers sacked on Wednesday after beginning a strike for better wages on Thursday last week emphasized the importance of the workers sticking together in their resolve not to return to work at Leyland till their demands had been met.

Leyland's director of communications and public affairs, Mr A E Pitlo, said yesterday more than 500 people, including workers who had been sacked on Wednesday, had been recruited and production had recommenced at most of the affected plants.



The results of the actions of people like these, that is in undermining the economic self-sufficiency and political power of black groups and ensuring their incorporation in the new white dominated society should not be confused with their liberal protestations.

People on "good terms" with Africans were often called in to facilitate the signing of concessions which were generally of a pretty brutal nature. Chiefs like Mzilikazi who had seen what white presence meant further south and so were anxious to avoid all contact with whites were won over by missionaries. In the case of the Ndebele, it was the original missionary's son, John Moffat, who was largely responsible for persuading Mzilikazi's son Lobengula to sign the Rudd Concessions whereby Rhodes' British South Africa Company gained control over Ndebeleland.

More recently different government development schemes have been the cause of much suffering. For example, the rehabilitation scheme was forced on various areas when they first began to implement it. (Now it is only implemented on request). There was a violent reaction against it in many places, the most famous being Pondoland and Witzieshoek (in Basotho Qwa Qwa). On four different occasions old women said to me that malnutrition and the incidences of "swollen children" had only become common since the "Trust". Various people said that since they were only given ten pounds<sup>45</sup> to move their houses, they had to sell their oxen to be able to re-establish themselves in the new villages, and so have nothing to plough with.

#### 9.2.2. Exploitation by local people.

In just about all the "community projects" I had experience of, the mass of people were very sceptical about whom the project would actually benefit. They often gave as a reason

for non-participation that such things benefit a small clique only. This is apparently a general phenomenon.

"Once a confidential relationship with the union had been established, they revealed their strategy for the sanitation project would not benefit them but rather serve the local large landowner,..."

People obviously have good reason for such a reaction. Umhlambo, where a clinic project is underway, many people would not get involved because they were told that a school was being built there. They were asked to come and help. Only when they were asked to come and help. Only when they were asked to come and help. Only when they were asked to come and help.

roof height 3.3 m.

# Leyland strikers decide to stay out

**STRIKING Leyland workers who were dismissed on Wednesday**

day decided at a spirited meeting in Bellville South yesterday that they would stay on strike until their demands were met.

A resolution was passed at the meeting of more than 1 000 workers demanding a minimum wage increase of 25c an hour to match rising living costs.

The workers demanded that management immediately hold talks with their union — the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa — with the aim of setting a R2.00 an hour minimum wage to come into effect within the next four months.

They demanded no intimidation of workers as a result of the strike.

The resolution said a proper dispute still existed, whether Leyland admitted it or not.

It said the workers' labour contributed to the profits of Leyland and workers were entitled to a wage which ensured a decent living standard.

The resolution said Leyland had taken a hostile attitude by refusing to negotiate reasonable with the union, as well as through the presence of police.

In dismissing about 2 000 workers at its Blackheath and Elsie's River plants, Leyland management issued them with notices saying they could apply for re-employment from yesterday.

Workers collecting their pay at the factory gates early this morning said some strikers had gone back to work.

However, the secretary of the Western Cape branch of Numarwosa, Mr Joe Foster, said very few workers had returned.

Workers at this morning's meeting were urged not to collect all their pay or to sign any forms issued by management.

Mr Foster dismissed as "nonsense" claims by Leyland's management that the union did not have the support of the workers.

— Sapa

People concerned with various projects involving a new way of life and re-organisation of the productive forces, have often stressed that a psychological and emotional commitment is a necessary ingredient for the success of the project. 50



# Cape car plant strikes roll on

STAR  
22/5/81  
140A  
140B  
140C

By Tony Davis  
Labour Reporter

Both major motor industry strikes — at Ford in Port Elizabeth and Leyland near Cape Town — are deadlocked

About 1500 Ford employees have been suspended from work after their refusal to handle Firestone tyres in support of workers at the tyre plant in Port Elizabeth

Ford management met officials of the Motor Assembly and Component Workers Union (Macwusa) and warned them against engaging in a secondary strike at the plant and that suspensions would not be lifted until the workers returned and handled suppliers' products

Ford has closed down the Cortina plant, although production continues at the Neave and

engine plants which have also been affected by the dispute

At the nearby Firestone plant, the managing director, Mr Peter Morum, said there was still a partial stayaway from work which he attributed to worker intimidation

Macwusa held talks today to decide on a new course of action

## STRESSED

At the two Leyland plants at Elsies River and Blackheath, the company continued to take on a new work force today after Wednesday's dismissal of about 1900 employees

Leyland management has stressed that it will not negotiate with the National Union of Motor Assembly Workers (Numarw) until production has returned to normal

And in Britain, pressure is being brought to bear on Leyland by the trade union movement which

has voiced its support for Numarw

The strikers have demanded wage increases despite an agreement signed last December

Under the agreement workers were to receive nine cents an hour increase. They are now demanding 25c increase

Numarw has repeated demands made last month during the Sigma motor strike in Mamelodi for a R2 an-hour "living wage"

Numarw's Cape Town secretary, Mr Joe Foster, has accused Leyland of being insensitive to worker demands

In both strike situations, unions are calling for reinstatement of employees without any penalisation

Although both involve the motor industry, the Port Elizabeth dispute centres on the issue of "solidarity" with other strikers while the Cape Town area strikes involve wage demands

KPM 22/5/8  
Fosatu

calls for  
Colgate  
boycott

By RIAAN DE VILLIERS  
Labour Correspondent

THE Federation of South African Trade Unions (Fosatu) yesterday called for a country-wide boycott of products of the multi-national Colgate-Palmolive company.

The call has gone out in support of a Fosatu affiliate, the Chemical Workers' Industrial Union, which is on the brink of a legal strike at the firm's Boksburg plant in a bid to gain full recognition by the company.

In a statement issued yesterday, Fosatu said the firm's refusal to grant the union full negotiating rights at plant level was a flagrant example of a foreign-owned company taking advantage of the labour situation in SA.

It said it was clear that Colgate had made no genuine attempt to meet the aspirations of the majority of its black workers and added:

"Accordingly Fosatu calls on all unions and the community as a whole to boycott Colgate products."

Earlier this week, official conciliation board hearings aimed at settling the dispute at Colgate, ended in deadlock and opened the way to a strike ballot by the union.

If workers do eventually go on strike, it will be the first legal strike by a black union since the introduction of the Government's new labour dispensation and only the second by black workers in SA's labour history.

The union declared a formal dispute with the firm earlier this year in a bid to gain full recognition, including the right to bargain at plant level on wages and working conditions.

The company has been willing to recognise the union but will only negotiate on wages and working conditions at industrial council level.

A booklet, setting out the union's account of the dispute and listing all Colgate products, was being distributed to foreign and local labour bodies and other organisations likely to support the boycott.

A union spokesman said yesterday all Fosatu affiliates had agreed to support the boycott and that the union was going ahead with its preparations for a formal strike ballot.

The proposed Colgate boycott is the latest of a growing number of consumer boycotts called by unions in recent years. The SA Allied Workers' Union is also attempting to step up its boycott of Wilso, Rowntree products.

RDM 22/5/81

(140A)

# Leyland criticised for firing workers

London Bureau

LONDON — The international trade union movement yesterday condemned Leyland South Africa for dismissing its workers who refused to work

In fact, international representatives of world trade unions are solidly behind the black workers and against the multi-national firm which, they claim, falls lamentably behind the European community's code of conduct

The International Confederation of Free Trade Unions (ICFTU) — representing 71-million members — said they took labour disputes in South Africa very seriously

The ICFTU is sending a cable of "support and solidarity" to the National Motor Workers' Association in South

Africa. They have also cabled the Leyland South Africa management urging them to re-instate the workers

The ICFTU is the representative body for trade unions throughout Western Europe, Britain and the United States

A spokesman for the ICFTU said that a co-ordinated approach was being taken to labour disputes in South Africa

In discussions with them over the situation in South Africa were the International Labour Organisation (ILO), and the International Metal Workers Federation — the union representing car workers

They were also in contact with the British Trades Union Congress (TUC) to see what action could be taken to exert pressure on British Leyland

over the actions of its subsidiary

Mr Andrew Kailembo, head of the African section of the ICFTU, said the international trade union movements wanted to see the workers from Leyland South Africa re-instated

Informed sources said Leyland was one of the chief targets to be raised early next week at the United Nations' conference on sanctions in Paris

This comes at a time when the parent company in Britain is relying heavily on its South African subsidiary, which is a profit-making section of the motor corporation

International trade unionists are also approaching the TUC to make representations to the British government which has a

financial stake in British Leyland, and which they say is partly to blame for the South African company's "poor labour record"

They blame the British Government for being lax in ensuring that the EEC code of conduct governing subsidiaries in South Africa is adhered to

They also point to the reluctance by the government to name those companies which paid low wages to black workers

The international trade union movement also rejected the allegation that the workers have been incited by "subversive" organisations

They claim that it is predictable that the South African Government should blame agitators for what is a genuine workers dispute



For publications obtainable from the Centre for Intergroup Studies, c/o University of Cape Town, Rondebosch, Republic of South Africa 7700

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# Leyland pleads to senior staff as 1 491 hired

By STEVEN FRIEDMAN  
Labour Reporter

THE Leyland motor company, which fired 2 000 strikers last week, says it has employed or re-employed 1 491 workers and has resumed production.

But a Leyland statement also appears to appeal to senior workers to return to work by next Tuesday and says at least 40% of those employed are new workers.

This appears to indicate the company is concerned that most senior workers who went on strike have not returned to work.

Meanwhile in Port Elizabeth talks between Firestone and the Motor Assembly and Components Workers' Union of SA (Macwusa) ended in deadlock on Monday — and there is no end in sight to the strike by

about 3 000 workers at Firestone, Ford and General Motors.

Despite the failure of Monday's meeting, both sides stressed yesterday that the "door is still open".

A settlement at Firestone is believed to be the key to ending the strikes at Ford and GM as well.

The situation at all three companies remained unchanged yesterday, and Macwusa's organising secretary Mr Government Zini said talks were continuing with a fourth company, Armstrong Hdraulics, where 40 Macwusa members were dismissed after a strike.

Mr Zini also confirmed Macwusa is likely to expand its power base to the Pretoria area where Sigma workers fired after the recent strike at

the company are planning a Macwusa branch.

He said the union would continue talking to Firestone but added "Their offers to re-employ people remain vague. They also say they will not re-employ all those who were dismissed. Not only 100 workers but their families as well are at stake and the workers are determined to continue."

Firestone's managing director Mr Peter Morara said "Negotiations have not been hiked off and we will continue to seek a solution. We are experiencing the difficulties associated with the growth of a new union movement and there is learning to be done on both sides."

Leyland said yesterday that the company had built 250 vehicles since the strike and that it was "confident" full production would be restored at both its Port Elizabeth and Pines River plants by early next month.

The National Union of Motor Assembly and Rubber Workers has said strikers are determined not to reapply for jobs and believes Leyland will not be able to replace skilled workers fired during the strike.

### OCCASIONAL PAPERS

No. 1 Afrikaner Nationalism by Professor J Degenaar (R1,00 post free)

2 District Six: A Factual Report. Available in English and Afrikaans (gratis)

A REVIEW OF THE FIRST TEN YEARS of the Centre for Intergroup Studies (gratis)

'n OORSIG VAN DIE EERSTE TIEN JAAR van die Sentrum vir Intergroepstudies (gratis)

THIRTEENTH ANNUAL REPORT 1980 (gratis)

REPRINTS/HERDRUKKE (gratis)

No. 14 Brand, Politics and African Trade Unionism in Rhodesia since Federation.

17 Groenewald, Sosiale Afstand by Afrikaans-sprekendes: Verdere Toeliggings met 'n Steekproef van Studente.

18 Van der Horst, Women as an Economic Force in Southern Africa.

PLEASE CIRCLE ITEMS REQUIRED

PLEASE CIRCLE ITEMS REQUIRED

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LT 23/5/81

# Top UK unions back strikers

From MARGARET SMITH  
LONDON — International trade union support is growing for the black workers of Leyland South Africa and Firestone who have been fired from their jobs

A message of solidarity has been sent to workers of both companies by the International Confederation of Free Trade Unions (ICFTU), based in Brussels. The ICFTU has also cabled the management of the parent body, British Leyland.

The international trade union body — which represents 71-million members — stated that it was firmly behind the workers, as was the International Labour Organization (ILO) and the British Trades Unions Congress (TUC).

Trade unionists of British Leyland have also taken up the cudgels "on behalf of our colleagues in South Africa."

In its cables to managements here and in South Africa the ICFTU urged Leyland to negotiate with their workers and to reinstate those who had been dismissed. They stressed that they saw the workers' demands as "a clear-cut trade union issue."

## Telegram

Yesterday workers at British Leyland plants, who are members of the Transport and General Workers' Union, also sent a telegram of support to their fellow workers in South Africa.

They have also written to Leyland's chairman, South African-born Sir Michael Edwardes, demanding that he intervene.

A trade union spokesman for the British Leyland workers explained: "We have asked Sir Michael to intervene as a matter of urgency so that meaningful negotiations can take place. We are concerned that suspensions and sackings have taken place arising from what we would consider are justifiable wage claims."

"We believe that the British name for justice as portrayed by the motor car manufacturers will have a reaction on South Africa."

He added that a situation where large numbers of workers were dismissed following a pay claim could not happen in Britain.

In a radio interview yesterday the British union's spokesman was asked if the unions in South Africa were so weak that they could not fight this kind of situation without support from unions internationally.

The spokesman replied that it was only in the last few years that black workers had been organized and this had led to the present conflict taking place.

"They have been repressed in wages and conditions over the years. Now, having got themselves organized, they are reacting quite strongly to the managements."

The spokesman added that although the workers in South Africa were receiving less pay than their British counterparts, Leyland's cars were selling in South Africa for roughly the same prices.

"We expect that British Leyland management may say to us that this is a question for the South African management. But on the other hand the company will be somewhat embarrassed by the conditions and the wages that are being paid in South Africa," he said.

● Meanwhile most of the 1,900 workers dismissed from the Leyland plants in Blackheath and Elsie's River on Wednesday were still adamant that they would not seek re-employment with the company till their demands for better pay had been met.

This was said by a spokesman for the National Union of Motor Assembly and Rubber Workers of South Africa after a workers' meeting in Beilville South yesterday.



E. Post 23/5/81

1404

# New Union tests its strength in strike

WHEN Ford came up with the slogan "There's a Ford in your Future" years ago it might well have been talking about labour relations. For Ford has a habit of being the first to experience new labour trends

**For the workers, the Port Elizabeth motor strike is intended to demonstrate solidarity. But the employers believe they cannot accede to demands which involve other companies. BILL GARDINER reports on the crucial test of attitudes.**

Less than two years ago workers at Ford's Cortina plant in Port Elizabeth walked out in protest at the dismissal of a prominent community leader, Mr Thozamile Botha at that time president of the growing Port Elizabeth Black Civic Organisation (Pebeo)

They walked out not for higher wages, or better conditions, but primarily because an influential community leader had been asked to choose between his involvement in community politics and his job

This week the Ford Cortina plant workers walked out yet again. Not for higher wages or better conditions, but as a show of solidarity with Firestone workers who lost their jobs during a strike over proposed pension legislation earlier this year

Ford workers have refused to handle Firestone tyres, and are demanding that Ford cut its orders for Firestone tyres until the 160 former Firestone workers are rehired

The Cortina plant has since come to a standstill, with lost production estimated at R2,5 million to date. And the solidarity strike has spread to Ford's engine and truck assembly plants, General Motors and Firestone itself, involving some 3 000 workers

But in the two years between the Ford strikes, there has been a fundamental realignment in union membership at Ford which has set a trend in Port Elizabeth Splits between two rival unions at Ford have reflected growing militancy on the part of Ford workers and their support for a long-held management prerogatives

Cortina plant workers have rejected the company-recognised National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa), an affiliate of the Federation of SA Trade Unions. For many years this union, like other Fosatu unions, was regarded as dangerously radical by employers and some still see it in that light

But for Ford's growing number of young and politicised workers — among them students of 1976 — the Fosatu union was seen as "pro-management" because of its handling of the strike in 1979. They wanted a union that would concern itself not only with domestic labour issues but with the concerns of workers after they left the assembly line. So workers formed their own Ford Workers' Com-

mittee and affiliated to Pebeo

After an abortive bid to take over the local Numarwosa branch committee, the Cortina plant workers decided to launch their own union — the Motor Assembly and Motor Workers Union of South Africa (Macwusa)

At its inaugural congress this year, thousands of township residents packed the Century Hall in New Brighton — venue for numerous mass Pebeo rallies in the past — to hear speaker after speaker stress that unity was crucial for workers to "claim their place in the South African economy"

One speaker told the meeting that by their very nature trade unions had to "talk politics in the South African situation". The union adopted the motto "an injury to one is an injury to all"

So when the boycott of Firestone tyres began at Ford this week, the scene was set for deadlock between employer and employee. What workers saw as "solidarity strike" was viewed by Ford as interference in the domestic affairs of a supplier

Ford's Industrial Relations director, Mr Fred Ferreira, has said the company regards any labour dispute between a supplier and its workers as a

domestic matter. "We do not permit other companies to involve themselves in our internal affairs and therefore we are not prepared to, and cannot be expected to, interfere in other companies," he said

Ford obtains parts and products from more than 300 suppliers, and clearly management fears it would be setting a dangerous precedent if it gave in to Macwusa's demands and stopped buying Firestone tyres

Three months ago the Fosatu motor union, Numarwosa, used the same tactic when members at Ford's truck plant refused to handle parts from Hella Automotive Lighting because the firm was refusing to recognise the union. But the move was short-lived and did not have the same massive support as the Macwusa action

Ford has since indicated that production will be "reactivated" next month, but would not say whether that pointed to the possibility of a new work force

Striking Ford, Firestone and General Motors workers, and even the catering staff at the Cortina plant, will not budge from their stand that Firestone must rehire its former employees

Ford and GM have been equally adamant that they will not stop buying Firestone tyres and will not be drawn into a domestic dispute

According to the Macwusa chairman, Mr Dumile Makhanda, the dispute is not a

"domestic issue" but a 'community issue' and the union has a responsibility to Firestone workers

Meanwhile, Firestone's managing director Mr Peter Morum has repeated an offer to take back the former Firestone workers as vacancies arise. But to take the 160 workers back immediately would mean dismissing an equivalent number of workers

hired in their place. Macwusa argue that if GM could reorganise production this week to maintain output without 200 striking workers, then Firestone could reorganise production to include another 160 workers

With no end in sight to the deadlock reached this week, the strike has become a crucial test for both management and worker

representatives. Labour observers see the strike as an attempt by Macwusa to demonstrate its support and to win workers over from the Fosatu affiliated union. As such it is a key test of their strength and support. And for Ford and GM it has become a new test for their sophisticated industrial relations system built up with such care through the years



# Workers defy suspension



C. Herald 23/5/81 (152) (192) (140A) (61)

## 'Nine cents not enough' — strikers

THE 2 000 workers on strike at Leyland's Blackheath factory and 400 at the Elsie River factory clocked in as usual on Monday morning in spite of being suspended until Wednesday

The workers went on strike on Thursday and Friday to demand more pay

Hundreds of workers at Blackheath were milling around in the factory grounds on Monday while the workers at the Elsie River factory sat inside the building

While a group of Press

### Food winners

THE winners of the Cape Herald/Harveld Food Contest are Mrs I Mehl of Silvertown, who receives six months' supply of Harveld products and Miss J Whitaker of Wynberg, who receives three months' supply of Harveld products

The winners will shortly be receiving their prizes

photographers, including a crew from UPI television stood outside the factory gates, the workers shouted 'More money, more money.'

The workers belong to the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa), a non-racial registered union affiliated to the Federation of South African Trade Unions (Fosatu)

Minimum wages range from R1,30 to R2,57 an hour There is supposed to be a general increase of nine cents an hour in terms of an agreement signed last year.

The workers feel this is not enough

'Nine cents can't even buy a loaf of bread,' one worker said

'The bosses eat the profits, they use our sweat and muscle We will show them that we have muscle We will carry on striking until they give in,' another worker said

Workers said they would only return to work

on Wednesday if their demands were met by management

'The duration of the strike will depend on how stubborn management is. We can eat mealie meal,' a worker said

Mr A E Pitlo, the public relations officer, refused to confirm or deny that management met with the union on Monday.

● STRIKING workers at Leyland's Blackheath factory mill around in the factory grounds. They have been on strike since last Thursday for more pay, and say they will return to work only when their demands have been met.

### Missing

BRIAN DAVIDS, 22, of 84 Colleen Court has been missing from home since May 8. Anyone with information can contact Mrs K Dora at 638-4463

## Middleton may o

SOCCER BOSS Norman Middleton — who was forced to leave the Labour Party to keep the South African Soccer Federation together — has reaffirmed his decision to consider quitting soccer's hot seat too if that will help matters

It was reported in Durban last week that Mr Middleton, the Federation president, was thinking of giving up his position as president because it seemed he was the stumbling block to the soccer body's reinstatement with the South African Council on Sport (Sacos).

He has already resigned from the Labour Party, as demanded by his own

Federation unit participation in committees and

Now he is the Federation sources report

are urging him to resignation from his leadership discussed at the Monday

It has been leadership is resigning.

DURBAN. — A blacklist of politicians and entertainers taking part in the Republic Festival is to be sent to the United Nations and the Government of India — while many pupils in Durban are boy-

# 'Festival blacklist'

It will ask the United Nations to ban those listed

African Indian Council, the local affairs and man-

The publication of a sports blacklist by the

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# Deadlock, but both doors are 'open

By RIAAN DE VILLIERS  
Labour Correspondent

THE Colgate-Palmolive company said yesterday it was prepared to continue negotiations to avoid strike action by members of the Chemical Workers' Industrial Union at its Boksburg plant

However its statement gave no indication that the firm would concede to the union's demands for full recognition at plant level

The statement followed the formal deadlock reached at conciliation board meetings on the recognition dispute earlier this week — which opens the door to a legal strike by union members

If the strike goes through, it will be the first legal strike by a black union in the country's labour history

The firm also faces a boycott of its products called by the Federation of South African Trade Unions (Fosatu), to which the union is affiliated

In its first public comment after the conciliation board meetings, the firm expressed regrets that the union had called off the negotiations

The union is demanding the right to negotiate wages and working conditions at plant level, while the firm is only prepared to negotiate on wages at industrial council level

It said wage negotiations at industry level were the only fair method of ensuring that the company was not placed at a "severe disadvantage" relative to its competitors, which might happen at plant level negotiations

It said the company's wage levels were the highest in the industry, at a minimum of R401 a month for the lowest grade shift workers and over R700 a month for grade 1 plant operators, including year-end bonuses

The company was prepared to make major concessions, while the union was not prepared to make any, it said

It added it was prepared to "keep the door open" on any suggestions to resolve the dispute

A union spokesman said last night that the union's doors remained open as well

"But the company's offer means nothing if it is still not prepared to meet our demand"



# Thousands of RDM 23/5/81 motor men 1404 still on strike

By RIAAN DE VILLIERS  
Labour Correspondent

THOUSANDS of black motor industry workers stayed out on strike in Port Elizabeth yesterday despite renewed talks between trade union leaders and the Firestone Tyre Company focal point of the dispute.

Meanwhile Leyland continued to recruit new workers at its two plants near Cape Town after firing 1 000 strikers earlier this week.

Yesterday's talks in Port Elizabeth came after some Firestone workers joined about 1 800 workers who went on strike at General Motors and Ford earlier this week.

The Ford and GM strikes started when workers refused to handle Firestone tyres in protest at Firestone's dismissal of 160 strikers earlier this year. The strike spread to Firestone on Thursday.

Up to now, no other firms have been affected — but sources in the industry yesterday expressed fears that the unrest may spread further next week.

Mr Peter Morum, Firestone's managing director confirmed that a meeting had taken place with representatives of the Motor Assembly and Component Workers Union whose members are involved in the strike action and said another meeting would be held early next week.

However, he was cautious about the outcome of the talks which he described as "exploratory".

"At this stage it's impossi-

ble to say whether a settlement will be reached. But at least we're talking," he said.

Mr Morum said the union was still demanding mass reinstatement of the 160 workers who were not re-employed after the January strike — which he said was economically impossible.

Workers on strike at Firestone were "considerably less" than 1 000, as claimed previously, but he would not give an exact figure.

He repeated claims that workers were being victimised. The firm was allowing time for a "cooling off period" and was not yet thinking of firing strikers again.

Commenting on the position of the 160 workers, he said the firm's policy was to give them priority as normal vacancies occurred.

Some workers had in fact refused re-employment as the union demanded mass reinstatement, he said.

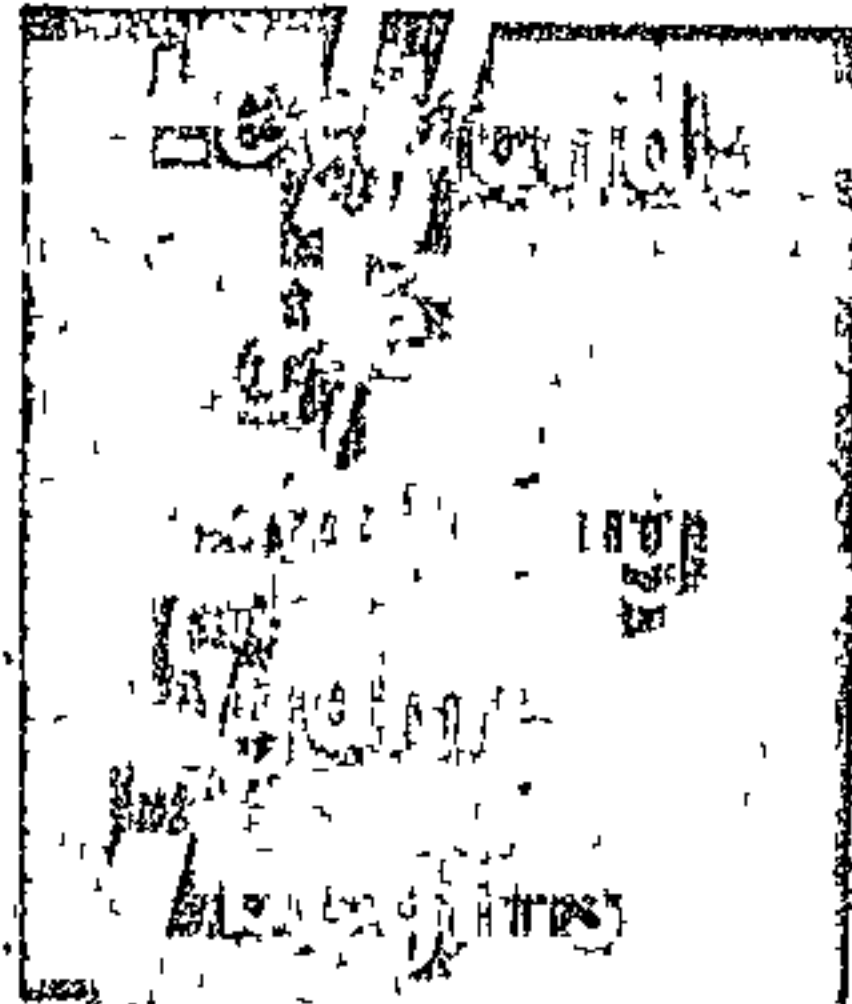
The position remained unchanged at Ford and General Motors yesterday. A GM spokesman said there had been talks between the firm and Macwusa, but added "There is no real dispute between us".

A Ford spokesman said the firm was "receptive" to further talks with the union.

Macwusa spokesmen could not be reached for comment.

Meanwhile Sapa reports that Leyland workers were due to meet in Bellville South again yesterday but at the time of going to Press, no details were available.





### DAVID BLEAZARD

The waiting game has begun on the Leyland labour dispute. Management and the striking workers are digging in and watching for the other side to weaken.

Management told the 2 000 strikers at its Blackheath and Elsie's River plants this week they had dismissed themselves, paid most of them the money owing to them, and promptly tried to re-employ the workers.

Some men went back, but the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa) insists the vast majority is

At two meetings on Thursday and Friday, the workers committed themselves to continuing the strike until their demands are met.

They launched a publicity campaign to discourage other workers from taking the assembly-line jobs Leyland had advertised.

For the first time, the strikers formulated specific demands: An immediate increase of 25 cents an hour and the opening of negotiations with a view to setting a minimum wage of R2 an hour.

At present, minimum wages vary from R1,30 an hour to R2,57 an hour, depending on the employee's grade.

Workers say some people who have been with the firm 20 years or more are paid as little as R1,35 an hour.

An increase of nine cents an hour across the board is due in July, according to an agreement between Leyland and the union, signed last December.

Union representatives warned management early this month that workers saw this as too little, too late. After considering the matter for a week, management decided it would stick to the agreement.

### Standstill

The next day Thursday, May 14, workers in the engine plant at Blackheath downed tools. By mid-afternoon the whole factory was at a standstill and Elsie's River plant soon followed.

On May 15, management suspended the workers for three days and told them to return to work on Wednesday, May 20. Workers ignored this, turned up at the factories but did not work.

On Wednesday afternoon, termination-of-service notices were issued and the worker's tenure of the factory premises ended. However, they were not given their unemployment insurance fund cards.

Leyland management has claimed the union is unable to represent its members effectively and should have honoured the agreement it signed last year.

But the workers are the union. counters Mr Joe Foster secretary of the Western Cape branch of Numarwosa, and newly-appointed acting general secretary of the Federation of South African Trade Unions (Fosatu).

# No let-up in Cape motor strikes

STARS  
25/5/81

At the Sigma plant near Mamelodi, the scene of a major strike last month, management continues negotiations with Numarw representatives

## Labour Reporter

The two week-old strikes at Ford in Port Elizabeth and Leyland near Cape Town today showed no signs of letting up as unions adopted non-negotiable stands

At Leyland, where management has started to take on a new work force at the Blackheath and Elsie's River plants, strikers are sticking to their demand of a R2 an hour wage

The National Union of Motor Assembly and Rubber Workers (Numarw) which represents the strikers, has organised regional meetings in the Cape Peninsula this week and plans a mass meeting on Friday

Numarw's secretary, Mr Joe Foster said today former Leyland workers would hold to new demands

It was unlikely Leyland would find enough suitable employees for the two plants

Last Friday Leyland had taken on about 500 workers out of the full work force of about 1 900

Leyland has said it will not negotiate with Numarw until production has returned to normal

At Ford in Port Elizabeth about 1 500 workers were still under suspension after their refusal to handle Firestone tyres

## TYRES

The Cortina plant is closed but production is continuing at the engine and Neave plants only partially affected by the strike

Motor Assembly and Component Workers' Union chairman Mr Dumile Makanda has said the strikers will return to work provided they do not have to handle Firestone tyres

Firestone's managing director, Mr Peter Morum, said today there was still a partial stayaway from the plant and that management would be meeting with Macwusa to discuss the dispute

Ford's industrial relations officer, Mr Fred Ferreira, told The Star the company was maintaining its position that workers would stay under suspension until they returned to work and handled all suppliers' products

# Motor firm strikes continue

Argus 25/5/81  
140A 189 69  
180 64

Labour Reporter

THE Leyland strike continued today after last week's decision by workers to hold out until their demands were met.

A spokesman for the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa) said today that no discussions were scheduled between management and the union.

Strikers at the Blackheath and Elsie's River plants of Leyland began on May 14 over dissatisfaction with wages and a nine cents an hour increase due in July.

## MINIMUM WAGE

Last week, workers demanded a minimum wage increase of 25c an hour and negotiations aimed at setting a minimum wage of R2 an hour. The minimum at present is R1,30 an hour.

There were about 100 new work-seekers at the gates of the Blackheath factory today, most of them women.

The Argus Port Elizabeth Bureau reports that

the strike of 3 000 workers there entered a crucial stage with a meeting between Firestone management and leaders of the Motor Assembly and Component Workers' Union (Macwusa) scheduled for today.

The workers — at Ford and General Motors plants — downed tools last week in sympathy with 160 Firestone workers who were not re-hired after a walk-out earlier this year over a pension dispute.

However, there is 'precious little' chance of a settlement being reached, the managing director of Firestone, Mr Peter Morum, said in an interview.

He said Macwusa leaders 'would not budge a fraction'.

'They wanted all 160 former Firestone workers re-hired, including the "drunks and chronic absentees", he said.

He described as 'rubbish' union allegations that the company had left out many of the 160 former workers because they were elderly or sickly.



1404

# Unions are the real challenge

LONDON — Black unions present the South African Government with its most serious challenge, says an article in a major survey on South Africa published by the London Financial Times yesterday.

The black unions constitute a threat both to the working of apartheid and the power of the predominantly white business community. While the union leaders insist that they are trying their best to avoid involvement in political activities, they have to concede that "the whole context in which we live in South Africa is interwoven with politics", illustrating the degree to which political issues intrude and create the tensions within the country's labour force, which revamped industrial legislation cannot contain.

The article states that the growth of the black union movement highlights the ultimate incompatibility of conceding bargaining rights — albeit painstakingly slowly — while providing no comparable shift in the system of exclusive white political power.

Other aspects of the South African way of life discussed in the comprehensive, 14-page survey include:

- The economy and South Africa's inflation problems,
  - The homelands policy — and the fact that the government is today rethinking Dr Verwoerd's grand design, mainly because the economic pillar of the separate development policy is tottering,
  - South Africa's increasing state of military preparedness. The article states that the armaments industry provides lucrative business throughout the engineering industry, with 600 companies involved in addition to Armscor's own 14 factories in which about 3 000 are employed.
- The article adds that the national defence budget has virtually quadrupled in the last decade, now standing at almost R2 000-million, with another estimated R1 000-million hidden in the budget estimates of other government departments.

- The boom in imports,
- The efforts of the anti-apartheid campaigns,
- Coal output, which is expected to double in 10 years,
- The Sasol projects, and the fact that in South Africa anything to do with oil is shrouded in secrecy,
- Gold — the economy's vital asset is "good for many years". The article points out that every 10 dollars shift in the price of an ounce of gold alters South Africa's gold revenue by just under R200-million.

On Krugerrands, the article says that more than 30 million coins have been sold by Inter-gold, accounting for up to 27 percent of South Africa's output in recent years.

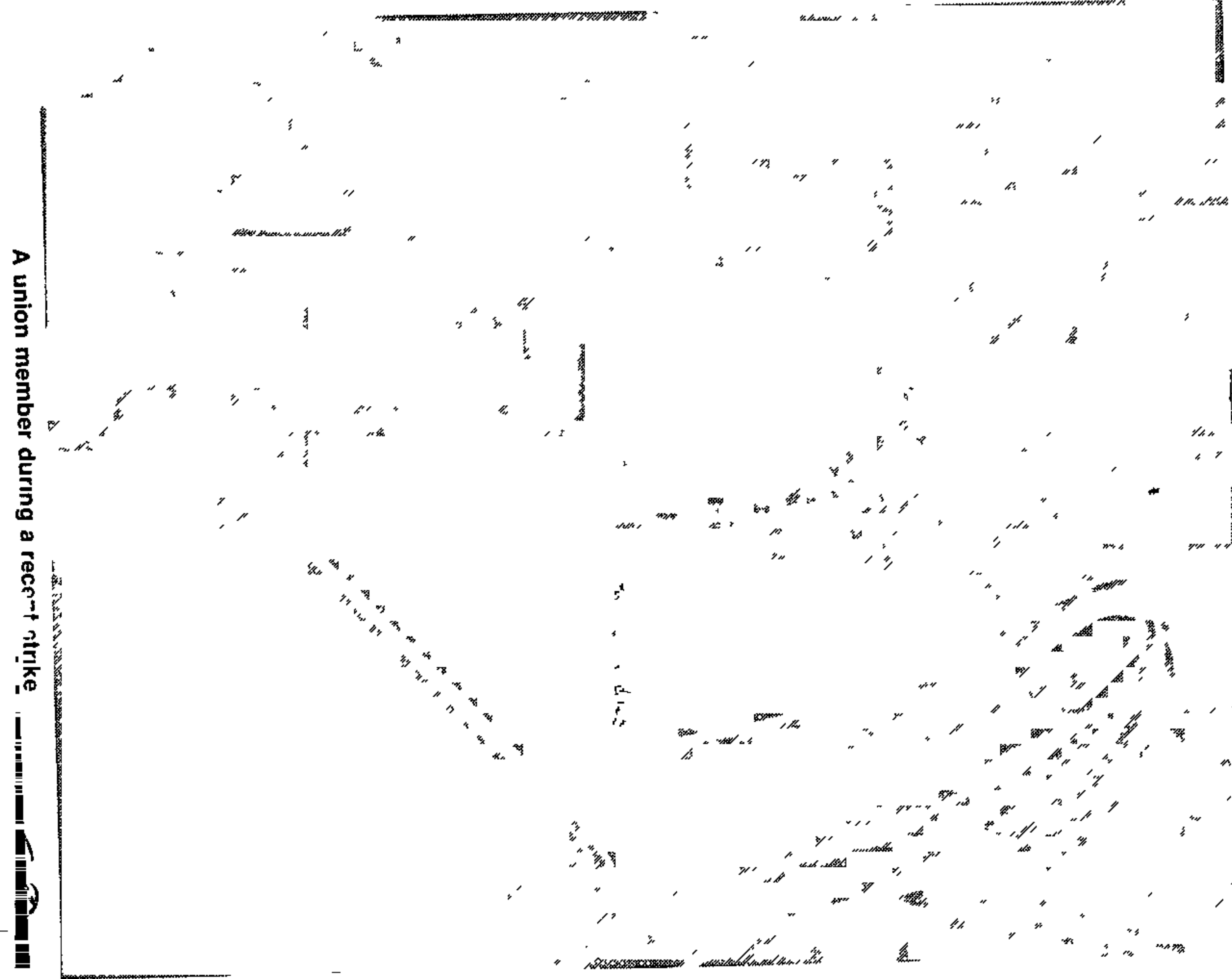
Platinum and diamonds, and a brief reference to speculation that Russia and South Africa agree on platinum, diamond and gold sales,

Uranium According to California-based Nuexco, at a price of 25 dollars a pound of uranium dioxide, South Africa has 412 000 tons — about a quarter of the non-communist world's reasonably assured uranium reserves.

SWA/Namibia " It is an abiding irony that one of the most fiercely anti-colonial peoples of Africa, the Afrikaners, who fought bitterly to resist the might of the British Empire, should end up as one of the last occupying powers in Africa."

The politics of trade. South Africa's exports to Africa rose by 66,6 percent in 1980 — from R73-million the preceding year to R1 102-million. "For officials in Pretoria the politics of trade often reveal more about regional realities than a succession of hostile resolutions passed by the world body," and

Tourism Britain remains South Africa's largest source of tourists outside Africa, with more than 120 000 visiting last year, compared with 50 000 Germans and 48 000 Americans. Africa still provides the most visitors 300 000 last year.



A union member during a recent strike

# Call for boycott in support of union

South 26/5/68

183  
1404  
152

By ZB MOLEFE

**THE Federation of South African Trade Unions (Fosatu) has called for a complete boycott of the products of the multinational Colgate Palmolive Company in protest against the company's refusal to recognise their union.**

And the bitter dispute at the company's Boksburg plant took another turn at the weekend when management said it was prepared to negotiate further in order to avoid a strike.

This is contained in a management statement which added that "management believes that in the end the company, its factory workers and their families will all suffer"

The statement follows the bitter recognition dispute between the company and the

Chemical Workers Industrial Union (CWIU) which resulted in the union calling off negotiations at a Conciliation Board hearing last Monday and Wednesday.

The company supported the application for a Conciliation Board because "it sincerely believed that formal negotiations would help resolve differences of opinion that existed between itself and the union, the statement added.

"The company was not prepared to jeopardise these negotiations in any way and that is why it did not enter into any form of public debate in the Press, unlike the union," the statement continued.

"However, it has become apparent that the union had no real intentions of negotiating whatsoever, this becomes quite clear when one reads the opening sentence of a booklet issued by the union after the Minister had ap-

proved the establishment of the Board, and prior even to the first meeting of the Board

"The opening sentence of the booklet states that the booklet was produced in furtherance of a contemplated strike"

The bona fides of the union in applying for the Board must be questioned if they were contemplating strike action, the statement goes on. Also, it would have served the interests of the union members better to have contemplated conciliation.

The statement argued: "It is not surprising that the actual wages paid by the company were not an issue, as the company wage levels are the highest in the industry in which it operates — at a minimum of R401-plus per month for the lowest grade shift worker and over R700-plus per month for a grade one operator."

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STAR 26/5/81 (140A) (140A)  
**Motor workers meet  
to decide on action**

**Labour Reporter**

The two unions involved in the motor industry strikes in Port Elizabeth and Cape Town are holding meetings this week to decide what course of action to take in the deadlocked disputes

The Motor Assembly and Component Workers' Union (Macwusa) met striking workers yesterday in New Brighton's Centenary Hall near Port Elizabeth to discuss their solidarity strike

Macwusa has stated that workers will refuse to handle Firestone tyres in the Ford plants and

workers have been suspended from work

Firestone's managing director, Mr Peter Morum, met Macwusa representatives yesterday to discuss the union's aims as well as the issue of the dismissal of about 160 workers at Firestone earlier this year

The Firestone solidarity strike has spread to other Port Elizabeth firms.

In the Cape, the National Union of Motor Assembly and Rubber Workers is conducting meetings in the Peninsula with striking Leyland workers



# Leyland

CT 27/5/81

## recruiting after strike

Staff Reporter

LEYLAND SOUTH AFRICA is going ahead with recruitment after the dismissal last week of about 1900 workers from its plants in Blackheath and Elsie's River

The workers had been on strike for 3½ working days in support of demands for better pay

Their dismissal last Wednesday precipitated calls of solidarity from the International Confederation of Free Trade Unions, which also cabled Leyland South Africa urging it to reinstate the workers and negotiate, and from the International Metal Workers' Federation

Leyland South Africa's director of communications and public affairs, Mr Arne Pitlo, disclosed yesterday that 1491 people had been employed since the workers' dismissal and that about 400 were new appointments

He said the strike had cost Leyland the production of about 800 vehicles but that the Blackheath and Elsie's River plants had now recommenced production in all departments. It was expected that full production would be restored to both plants by early next month

The secretary of the National Union of Motor Assembly and Rubber Workers of South Africa, Mr Joe Foster, said on Monday that the workers, 85 percent of whom are represented by the union, were still adamant that they would not seek re-employment till their wage demands had been met

© Meanwhile, in Port Eliza-

both talks between Firestone and the Motor Assembly and Components Workers' Union of South Africa ended in deadlock on Monday and no end to the strike by about 3000 workers at Firestone Ford and General Motors is in sight

In spite of the failure of Monday's meeting, both sides emphasized yesterday that the "door is still open"

A settlement at Firestone is believed to be the key to ending the strike at Ford and GM as well

The situation at all three companies remained unchanged yesterday, and Macwusa's organizing secretary, Mr Government Zini, said talks with a fourth company, Armstrong Hydraulics, where 40 Macwusa members were dismissed after a strike, were continuing

He said the union would continue talking to Firestone, but added "Then offers to reinstate people remain vague. They also say they will not re-employ all those who were dismissed. Not only 160 workers, but their families as well are at stake and the workers are determined to continue"

Firestone's managing director, Mr Peter Morum, said "Negotiations have not been broken off and we will continue to seek a solution. We are experiencing the difficulties associated with the growth of a new union movement and there is learning to be done on both sides"

The strikes had been sparked by "issues which were outside our control and we are convinced that we are not bad employers"

RESULTS

In 1970 the infant mortality rate in the "Little Triangle" was 28. Of 27 deaths during the year, only five were due to Gastroenteritis, with only one death from the village of Pira being due to Gastroenteritis. In 1971 the infant mortality rate fell still further to 24, with only three deaths being due to Gastroenteritis. In 1972 the rate fell to 21 and for the first time ever no infant from the village of Pira died from Gastroenteritis. This was also true for 1976 and in 1977 infant mortality dropped to 19.6 - the first time ever to fall below 20. A falling of morbidity from the disease was also noted at the clinic in Pira, where the visits due to acute Gastrointestinal diseases fell from 25% of all visits to the clinic in 1967 to 14.5% in 1971.

DISCUSSION

The four hospitals in the central area of Israel, to which almost all Arab children living in the area are admitted, had 9,957 admissions (all races) to the children's wards in 1970. Of these, 1,199 were due to Gastroenteritis. Each patient spent approximately 10 days in hospital. Acceptance of the fact that the cost of an estimated 12.80 a day (R 10), and the total cost for the care of cases of Gastroenteritis was in the vicinity of 1 Million IL. (R 125,000).

The budget for the program at Pira was IL50,000. This relatively small investment resulted in a large number of admissions being prevented, and the incidence of the disease being drastically reduced.

Most of the "Triangle" infants have in the past few years been admitted to one large hospital in the region. Of 1894 admissions to the children's wards in 1976, 446 were Arab children ie. 22.4% of all admissions. Of these 155 were admitted because of Gastroenteritis, but the incidence of severe dehydration and hypernatraemia was drastically reduced, as supported by the fact that there was not one death from Gastroenteritis in the hospital in 1976, and the average duration of stay was only 6 days.

Of the 1251 Jewish children admitted 196 were admitted because of Gastroenteritis ie. 14%.

CONCLUSION

The program succeeded to a large extent because of the energy put into it by the para-medical staff and all the non-medical helpers, as well as the willingness of the mothers to cooperate wholeheartedly in the program. Considered in global terms the problem of infantile diarrhoea is so enormous that we cannot conceive of any advance in acute therapy that would have a significant impact on it. THE ULTIMATE GOAL MUST BE PREVENTION. THERE IS MUCH HARD WORK STILL TO BE DONE. (22,23,24,33). A vaccine for infantile Gastroenteritis is a realistic possibility. (25,26,27,32). Until such time, we sincerely believe that the best approach to the problem of Gastroenteritis is by prevention through health education.

Our thanks are due to Dr David Yarom of the Department of Health Education, Ministry of Health, Jerusalem, Martoud Fella, Sanitarian, Government Health Centre, Pira,

and the several nurses and other helpers who made this project possible

*Jordan* *23/8/77*

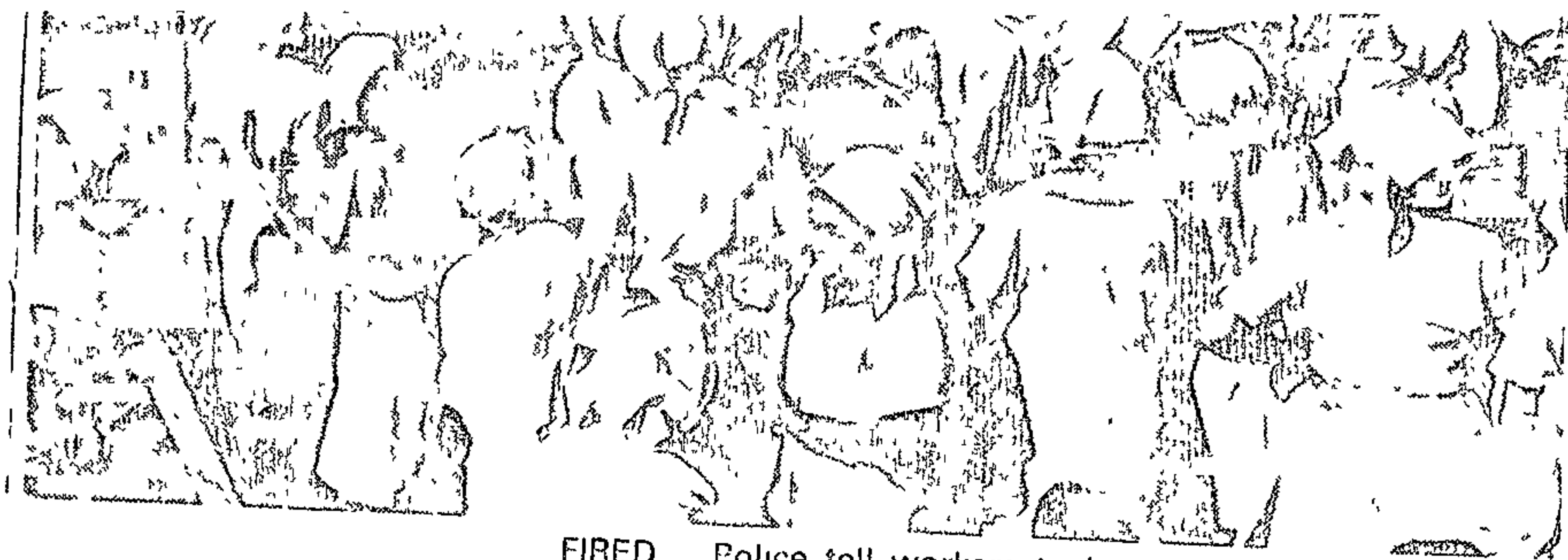
THE Chemical Workers' Industrial Union - an affiliate of Fosatu - has called on the community to boycott Colgate Palmolive products

Pamphlets calling for the boycott were distributed in the East Rand townships yesterday

The call comes after the Conciliation Board failed in its attempt to resolve a dispute between the Colgate Palmolive Company in Boksburg and the Chemical Workers' Industrial Union (CWIU). The CWIU claims a majority membership of the plants and has demanded recognition rights over wages and working conditions







FIRE D Police tell workers to leave the premises

# 'Sit-in'

NATAL MERCURY

27/5/81

186 187  
188 189  
190 191

# women fired

## Workers dissatisfied with R16-a-week pay

### Mercury Reporter

SIXTY-TWO workers from Fine Foods (Pty) Ltd in Rosehill, Durban, were fired yesterday when they refused to work until the company had negotiated a wage increase

The women workers claimed they were not on strike but were merely staging a peaceful sit-in until the management of Fine Foods listened to their grievances

The women, who cook in the food processing company, are paid R16 a week and were asking for R50 a week

Mr Mathew Oliphant, general secretary of the National Federation of Workers, said the workers had called his union on Monday and asked them to negotiate between manage-

ment and their workers committee

We then tried to approach the manager but he refused to see us and instead asked us to come back next week,' he said

The workers felt this was a delaying tactic as they had been trying to get management to listen to their demands for the past three years'

### Comment

Representatives of the department of Manpower Utilisation were called in. They told the workers the strike was illegal and if they did not go back to work they would be arrested

When the workers did not go back police were called to remove them from the premises

They were then told that

they had been fired and that they should return today to collect their wages

The manager, Mr J P Bello, could not be reached for comment but his wife said 'It's not worth commenting at this stage not until we see what happens'

Our Pietermaritzburg Bureau reports that most of a 1300 strong Fsteourt Burhose factory labour force was dispersed with teargas 'for their own good' police said yesterday

Workers, who downed tools over a pay dispute had gathered in the road outside the factory and were a hazard to themselves in the pre dawn according to Capt W Moon

Most of the workers were still out on the second day

of the stoppage yesterday, said Mr I Posniak, managing director of the firm

He said workers were demanding double their present wages in what seemed to be a 'political strike' timed to coincide with Republic Festival celebrations

### Rehiring

There was 'nothing wrong' with workers wanting more money but it would be necessary for them to lodge their grievances through a negotiating committee elected by the workers

Mr Posniak said rehiring would start today

Burhose were not prepared to negotiate with the National Union of Textile Workers of whom about 900 of their workers were members until they had negotiated an agreement of recognition with the company

We're not prepared to negotiate with them over this strike because that would be giving them de facto recognition said Mr Posniak after accusing the union of 'trying to muscle in' on the strike for publicity

Most of the women workers were earning between R15 and R21 a week, according to Mr John Copelyn branch secretary of the union

Our interest is in the workers who are members of the union,' he said



APR 23/5/81

# Leyland running again with new staff

## Labour Reporter

WITH the labour dispute at its Blackheath and Elsie's River plants unresolved, Leyland South Africa said yesterday it had recruited 1491 employees and has restarted production in all departments.

About 2000 workers downed tools nearly two weeks ago, demanding an increase in wages higher than the nine cents an hour due in July according to an agreement negotiated in December.

Since their dismissal last Wednesday, the striking workers had formulated demands for a 25

cents an hour increase and a minimum wage of R2 an hour within four months.

In a statement, the company said it had lost production of about 800 vehicles during the past eight days. But more than 250 vehicles had been built since the dispute started and production was increasing.

Leyland is confident that full production will be restored to both its factories by early next month and with extended overtime, the lost production can be made up within the next two to three months.

The statement, by Leyland's director of communications and public affairs, Mr Arne Pillo, said 'at least 40 percent' of the people being employed by the firm were new appointments.

### WOMEN

More than 30 percent of the new labour force was made up of women, 'who have been placed in various production positions throughout the two factories'. Women previously made up 10 percent of the workforce.

With employees being recruited at a rate of more than 200 a day, the company says, it was 'concerned that several long service employees will lose substantial long service employment benefits if they do not return to work on or before Tuesday June 2'.

# Police use gas to disperse Natal strikers

STAR  
27/5/81

140A  
~~142~~  
~~147~~

By Drew Forrest

Police yesterday used teargas to disperse striking workers who had gathered outside the Burhose hosiery manufacturing company in Estcourt.

The strike, the biggest in Natal this year, was sparked off on Monday when, at least 800 black, coloured and Indian workers downed tools in support of a wage demand.

Those who rejected a management order to resume work were dismissed and paid off yesterday afternoon. After workers refused to disperse, police used teargas, reports our Durban correspondent.

The general secretary of Fosatus National Union of Textile Workers, Mr Obed Zuma, said talks between the union and management on Monday "had reached no conclusion." The NUTW claims 50 percent membership at the plant and approached the company for recognition some time ago.

Mr Zuma said many workers received the R15 minimum weekly wage

laid down by a wage determination for the hosiery industry, and were demanding a wage of R45 a week. "The company must recognise that they have a genuine grievance," he said.

Mr Ivan Posniak, Burhose managing director, stated that workers had gone on strike "without warning" and "without advising us of their grievances."

**DEADLOCKED FM 29/5/81**  
Fosatu calls for a country-wide boycott of Colgate-Palmolive products as the Fosatu-affiliated Chemical Workers Industrial Union fails to gain full negotiating rights from the firm and prepares for a legal strike at Colgate's Boksburg plant

Il.Da.

~~Il.Da.~~



By DAVID NIDRIE

MORE than 15 000 pamphlets calling for a boycott of Colgate-Palmolive products have been distributed on the Reef in support of what may become the first legal strike by black workers under the country's new labour dispensation.

The boycott call has been put out by the Chemical Workers' Industrial Union, a Government-registered affiliate of Fosatu (Federation of South African Trade Unions), which has been locked in a recognition dispute with the local management of the multinational Colgate-Palmolive company for more than a year.

It is being extended to a national campaign with the support of all other member unions under the Fosatu umbrella. It comes within days of a call by the South African Allied Workers' Union for a boycott of all Wilson-Rowntree sweets.

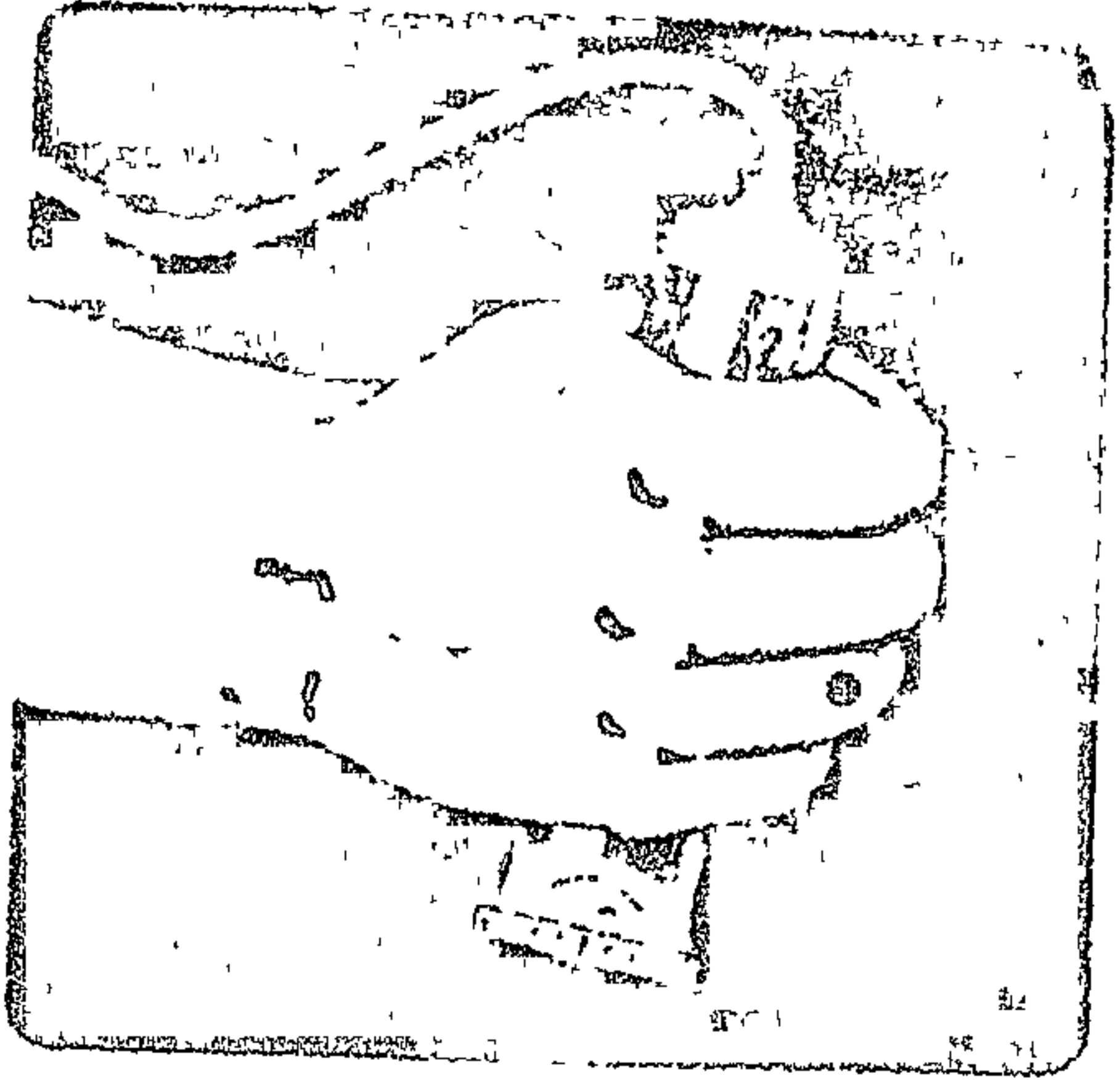
The decision to call a Colgate boycott follows the deadlock last week of a Labour Department conciliation board hearing between the union and Colgate.

Colgate Palmolive is a signatory to the Sullivan Code which commits US companies to removing discrimination in their South African factories. It has in the past been seen as a model employer by other US companies operating in this country.

If the deadlock is not broken, according to a union representative, CWIU will hold a strike ballot within the next two weeks among Colgate's 240 black workers.

UNION PUTS  
S. Tshware 31/5/81  
ON THE SQUEEZER

Colgate  
boycott call



Depending on the outcome, a strike could begin in mid-June — about three weeks from now. It will be the first legal black strike under the Government's new labour laws introduced last year.

In preparation, the union has distributed to local and foreign labour bodies a booklet outlining the

grant recognition to the union, which claims to represent more than two thirds of the Colgate workforce.

A petition signed by 189 black workers was presented to Colgate soon afterwards asking for a management-union meeting to discuss recognition.

By October, Colgate had agreed to recognise the union but only to represent the black workforce in "matters relating to shop floor grievances." This would have excluded wage and general working condition negotiation rights for the union — both negotiating rights included in CWIU's original demand for recognition.

The wrangling continued until the union declared a formal dispute earlier this year. In an attempt to resolve it, both sides went to arbitration by a Department of Labour conciliation board. But hearings ended in deadlock last week. By law, the union must wait 31 days after a breakdown in negotiations before calling a strike — a wait that will end in three weeks. Although both sides still

maintain they are willing to negotiate, Fosatu has announced that Colgate had made "no genuine attempt to meet the aspirations of the majority of workers."

As a result Fosatu said, it was calling for a nationwide boycott. Colgate has responded by issuing pamphlets to its workforce rejecting the dispute and the boycott call as "the work of outsiders not interested in the genuine welfare of the workers."

Trade unions have in recent years recognised consumer boycotts as powerful weapons with which to fight employers. The last two years have seen boycotts called against Fattis and Monis Pasta products, red meat, as a result of disputes in the Cape Meat industry, and more recently, of Wilson-Rowntree sweets, following the sacking of 500 workers at Rowntree's East London factory.

Although Fosatu has not formally discussed the sweet boycott, a spokesman said this week Fosatu and its membership "would want to support anything that would get workers back to work on their terms."



facilitation of motor vehicle accidents costs society thousands of rands annually. This applies for three basic types of accidents, i.e. fatal, personal injury and property damage. The logical question arising from this is whether the criterion of impairment set in South Africa at 0.08 percent is realistic. Clearly it is not all that effective.

Although no accurate figures exist, cost of violent and anti-social behaviour linked to alcohol-misuse must be considerable. A detailed analysis of the crime statistic of the Coloured population group, shows that in 95% of all the offences of which Coloureds were found guilty, liquor and drugs played a role. Nearly 57% of all court sentences passed on Coloureds are for the misuse of liquor and drugs (Theron Report, 1974, p. 259).

Apart from the economic costs that problem drinking creates,

it is a monumental effort on the social

level. He said after his release that he was questioned extensively about Mwasu and the documents which were found in his possession. Police also took a copy of Mwasu's newsletter, Kwasa and copies of the organisation's regional reports which were presented at its inaugural congress held at Wilgespruit, near Roodepoort over the weekend.

If the extent of the

tion to the money and services allocated by society to alleviate the problem, the inadequateness of the latter becomes very apparent and disturbing.

I would suggest a much greater emphasis on these problems by

both central government and local administrations.

more money for treatment,

Central and part of Provincial and rehabilitation be given. The communal must be Greater curriculum. In the long ar socio-e

# Union leaders are detained

By SAM MABE and WILLIE BOKALA  
TWO top black workers' union leaders, Mr Joe Mavi and Mr Siza Njikelana, were among several people who were detained by security police in the wake of the anti-Republic protest meeting held in Johannesburg over the weekend. Mr Mabu Nkadimeng, a member of the Media Workers' Association of South Africa (Mwasu), was also detained for three hours by police who confiscated documents

belonging to the organisation yesterday. According to a spokesman for the Police Directorate of Public Relations the two union leaders are being held under Section 22 of the General Law Amendment Act. Both had delivered speeches condemning Republic Day festivities during a meeting held at Selbourne Hall in Johannesburg last Wednesday. Mr Mavi is the president of the Black Municipal Workers Union (BMWU) and Mr Njikelana is the vice-president of the East London-based South African Allied Workers' Union (Saawu). Mr Njikelana was report-

edly arrested at a house in Jeppe where he had been staying since he arrived in Johannesburg about two weeks ago to drum up support for the nationwide boycott of Wilson-Rowntree products.

He was also negotiating the setting up of a regional branch of Saawu in Johannesburg. Late last year Mr Njikelana, together with Saawu president Mr Thozamile Gqweta, were detained by the Ciskeian Security Police with several other members of the union.

During their detention, they went on a protest hunger strike as a result of which they were hospitalised.

An anti-Republic Day rally which was due to be addressed among others by Mr Gqweta and Mr Andrew Boraine, detained president of Nusas at Rhodes University in Grahamstown was banned by the local magistrate.

Mwasu's Nkadimeng was arrested in one of the police roadblocks which were set up on main roads leading into Soweto from yesterday morning and escorted to the John Vorster Square police station where he was held for three hours before being released.

He said after his release that he was questioned extensively about Mwasu and the documents which were found in his possession. Police also took a copy of Mwasu's newsletter, Kwasa and copies of the organisation's regional reports which were presented at its inaugural congress held at Wilgespruit, near Roodepoort over the weekend.

This is the second time documents of the organisation are seized after its congress. The first time was when members of Mwasu were stopped by police in Bloemfontein and detained for some time by police while returning from their 1980 congress in Cape Town.

Handwritten notes: (40%) and a signature.

# Labour Party claim upsets trade unions

By SANDRA SMITH

LEADERS of predominantly black trade unions today condemned as "racist" a claim by the Labour Party executive that they were controlled and manipulated by white intellectuals

The leader of the Labour Party, the Rev Allan Hendrickse, said at a party rally in Port Elizabeth at the weekend that some unions were being manipulated and controlled by white intellectuals who adopted policies of non-negotiation

The organising secretary of the Motor and Component Workers Union of South Africa (Macwusa), Mr Government Zini, said "This is a racist comment, and as a non-racial union we do not even feel we need reply to it

"Our union believes in negotiation, and this kind of comment is becoming obsolete"

The Transvaal regional secretary of the Federation of South African Trade Unions, Mr Taffy Adler, said if Mr Hendrickse was referring to Fosatu, then he wished to point out that the federation was non-racial

"The union is democratically controlled through its constitution by the workers. It is they who decide to employ people — of any colour or background — including whites who come from an academic background"

Mr Hendrickse today denied that the comment was racist

The Labour Party did not at this stage want to state specifically which unions were referred to in the comment

It had come to the notice of the party that "academically well-qualified whites who could be earning fabulous salaries elsewhere" were working for trade unions

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# SAAWU may sue company

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**THE South African Allied Workers Union (SAAWU) is considering legal action against an East London company whose victimisation of three workers, it claims, has touched off a strike.**

The entire 70-strong workforce of the North Manufacturing Company, makers of toilet preparations, walked off the factory premises and were fired on May 21. They were protesting against the unfair dismissal of a worker and two members of the company's works committee, according to SAAWU branch secretary, Mr Xolani Khota.

The company had asked for three months grace before it considered recognising the union, and had said its Works Committee would remain in force as a channel for workers grievances.

Mr Khota said the workers sat down on the job when management would not discuss the dismissal of a certain, Mr Frank Mavume with the committee. When talks did finally take place, two committee members - Mr T Gqoloza and Mr S Mabusela - were told they had instigated the strike, and were sacked.

This sparked the walkout and subsequent dismissal of the workforce, he said. Mr Khota said the dismissal of Mr Mavume had not been adequately explained by the company.

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# Unions back strike at Leyland

## Labour Reporter

A NUMBER of Cape Town trade unions have expressed support for Leyland workers who have now been on strike for three weeks, demanding an increase in wages.

In a statement after a meeting this week, the unions deplored the action of Leyland South Africa's management in dismissing workers pursuing their legitimate demands.

They supported the Ley-

land workers' demand for unconditional reinstatement and called on other workers not to seek employment at Leyland's Blackheath and Elsie's River factories.

The unions are the Food and Canning Workers' Union, the Cape Town Municipal Workers' Union, the National Union of Commercial Catering and Allied Workers, the Commercial Catering and Allied Workers' Union of

South Africa, and the General Workers' Union.

About 2 000 workers at Leyland's two factories downed tools three weeks ago. They were dismissed after being suspended by management for three days and refusing to return to work.

They have demanded an increase of 25c an hour, rather than the 9c an hour due in July according to an agreement signed in December.

Mr Joe Foster, the local secretary of the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa), said yesterday only about 300 workers at the Blackheath factory had returned to work and production was low.

He said Leyland management had not responded to the workers' demands. The union, however, was willing to talk.

Argus 4/6/68

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# Restraint placed on dismissals

Court Reporter

A Rand Supreme Court judge confirmed an interdict yesterday preventing an employer from dismissing any workers because they were members of a trade union or because of the union's activities.

An application for an interdict was brought two months ago by 23 workers of Auto Industrial (Pty) Limited — all of whom were members of the Metal and Allied Workers Union of South Africa — who feared victimisation.

At the first hearing the court granted the men an interdict after they had claimed that they had feared dismissal because of their membership of the union.

Mr Justice F S Steyn confirmed the order yesterday after a document filed by Mr D Fragale, managing director of the firm, was handed to the court. Mr Fragale stated he did not intend opposing the order.

He said that he disputed allegations against his firm, particularly that any employee was in danger of dismissal because he was a member of a trade union.

In papers filed previously, the judge was told that the application resulted from the dismissal of two workers, who were members of the union.

Mr John Marcus Sibuya, a union organiser and one of the applicants, said the application was made as a result of the attitude of the firm towards the union.



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# Unrest in motor industry reveals inter-union strife

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The labour unrest which has hit the Port Elizabeth motor industry in recent weeks is subsiding — but the inter-union strife underlying it is far from over. The protagonist in the city's latest labour relations drama has been the Motor Assembly and Components Workers Union (Macwusa), which on Wednesday negotiated a settlement to the two-week long strike by about 3 000 workers at Ford, Firestone and General Motors

### NEW BREED

Macwusa is one of a tough new breed of trade unions which flatly reject registration and which believe they must involve themselves in all aspects of workers' struggles — not just their problems on the shop-floor. At odds with Macwusa in Port Elizabeth, and increasingly undercut by the former's growing support among black workers, is a key affiliate of the Federation of South African Trade Unions, the National Union of Motor Assembly and Rubber Workers (NUMARW)

In the same way annual medical tests with little or no demonstrable preventive disease hunt may produce and an explosion of anxiety with no effect on health.

Originally a registered coloured union recognised by many employers in the Port Elizabeth-Uitenhage complex, NUMARW last year merged with two other Fosatu affiliates, including a black union to become non-racial. The black union now absorbed into NUMARW was already in trouble at

the time of the merger. Charging that it was "pro-management," 700 workers at Ford's Cortina plant withdrew their support for it, requested management to cancel their stop-orders and in September last year launched Macwusa. At the root of their dissatisfaction was the

union's handling of the 1979 Cortina plant strike, during which workers elected their own committee to deal directly with management. Simmering conflict between Macwusa and the NUMARW, hinted at in a pensions strike at Firestone in January this year, has been thrown into

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impossible to prove that it was unnecessary. The third aspect of the increasing medicalization of life can be termed the preventive bandwagon. A bandwagon that is rolling out of control is dangerous. The danger here is that healthy people are turned into potential patients. One of the chief tools in preventive medicine is to place people into risk categories. Different categories of people are prone to different diseases and so one can concentrate on looking for the likely diseases in that category of person. Thus the young get some diseases more commonly than others, while the old get different diseases. Blacks die from some things and whites from others. The unborn baby faces certain hazards while the newborn baby faces others. These categories are very useful to doctors looking at patients because the patient's category sets off a train of suspicion in the doctor's mind. But unfortunately everyone is in one or more risk categories because everyone is either young or old or black or white or urban or rural or female or male. Publicly categorizing people into risk groups and advocating screening programs and self examination and early detection may serve merely to increase the unhealthy preoccupation of individuals

-12-

Recent unrest in the South African motor industry has involved rival unions.

Immediate disputes with management have been resolved but tension between the unions shows signs of growing.

DREW FORREST reports.

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sharp relief by the current unrest  
The strikes have centred on a very real issue — the reinstatement of 150 Firestone workers who lost their jobs in January. But they are also seen as a show of strength by Macwusa, aimed at highlighting its inroads into NUMARW member-

ship and at mobilising further support.  
From the strikes it has emerged that Macwusa dominates Ford's engine plant as well as the Cortina plant. Macwusa organising secretary, Mr Government Zini, estimates that from a negligible figure union membership at Firestone has leapt to 600

during the strike, and the company has "accepted the union's credentials"  
The question now is: what further threat does Macwusa pose to the NUMARW? It is ironic that just as the NUMARW was poised to take over Pretoria's motor assembly industry and become South Africa's first true industrial union — it should suffer reverses in its heartland of the Eastern Cape.

Eastern Cape sources hold that Uitenhage will be "a much tougher nut to crack" than Port Elizabeth — particularly as NUMARW leaders there have close links with the local community organisation, Ubco.  
Mr Zini claims organising successes in Uitenhage, but employers in the area are sceptical.  
After the recent strike at the Sigma Motor Corporation, it is likely that Macwusa will set up shop in Pretoria. Militant members of the Committee of 20, who were not rehired after the Sigma strike, have moved off from NUMARW and have approached Macwusa for assistance.

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# MANAGEMENT DESPERATE

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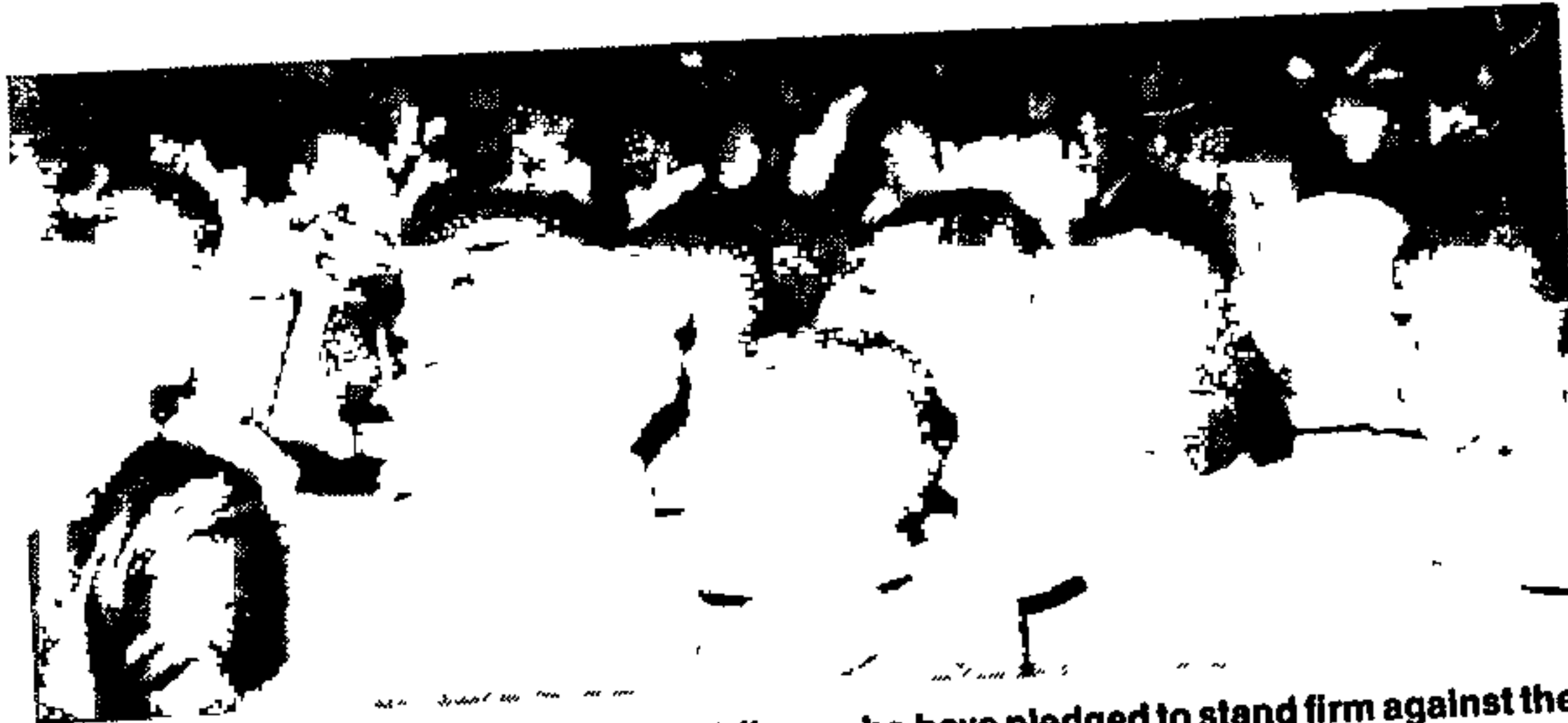
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Part of the massive group of Leyland strikers who have pledged to stand firm against the intransigent stance taken by management. This is merely part of the large group of strikers at yesterday's meeting which somewhat nullifies the impression that Leyland wants to create that most workers are back at work.

have embarked on a massive drive to recruit scab labour by pamphleteering in the areas where workers live. Management has also sent cars to the homes of the workers to fetch them to return to work.

### SUPPORT

The Union has received telegrams of support from various trade unions around the country as well as overseas ones expressing solidarity with the striking workers. A telegram from the Transport and General Workers Union in Britain sent the following telegram 'We express total support for wage demands and unconditional reinstatement of every striking fellow worker at Leyland and will fight for maximum possible backing and strike solidarity action'.

The workers at Leyland are now embarking on a campaign to muster community support. They are appealing to the community to:

- assist the workers with whatever material assistance they are able to give and
- educating the community not to become scabs and thereby ruin the strike after so much sacrifice has already been made.

In a pamphlet issued by the Union, a call is being made to the community 'not to let the workers starve'.

The Union has 'always been prepared to negotiate with management who have thus far been unwilling to do so'.

### BACKGROUND

What follows is an appraisal of the strike-situation at Leyland since it started.

A meeting between Union representatives and Management held on the May 14, they confirmed their decision. The Union representatives then relayed this information to the workers at a lunchtime meeting. The workers then decided to go on strike. Management then suspended the workers and gave them till Wednesday May 20 to return to work. The Management ultimatum was rejected by the workers who decided not to return to work unless they received an increase in wages. They are presently still out and determined to stay out.

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On the May 7, 1981 Union representatives advised the Leyland Management that the members were dissatisfied with the wages they were earning, and requested that consideration be given to granting an increase to the workers. Management asked that they be given a week to consider the matter. They, however, advised the Shop Stewards the following Wednesday, that they were not prepared to grant any further increases over that to which they were already committed to in terms of the agreement between the Union and themselves. They simultaneously informed the workers of this decision by way of a circular. At a



# Leyland management desperate

Muslim News  
5/6/81

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The strike by workers at the Leyland plant is still very much on but the management appears to have the support of the local media in playing the matter down. Leyland management has, in the meantime, been resorting to all types of devious methods in order to play the strike down and in an endeavour to get the workers — especially those with long-standing service — back to work.

The union supporting the workers, the National Union of Motor Assembly and Rubber Workers of SA (NUMARWSA), claims that there are still about 1 600 workers on strike and only a very small percentage of the workers have resumed their jobs.

Meanwhile, Leyland has been desperate in getting workers to return. In a telegram aimed at enticing the workers back Leyland says, 'You have a good record with the company and you are about to lose your past service and pension benefits if you do not re-apply for your job by Tuesday 2nd June 1981. Leyland has already employed 1491 people including over 400 new employees, which means that those jobs have been lost to the people who originally filled them. At present rate of recruitment we can only keep your job open till Tuesday June 2nd 1981 at the latest but after that you lose all past benefits and your job. For the future security of you and your family it is in your interest to carefully reconsider your present position'. The telegram is signed by A J Haylett, Group Personnel Manager for Leyland South Africa.

## DESPERATION

The Union supporting the workers said this telegram, sent out to recruit labour, was an act of desperation, and also a means by management to sow disunity amongst the workers by blatantly distorting the facts.

All indications show that the figure, 1491, quoted by management, is misleading. The plant is not operating at full capacity. One Rover is being produced per day, while the normal production rate is 16 per day.

Management has also resorted to other equally desperate methods to get the workers back to work. They

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hierby kon aanpas nie, sy huis  
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oorpakke, waterskoene en mediese  
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telos verkry. Afwesigheid weens

arbeiders omtrent al hulle kos  
ons groot hoeveelhede aankoop.

Once objectives are expressed in terms of measurable indicators programmes can be ranked according to their impact on these measures and those achieving the largest reductions in mortality/morbidity per rand chosen. Again, since information on the impact of programmes is frequently lacking, the effect of using indicators systematically to assess health programmes would be to direct research more from the purely scientific to epidemiological lines of inquiry, and from collection of data on health status, only, to research into the impact of different dispositions of resources on these indicators.

4.2.4 Cost-Benefit Analysis

The aim of cost-benefit analysis is to compare the total cost of a programme to society with the social benefits, and thus to arrive at a measure of the Net Social Benefits. If Net Benefit is positive the project should be undertaken. If however, there are too many projects for the available funds, one would rank the projects on the basis of their benefit-cost ratios and choose those with the most favourable ratios (16). In either case the procedure gives an answer to the question whether a project should be carried out at

# Colgate tries to avert strike action

By SELLO RABOTHATA

THE group personnel manager at Colgate-Palmolive, Mr D H Magid, this week had pamphlets distributed calling on employees not to take heed of the Chemical Workers Industrial union as it does not even have many workers as members.

The pamphlets were distributed as a result of the union threatening to call for a legal strike at Colgate-Palmolive and a call for a boycott of the company's products in the country. The strike would be called this month according to an earlier report from the union.

The pamphlets signed by Mr Magid mentioned that it was a true reflection of a meeting held between the company and members of the union under the chairmanship of a Mr Beyers, a member of the Department of Manpower Utilisation.

Sections of the pamphlets read "At the meetings Colgate did everything possible to reach an agreement with the union. Colgate presented a proposal for an agreement to cover the year 1981. In its proposal Colgate expressed its willingness to grant the following four of the union's five demands.

- Recognition of the union by the company
- Access by union to company premises.
- Recognition of union shop stewards.
- Stop order facilities

Colgate would like to point out that the union and the Press keep talking about a majority of Colgate workers. The union does not even have half the Colgate workers as members. So we are only talking about a small number of people who are making a lot of noise.

Meanwhile the Chemical Workers Industrial Union has also issued pamphlets calling for a boycott of Colgate-Palmolive products by the community. The CWIU has also said it would hold a strike ballot within the next two weeks among the company's 240 black workers and, depending on the outcome, a strike would be called in mid-June. This action would make it the first legal strike since the Government's new laws were introduced last year.

The flows of costs and benefits arising from me. In the case of health, the total cost of all health is represented by the benefits in removing it. These costs comprise three oss of production; expenditures for medical he pain, discomfort and suffering that disease. Because economists concentrate g the first two elements, the third is lated for lack of data and an appropriate (17).

such judgements explicit.

16. For a discussion of cost-benefit techniques and their problems see 'Guidelines for Project Evaluation', P. Dasgupta, S. Marglin & A. Sen, UNIDO, New York, 1972.

17. A.L. Sorkin, 'Health Economics for Developing Countries' Lexington, New York, 1976.



their first task to be the provision of curative services. Development tended to be from hospital to out-patient department and then to detached out-lying clinics, but always remained hospital-based and doctor-centred 6.

Geographical factors played a major role. In the United Kingdom where most of the population lives in urban centres, hospital based medicine remains within easy reach of the vast majority of the population. However, in Africa, where the population ratio is reversed, most patients cannot be reached by hospital based medical services 7. This situation is further complicated by the fact that doctors are not evenly distributed throughout all geographical areas. Throughout the world, countries can be divided into the "rich-rich" - the United States of America, the "poor-rich" - Britain, the "rich-poor" - Iran, and the "poor-poor" - Bangladesh.

# Colgate out to discredit us, says union

By STEVEN FRIEDMAN, Labour Reporter

TENSION is rising at Colgate-Palmolive's Boksburg plant, where the first-ever legal strike ballot by a trade union with black members will be held next week.

The union is the Fosatu-affiliated Chemical Workers Industrial Union and if workers vote in favour, a legal strike at the plant seems almost inevitable.

It would be the first such strike by black workers since the Government's new labour dispensation was introduced.

The union has also begun organising a consumer boycott against Colgate.

In a statement yesterday, the union claimed Colgate had reacted to the strike threat by a "concerted" pamphlet campaign in which it said strikers would probably lose their jobs and find it difficult to find other work.

It also said Colgate had reacted to the boycott by stepping up advertising and distributing free samples of its products to consumers.

Colgate yesterday denied it had threatened to fire workers if a strike took place. But Colgate's Mr Derek Magid added that the company would be entitled to replace workers who struck legally and could decide to do this.

He also said the distribution of samples was "normal practice and has nothing to do with the labour dispute".

The union is demanding that the company bargain directly with it on wages and work conditions.

Colgate says it will recognise the union, but that bargaining on these issues must be channelled through an official industrial council.

An official conciliation board was appointed to attempt to resolve the dispute, but negotiations broke down. This means workers can strike legally from June 20 if the union wins the strike ballot.

Yesterday, the union accused Colgate of making a "concerted attempt" to stop the strike and minimise the effects of the boycott.

It claimed the company was doing this by running a campaign inside the factory to "discredit the union, its officials and worker leaders inside the plant, misinform workers about the recent negotiations and intimidate workers by threatening them with loss of their jobs".

It said Colgate had issued four pamphlets to its workers within the past week. One said workers had been "misled

the... one doctor for every 25 000 persons. Similar figures have been published for Thailand, Iran and Ghana. In South Africa, where approximately 60% of the population lives in rural areas, 65% of all doctors practise in metropolitan areas, 11% practise in cities, 12% in towns, 6% in small towns and only 5% of doctors practise in rural areas 10. This mal-distribution constitutes a problem which cannot be solved by simply increasing the aggregate supply of doctors 11. The government of the United States of America for example, has over the past decade increased its spending on health man-power programmes from 65 million to 536 million annually, totalling 3.5 billion dollars for this period. Much of this money was spent on medical education and physician training. Despite this, they have failed to achieve their objective of providing doctors for people living in rural areas. 12

A well-known medical educator once jokingly made projections to show a point in time where one half of the people in the United States of America would be physicians treating the other half, but health statistics would not reflect much improvement, since 90% of the residents of cities would be physicians treating one another, with the countryside remaining inadequately served 12. A glimmer of hope that the problem may indeed be soluble is found in an editorial in the Journal of Medical Education 1977. The editor states "The periphery may appear to be the most important graduates will have seen little of it even less during their clinical training to this point later. I have already alluded to the fact the social factors are the most important of the people of any country. Indeed "Medical Care in Developing Countries" Medicine of Poverty and a symposium from

fooled and tricked by persons who are not employees of the company"

A pamphlet also said "It is highly likely that workers who strike would lose their jobs, would lose the company's pension contribution and would disqualify themselves for unemployment insurance benefits."

It adds "Many other employers will not like to hire workers who have been involved in a strike"

Mr Magid yesterday confirmed that Colgate had been distributing newsletters among workers. He denied, however, that the company had threatened to fire workers or that it was taking extraordinary steps to stop the boycott.

He declined to comment further until Colgate had studied the union's statement.



# Dairy workers strike in support of disciplined colleague

**Mercury Correspondent**  
JOHANNESBURG—An estimated 600 black workers — almost the entire workforce — at National Co-operative Dairies in Boksburg went on strike at the weekend in support of a colleague who had been disciplined by the company

The workers were due to return to work at midnight last night — the start of their normal shift — but it was unclear whether the strike would end then

A spokesman for the Sweet, Food and Allied Workers Union said the management had told the union it had fired the workers and would rehire them selectively.

But the spokesman said workers had said they would not work unless their colleague who had been disciplined, as well as union shop-stewards, were allowed to return

A management spokesman refused to discuss the dispute yesterday

# Dairymen strike after a worker is fined

Labour Reporter

AN ESTIMATED 600 black workers almost the entire work force at National Co-Operative Dairies in Boksburg went on strike at the weekend in support of a colleague who had been disciplined by the company

The workers were due to return to work at midnight last night — the start of their normal shift — but it was not clear whether the strike would end then

A spokesman for the Fosatu-affiliated Sweet, Food and Allied Workers Union said management had told the union it had fired the workers and would rehire them selectively

But the spokesman said workers had said they would not work unless their colleague, who had been disciplined, as well as union shop-stewards, were allowed to return

A management spokesman refused to discuss the dispute yesterday, saying that the dairy's management would be prepared to discuss it this morning

The effect of the strike on milk deliveries in the Boksburg area is therefore not yet known

According to the SFAWU, which claims a large following at the dairy, the dispute began last Wednesday when a driver was involved in an incident with a white woman at a cafe where he was delivering milk

The driver was alleged to have assaulted the woman, but denies this

The dairy originally reacted by dismissing the man, but this caused tension among workers

After talks with worker representatives, he was allowed to keep his job but was fined R100, according to the union. Workers rejected this and after talks with management failed to settle the issue, went on strike on Saturday morning

"We have contacted the company to say that fining workers for this sort of thing is illegal

"But the company said the man was lucky not to lose his job," the union spokesman said

The spokesman added that management claims the worker signed an admission of guilt, but he denies this

"Workers are going back, but will not work unless everybody is taken back

"They also intend to tell management that this problem could have been avoided if it had dealt with union shop-stewards, who are representative of workers, rather than its own works council," the union spokesman said

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Dairys  
workers  
on strike

(140A)

Milk supplies to Boksburg, Benoni and Springs were disrupted again this morning as more than 600 drivers and other workers at National Cooperative Dairies in Boksburg continued their strike.

Some white NCD employees continued to deliver milk while the entire black staff — excepting security guards — gathered outside the depot to await the outcome of talks between a worker committee and the company's manager, Mr Fritz Steyn.

The strike began on Saturday over the company's disciplining of a worker after an alleged assault on a woman in a Kempton Park cafe last week.

The man in question was fired and later reinstated after representations from the company's works council, but a R100 fine was imposed on him.

According to a spokesman for the Posatu-affiliated Sweet, Food and Allied Workers' Union, the man denied the accusations.

NCD management would not comment on the dispute.



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<sup>14/07/81</sup> <sup>15/8/81</sup> <sup>STAR</sup> <sup>8/6/81</sup>  
**Colgate accused of smear tactics'**

The protracted row over union recognition at Colgate-Palmolive in Boksburg has reached new heights of bitterness with the union accusing the company of "intimidatory and smear tactics."

The Chemical Workers' Industrial Union (CWIU) also claims the multinational company has stepped up its advertising campaign and is distributing free samples to defuse the current consumer boycott of Colgate products

Colgate management has said the distribution of samples was "routine marketing strategy" but further comment could not be obtained last night.

The statement setting out these claims is the latest development in a

year-long drive by the CWIU for full negotiating rights at Colgate's Boksburg plant. The company has agreed to recognise the union, but will only negotiate wages and working conditions at Industrial Council level.

A conciliation board meeting called recently to resolve the dispute ended in deadlock.

In its statement the CWIU claims the company last week issued four pamphlets to workers as part of a campaign to dissuade them from striking. One of these had said workers were being "misled, fooled and tricked by persons who are not members of the company" and another had attacked elected worker representatives in the plant.

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# Colgate 'Intimidation' Slammed

**Sowetan Reporter**  
THE Chemical Workers' Industrial Union (CWIU) has branded Colgate - Palmolive pamphlet campaign at Boksburg as an attempt to discredit the union and intimidate and misinform workers.

Management issued the pamphlets to workers after workers demanded negotiation by the CWIU. In the pamphlet, Colgate claimed that it was an enlightened firm which offered better pay and work conditions than other companies.

In a statement contradicting Colgate's claims the unions said it had three petitions signed by two-thirds of the workers to back the union claim that it represented more than just half-hourly paid Colgate workers.

Management had been against a union proposal for a secret ballot to test the union's representativeness because management knew it would lose out, the union said.

The union also pointed out that the Government could only establish a conciliation board if it was satisfied that the union concerned was representative.

Colgate made a concerted drive to stop workers striking. "However, they are not doing this by negotiating with the union", the union stated.

According to the CWIU, the Colgate campaign aimed to discredit the union and its officials and leaders at the plant, misinform workers about the recent negotiations and intimidate workers by threatening them with loss of jobs.

The union also said the company appeared to have stepped up its advertising and had recently supplied many townships and suburbs with free Colgate product samples. The union has called for a boycott of Colgate products.

According to the union Colgate issued four pamphlets, and some workers had even received them at home.

One pamphlet had told workers it was their right to think for themselves and that workers were being "misled, fooled and tricked" by employees and others "who do not care what will happen to you".

The pamphlet also warned workers not to allow themselves to be used.

Another pamphlet had warned workers not to strike and had explained the difference between legal and illegal strikes.

The true purpose of the pamphlet was revealed when it warned that workers on strike would lose their jobs and company contributions and be disqualified from unemployment benefits.

The union said the pamphlet had also warned other employers would not want to hire workers who had been involved in a strike.

CT 8/6/81  
Leyland  
140A  
advertising  
criticized

Staff Reporter

THE Leyland company had underestimated the intelligence of the community in an expensive advertising campaign which had followed strikes at Leyland plants in the Cape. Mr Joe Foster, secretary of the union representing striking workers, said last night

He was commenting on a Leyland company advertisement which had appeared over the weekend which thanked "the community for its fantastic support and response to the company's recent advertisements"

Mr Foster said that while some advertisements claimed the company was now fully staffed, others were still trying to recruit workers

He said an advertisement on Radio Good Hope yesterday appealed to workers to join the Leyland factory

"I think Leyland is trying to sow confusion among the people. However they are grossly underestimating the intelligence of our communities," Mr Foster said

Three strike support committees had been set up in greater Cape Town. Further committees would be set up in Stellenbosch and Paarl

He said there had been "tremendous support" from trade unions, the community, churches, universities and other groups for the workers



## Workers end strike at Boksburg dairy

The two-day strike by more than 600 black workers at National Co-operative Dairies in Boksburg was settled yesterday afternoon after talks between the management and the Sweet, Food and Allied Workers Union (SFAWU).

The company, which said on Sunday that the strikers had been fired and would be re-employed on a selective basis, has now agreed to reinstate them, according to the SFAWU general secretary, Mrs Maggie Magubane. One worker, however,

has not been taken back, and the union will "investigate" his case. It is claimed that he assaulted a woman in a Kempton Park cafe last week.

He was dismissed by the company, then reinstated after representations to the management by colleagues.

But he was then fined R100 sparking off a protest strike on Friday night by about 400 drivers. On Saturday nearly all the other black employees at NCD joined them.

# Strikers — no decision on support

140A  
11 Jan 1961

THE National Union of Commercial, Catering and Allied Workers, and the Commercial, Catering and Allied Workers' Union of South Africa have still to take a decision about whether they will express formal support for the Teyland workers who are striking for increased wages according to the general secretary of the NUCCAW, Miss Dulcie Harwell

A report in The Argus yesterday said that the unions had already decided to do this.

# BOOKSQUITTING WORKERS DOWN TOOLS

MORE than 500 employees have downed tools at the Hazeldene dairy in Boksburg North in solidarity with a colleague who was fined R100 by management for allegedly assaulting a customer.

A spokesman for the Street, Food and Allied Workers Union (SFAWU), an affiliate of FOSATU, said that the strike, which started on Saturday, was as a result of management fining the man R100 and saying he was lucky to keep his job after he had allegedly assaulted a white woman when delivering at her cafe.

The spokesman, Mr Petros Pheko, said "The man said that he was assaulted by this white

By SELLO RABOTHATHE

woman and all he did was to push her and she later reported the matter to the dairy. At first management reaction was to fire him but this caused tension on the premises.

"In the wake of this atmosphere, management then had talks with workers representatives and reached a decision and imposed a R100 fine instead. The employees rejected the decision and after more talks with management had collapsed they downed tools on Saturday.

Mr Pheko also said it was illegal for any company to fine an employee. Management is giving itself magisterial powers. Only magistrates can fine a person he said.

Management had also claimed that the man had signed an admission of guilt statement which, according to Mr Pheko, the man denies. Employees have pledged that they would not return to work until their colleague and the shop stewards are allowed to start work.

The employees also felt that management should have discussed these issues with the union's shop stewards instead of its own works council which they feel does not represent them.

Yesterday SOWETAN found the workers seated outside the Hazeldene premises awaiting the outcome of further talks between management and the union. Mrs E Claassen, of the Paper Union and Mrs M Magubane of SFAWU were said to be some of the worker representatives at the meeting.



In course of action... at follow, may be very different from the dominant interest groups in the wider community. It is a common error to assume that decisions taken in the public sector are more likely to reflect the preferences of the bureaucrats than those of society as a whole or

treated rather than the emergence of the disease in the community as a whole (20).

THE PROBLEM - AN OVERVIEW

In summary the problem is... as described in this paper stems from three sources:

# Colgate denies 'smeared' charges

Members vote in favour of it

Mr Deryk Magid Colgate's group personnel manager, said today pamphlets had been issued to workers since the failure of the board's proceedings, but this was to ensure that "employees made decisions on the basis of facts"

The CWIU has charged that the pamphlets had "smeared" the union by referring to "persons who are not members of the company" who were "tricking workers. Elected union representatives at Colgate had been called "troublemakers," it said.

"If the cap fits, wear it," said Mr Magid. "After all, it is the union which has attacked the company in the Press"

He also denied union charges that Colgate had threatened to fire workers if they went on strike.

The management of the Colgate Palmolive plant in Boksburg has denied union charges that it has "intimidated" workers and "smeared" union officials in an effort to stave off threatened strike action.

In a statement last week, the Chemical Workers Industrial Union (CWIU) asserted that the company had issued four pamphlets to workers as part of a drive to dissuade them from engaging in a legal strike

In a long and bitter dispute, the CWIU recently declared a formal dispute with the company over its refusal to grant it negotiating rights on wages and working conditions at the Boksburg plant

The resulting conciliation board proceedings were deadlocked, empowering the union to hold a strike-ballot and stage a legal strike after 30 days if at least half its Colgate mem-

bers vote in favour of it. The CWIU has charged that the pamphlets had "smeared" the union by referring to "persons who are not members of the company" who were "tricking workers. Elected union representatives at Colgate had been called "troublemakers," it said. He also denied union charges that Colgate had threatened to fire workers if they went on strike.

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- (20) For medical examples of this type of syndrome see the research reported in S. Lichiner and M. F. Han, 'Appetite in the Federal Republic of Germany. Epidemiology and Medical Care Problems', Medical Care 19 311, 1971. Arrow argues even more strongly that the financial incentive that is present in the private hospital encourages doctors to hospitalise unnecessarily. Kenneth G. Arrow op cit

9/6/81 177777 1404

# UK unions back sacked SA men

From BRUCE STEPHENSON  
LONDON — The international campaign for support of the 2500 Leyland workers dismissed in Cape Town last month and the Wilson-Rowntree strikers in Port Elizabeth has gained the full support of British Leyland trade unions

A weekend meeting in Birmingham of the Leyland Combined Committee made up of trade unionists from plants all over Britain agreed to send telegrams of protest to Leyland's management in Britain and in South Africa

The trade unions will join forces with the International Labour Organization and the International Metal Workers' Federation in bringing pressure to bear through the Trades Union Council on Leyland management to reinstate the fired workers

The unions' national officials and sponsored members

of Parliament are also being urged to back the campaign Saturday's meeting was addressed by Mr Solly Smith, an executive of the South African Congress of Trade Unions, and Mr Mike Terry, secretary of the Anti-Apartheid Movement in Britain

The AAM has been organizing support for the 600 workers dismissed for striking at the Wilson-Rowntree chocolate factory in Port Elizabeth

A conference in Cambridge of 40 trade unionists was urged to support a programme of action aimed at severing all links with South Africa by taking action in support of Sactu, starting preparations now for the AAM's trade union week of action planned for the last week of October and mobilizing the trade union movement behind the AAM campaign of isolating South Africa

# Leyland to 'black' parts

10/6/68  
news  
for SA  
Argus Bureau  
10/6/68  
10/6/68

LONDON — Shop stewards at British Leyland have voted unanimously to move towards 'blacking' vital parts and kits destined for South Africa.

Their action is in support of the reported 2400 black workers sacked at Leyland's Cape plants as a result of an industrial dispute.

The shop stewards decided on this course at their weekend meeting which was addressed by Mr Solly Smith of the South African Congress of Trade Unions and Mr Mike Terry of the Anti-Apartheid Movement.

## HARDSHIP

They decided to compile a list of equipment that goes to South Africa. This will enable them to cause maximum hardship, if the trade unions decide to stop any parts going to South Africa.

Telegrams of protest about the treatment of the black workers have been sent to British Leyland's management here and to the Government-owned company's subsidiary in South Africa.

Yesterday workers at British Leyland's Cowley factory were given leaflets by shop stewards about black workers' conditions and the dispute at their South African subsidiary.



founded in Cape Town in 1913. We were founder members of the WFMH in 1948. Nevertheless, mental health services provided mainly custodial care until 1963. Since 1960 and subsequently, commissions of inquiry were appointed, which brought about a new era in mental health in South Africa. The introduction of psychiatrists and psychologists into the structure of posts of the Department of Health in 1963 led to a country-wide reorganisation. For the first time, mental health services could now be provided as a speciality service, thus enabling the expansion into multi-professional team-work. This triggered off a period of rapid growth and development. Reports (1967 - 1972).

In 1969 the Department of Health announced

# Union: End of line for Leyland

## Own Correspondent

CAPE TOWN — Leyland was not doing anything for workers in this country and would have to leave if the strike were not resolved soon, the national secretary of the National Union of Motor Assemblies and Rubber Workers of South Africa (Numarwosa), Mr Freddie Sauls, said yesterday. He was addressing a meeting in Bellville of about 900 striking workers, all members of Numarwosa. He said unions had accepted firms such as Leyland opening plants in this country on the understanding that they would bring about improvements for workers. By refusing to pay the wages workers were demanding, the firm was not toeing the line. He said the union would bring international pressure to bear on Leyland's mother company, but that the success of the strike depended largely on the workers themselves. Nearly 2 000 workers were dismissed after they went on strike for higher wages four weeks ago. They are demanding an increase of 25c an hour, instead of the 9c an hour they were offered. At the packed meeting yesterday, a number of "scab" workers apologised for having returned to work. They had walked out when they realised they were tricked into returning, they said. They said all was not well at the motor plants. One worker said Leyland was short of skilled workers. Another said he had been fetched in a "shining white Rover" to come back to work. A third said the bosses were so desperate they had offered him three days' pay for working on a Saturday. The local secretary of the union, Mr Joe Foster, told workers Leyland should have paid them what they had demanded and prevented a strike instead of wasting money on advertisements.

Statistics of the services rendered by the Department of Health for the period 1964 - 1976 as well as the available mental health personnel for the same period, is reflected in Table I-II and Graph I of the annexure to this paper. Notwithstanding a population increase of 36,6%, there was an absolute decrease in admissions of 26,9% for this period. This decrease can be attributed to the expansion of the outpatients services to the extent of 833,9% for the period 1966-1976. The shortsightedness in early planning of Mental Health Services led to a belated start in the training

where everybody and everything was interacting, inter-related and inter-dependent. The individual, the family and the group were completely immersed in, and integrated into the creation in its totality. One could call such a society theo-centric, because the pivot of everything is the creator and the Creative Principle. In such a society then, it is an inevitable necessity that all activity and conscious experience, both of the individual and of the group, has a definite ritual or ceremonial connotation and content".

What is seldom recognised is the extent to which White South Africans, too, are immersed in this philosophy. Bodenstein (1976) also describes this "enlightenment" which he calls a "coming home" experience. He says: "This was a watershed, when I spoke that my tenuous identity, had Western identity, had the new dimension of that by embracing an Africa identity, one freely of that liber, so peculiarly Africa, state, knows not the dichotomy between worlds material and spiritual, between the individual and society, or between man and the universe. It is this wholesome and healing primeval vision, which is perhaps the most precious heritage of Africa."

### 3. EXISTING MENTAL HEALTH SERVICES IN SOUTH AFRICA

South Africa is to be understood as a developing country, also in the sphere of mental health services. From humble beginnings early in the 19th century, these have developed very gradually until recently. (Munde 1974 - 1975). The first mental health society was

(147) (152) (1409)  
K.O.M. 10/6/8

# 'Skill shortage' claims are denied

Own Correspondent

CAPE TOWN — Production was "completely normal" at two Leyland motor plants where nearly 2 000 workers went on strike for higher wages four weeks ago, Leyland's director of public affairs said yesterday

Mr A Pitlo was responding to

claims by workers that all was not well at the two plants

At a meeting of 900 striking workers in Bellville yesterday, workers said the "bosses were hard up for skilled workers"

Mr Pitlo said the company presently employed 2 070 workers — 80 more than were previously employed

"1 500 of these are workers who went on strike for higher wages

"The people at the meeting could not all have been former Leyland workers. Only about 400 have refused to come back"

The union to which the workers belong, the National Union of Motor Assembly and Rubber

Workers of South Africa, has claimed that only 250 have returned

Mr Pitlo said he was not aware that cars had been sent to fetch workers to return to work but that this was possible

He said management had sent telegrams to workers to explain they would forfeit their benefits should they not return to work

Those presently employed, he said, had been recruited at the present wage rate

"The majority we appointed actually resigned from other companies to work for Leyland at higher wages," he said

They would all be eligible for the nine cents an hour increase as of July 1, he said

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# Leyland's output now 'normal' at Cape plants

Staff Reporter

LEYLAND'S director of public affairs, Mr A Pitlo, said yesterday that production was "completely normal" at the two Leyland motor plants where nearly 2 000 workers went on strike for higher wages four weeks ago.

He was responding to claims by workers that "all was not well at the two plants".

At a meeting in Bellville yesterday where 900 strikers assembled, workers said that the "bosses were hard up for skilled workers".

Mr Pitlo said the company presently employed 2 070 workers — 80 more than were previously employed.

"One thousand five hundred of these are workers who went on strike for higher wages. The people at the meeting could not all have been former Leyland workers. Only about 400 have refused to come back," he said.

The union to which the workers belong, the National Union of Motor and Rubber Work-

ers of South Africa, has claimed that only 250 have returned to work.

"As far as we are concerned, there is no strike," Mr Pitlo said. "The agreement negotiated with the union fell away when the work force refused to work. In so doing, they forfeited their own jobs."

Mr Pitlo said he was not aware that cars had been sent to fetch workers to return to work but it could be possible that this had happened.

He said that the management had sent telegrams to workers to explain to them they would forfeit their benefits should they not return to work.

Those presently employed, he said, had been recruited at the present wage rate.

"The majority we appointed actually resigned from other companies to work for Leyland at higher wages," he said.

They would all be eligible for the nine cents an hour increase from July 1, he said.

## Leyland 'is not helping workers'

Staff Reporter

LEYLAND was not doing anything for workers in this country and would have to leave if the strike was not resolved soon, the national secretary of the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa), Mr Freddie Sauls, said yesterday.

He was addressing about 900 people who claimed to be striking workers and members of Numarwosa, at the Lyric Cinema in Bellville yesterday.

He said that unions had accepted firms like Leyland opening plants in this country on the understanding that they would bring about improvements for the workers.

By refusing to pay wages the workers were demanding, the firm was not toeing the line, he said.

He told workers that while the union would bring international pressure to bear on Leyland's mother company, the success of the strike depended largely on the workers themselves.

Nearly 2 000 workers went on strike for higher wages four weeks ago. They demanded an increase of 25 cents an hour, instead of the nine cents an hour they were given.

At the packed meeting yesterday, a number of workers apologized for having returned to work.

They said that all was not well at the motor plants. They had walked out after realizing they had been tricked into coming back, they said.

One worker said he had been tricked because Leyland was so "hard up" for skilled workers. His department would suffer now that he had walked out again, he said.

Another worker said he had been fetched in a "shining white Rover" to come back to work.

Although he was newly-married with debts of R3 000, he was prepared to struggle rather than to return.

"We must all stand together because that is the only way we are going to win," he said.



# Black union to vote on strike

By RIAAN DE VILLIERS  
Labour Correspondent

THE first legal strike ballot by a black union is being held among workers at Colgate-Palmolive's Boksburg plant

A representative of the Fosatu-affiliated Chemical Workers' Industrial Union said yesterday a strike ballot among union members was under way and would probably be completed by the end of the week

Meanwhile, steps have been taken to implement the boycott campaign of Colgate products called by Fosatu recently

The strike ballot has come after deadlock was reached at recent conciliation board meetings, called after the union declared a dispute with the company earlier this year over union recognition

Black workers have struck legally once before. This was at the Armourplate factory in Springs in 1976, in terms of provisions of the Black Labour Relations Regulation Act

However, if the strike at Colgate goes through, it will be the first legal strike by a black union

The representative said workers had been holding regular meetings at the plant, and given the mood among them, the union expected to win the

ballot

The union would decide when to start the strike when the result was known

She added that messages of support had been received from various overseas labour organisations. Workers had also approached Colgate managements overseas in connection with the dispute

Yesterday, it seemed that last-minute negotiations between the union and the company could not be ruled out

This emerged when Mr Derek Magid, personnel manager of Colgate, said the firm was keeping its door open "as wide as possible" to proposals from the union as well as Fosatu to settle the dispute

A Fosatu spokesman said yesterday its Transvaal region had met last weekend to discuss the boycott campaign

As a result, meetings of shop steward councils would be called throughout the Transvaal

According to reports presented to the region, Fosatu affiliates were holding meetings throughout the country to discuss the boycott, and discussions had also started with other organisations

He said Fosatu was "satisfied with the progress made so far"

11/6/8

# TUC slams Leyland dismissals

LONDON — Britain's Trades Union Congress has protested to the state owned British Leyland car company over the sacking of 1900 black employees at a company subsidiary in South Africa the TUC said yesterday

It quoted the TUC general secretary Mr Len Murray as saying the company's action was in contrast with that of Ford and General Motors which had reached agreement with their black employees through negotiation

Mr Murray said it was a matter of regret that trade unionists long recognized by British Leyland should be harshly treated because they were in dispute with the management. He said the mass dismissals would isolate British Leyland and damage its reputation

A TUC statement said the British Leyland workers were dismissed in a wages dispute and that the company was trying to recruit other workers to replace those dismissed

# 16 women get sack after work go-slow accusations

By JIMMY MATYU

SIXTEEN women who worked at the Huis Louisa Meyburg old-age home in Kabega Park have been fired — allegedly because of their affiliation to a trade union and their participation in a go-slow strike

Confirming their dismissal, the matron, Mrs R Scheepers, said they were sacked because they had been on a month-long work-slow strike and because of their attitude

All 16 are members of the Federation of South African Trade Unions (Fosatu) They denied being involved in a go-slow at the home.

They claimed they had been sacked by Mrs Scheepers last Thursday and Friday morning after attending a Fosatu meeting in Korsten Five of them said they had been removed from the home by the police

After being driven around Kabega, they were left about midnight near the Empilweni Hospital, far from their homes in Zwide and Kwazakele

A spokesman for the Kabega police said he knew nothing of such an incident He said if the women had any complaints they should call at the Kabega police station He confirmed police were called to the home last Friday morning when some women refused to work

In an interview, Mrs Scheepers said she "did not discriminate against anybody because of union membership as long as they keep it out of the gate and as long as those

people do not instigate trouble on the premises," she said

The director of the home, Mr T J Barnard, refused to comment on the issue, saying it was a matter between the employer and employees

Fosatu's organising secretary, Mr Koko Xabela, said today both Mrs Scheepers and Mr Barnard had refused to meet union officials and that the matter was now in the hands of the union's lawyer.

"We feel the women have been victimised because they were fired after attending the union's general meeting where they elected their own committee consisting of six women," Mr Xabela said.

He said the difficulty in the women's case was that according to the Department of Labour, they were not covered by the Wage Act

The women had joined Fosatu about three months ago and complained of bad working conditions and low wages.

Four women said they were awakened and questioned by Mrs Scheepers about their union membership They were fired and ordered to leave the premises immediately

A fifth woman, Mrs Joyce Saki, who was the first to be dismissed, said she was accused of being an organiser of a union that was "political" and would cause trouble.

The other 11 women said they were dismissed on Friday when they reported for day duty and were escorted by police from the building



# Fosatu condemns detentions

A STATEMENT strongly condemning the detention of trade unionists, students and community leaders was released by Fosatu yesterday.

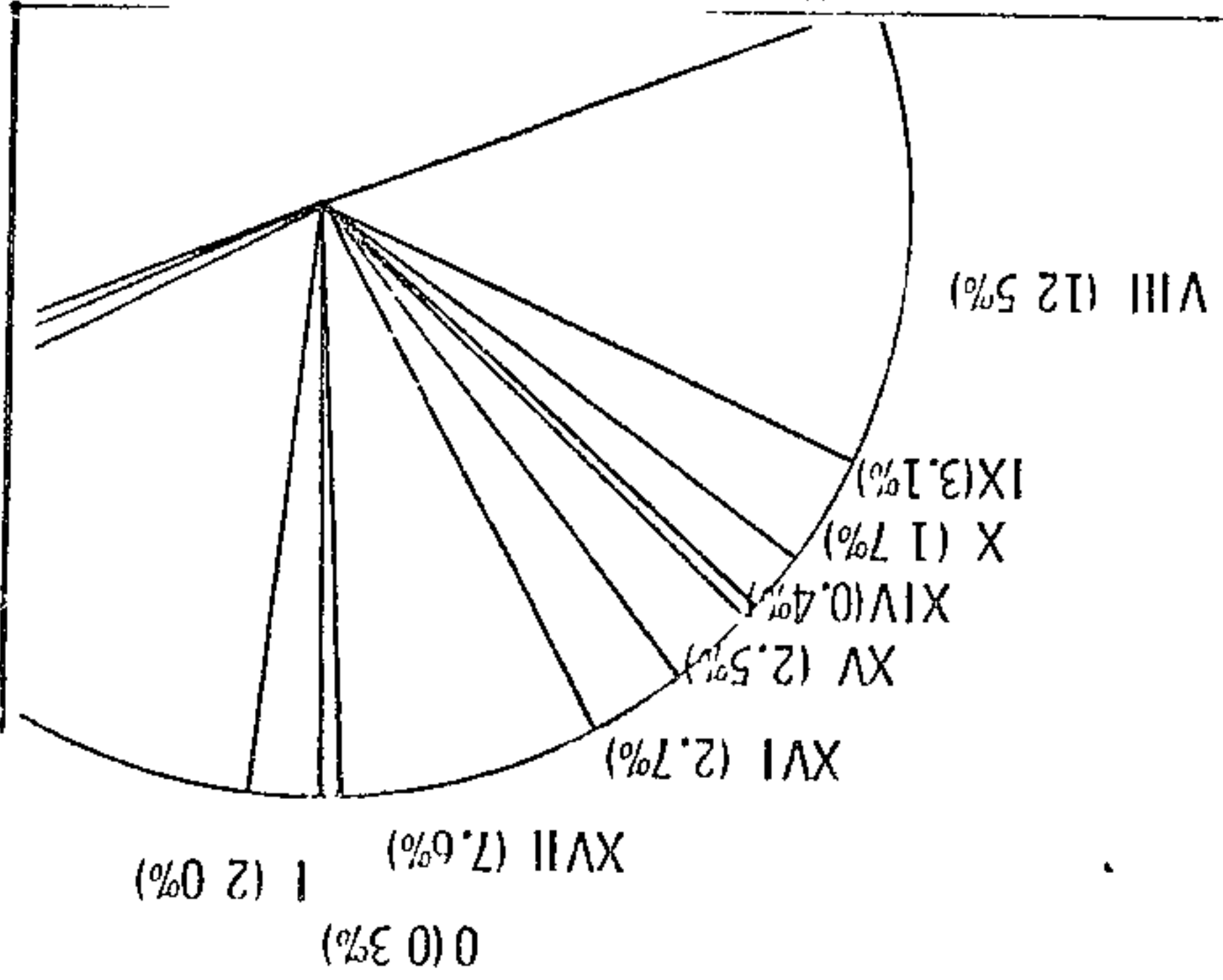
According to the statement Fosatu strongly condemns the recent waves of detentions which have included students, community leaders and trade unionists. Fosatu is particularly concerned about the detentions of prominent unionists such as Mam, Nkkelana, Makhanda, Didiza and Malingozi.

Their detentions seem related to an attempt to force trade unions into what government approves as the area of activity of a

trade union. If this is so it is a futile attempt. The state should take careful note of the mood of black workers today.

Fosatu makes it clear that union leaders speaking against this oppression are

articulating the feelings of their members. Instead of locking them up Fosatu says the only solution is for the state and management to meet with them to dissolve these issues in a meaningful way.

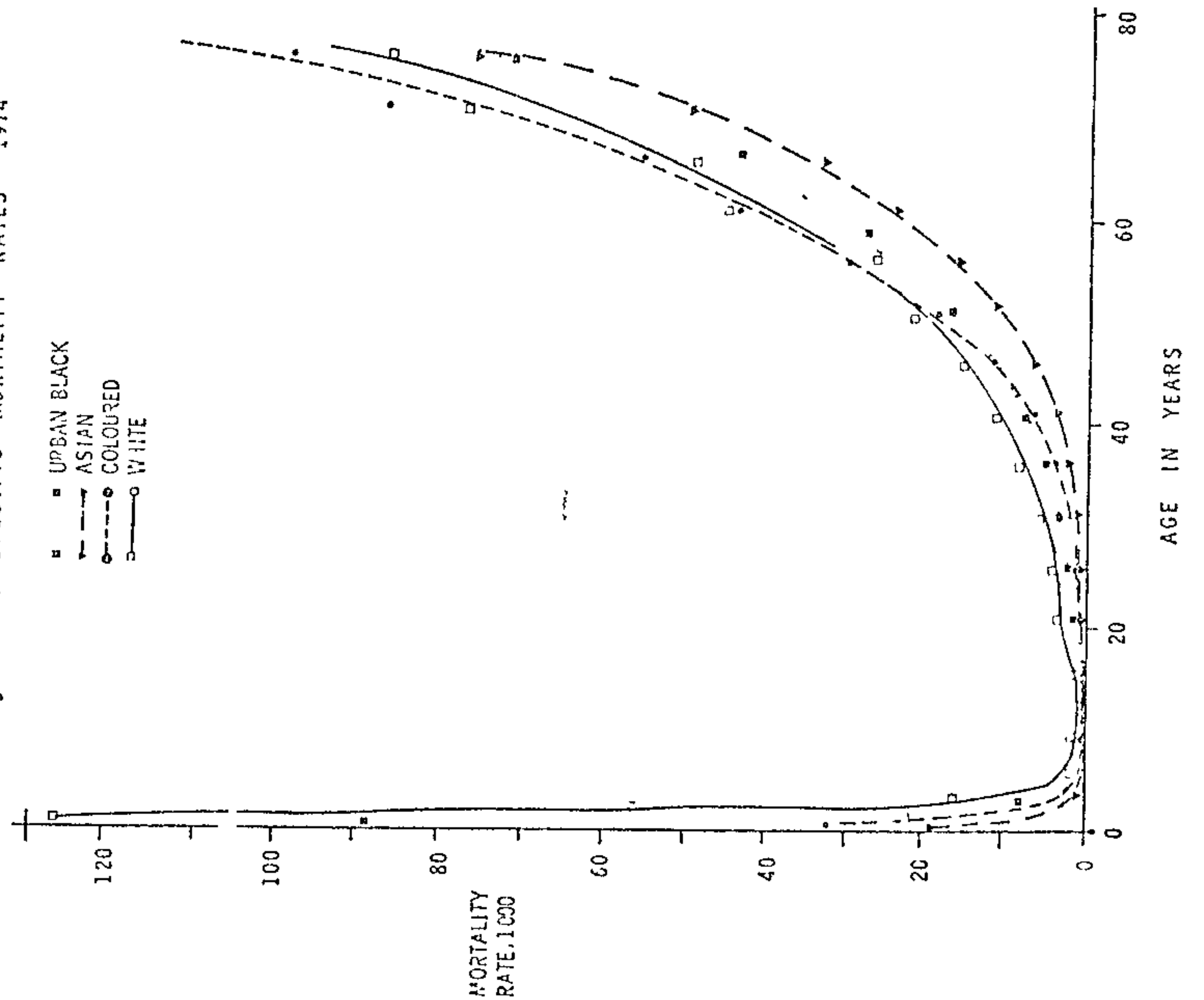


PROPORTIONAL MORTALITY  
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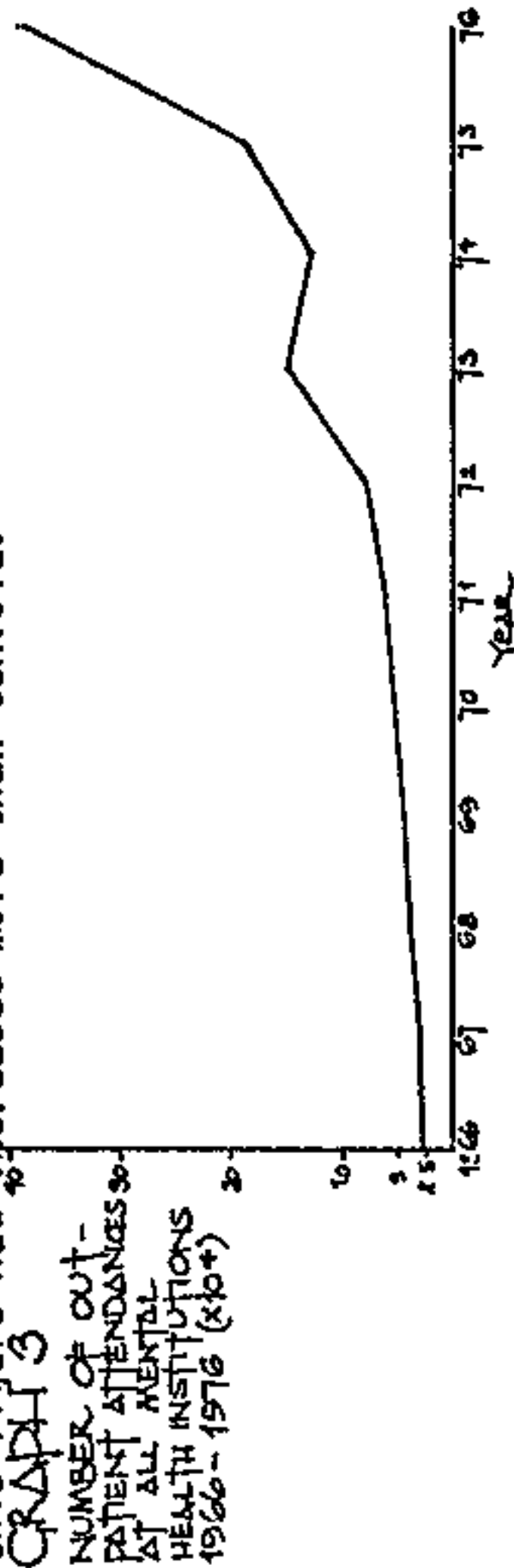
Fig. 5 (a)

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Fig. 4 AGE SPECIFIC MORTALITY RATES 1974



In 1966 there were 28 657 outpatient attendances. By 1976 this figure had increased more than tenfold.



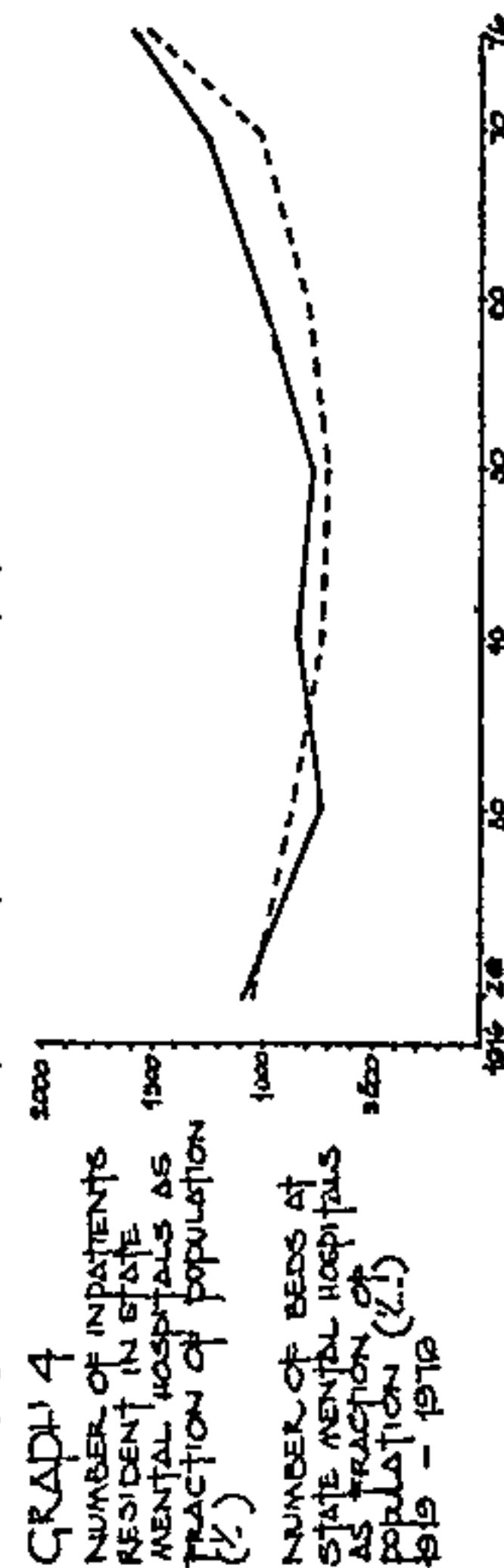
The outpatient services comprise two sections:

- a) Outpatient department psychiatry clinics i.e. patients attend at hospital clinics.
- b) Community services. Trained sisters travel to the patients in their home environment. This service has been available since 1963 at provincial hospitals, but only since 1974 at state hospitals.

Community Statistics

In 1919 there was a psychiatric bed for every 1 088 people in the country. By 1976 there was a bed for every 760. (This figure includes all beds of all category I institutions).

If the 1976 figure for beds at state mental hospitals only is used, then there was a bed for every 1 500 people in the population, i.e. an overall decline in the number of beds at state psychiatric hospitals per head of population.



In 1919 one in every 1 080 people were patients in psychiatric hospitals. By 1976 one in every 800 were resident inpatients.

Admissions 1919-1976

In 1920, 1 750 patients were admitted to state hospitals. In 1976 at least 39 700 patients were admitted to state, provincial and homeland hospitals. The number of admissions grew more than 20 times. The discharges mimicked the pattern of the admissions.

# Workers win new rights at Kellogg

By RIAAN DE VILLIERS  
Labour Correspondent

IMPORTANT new features have been incorporated in a re-negotiated recognition agreement between the multinational Kellogg company and the Sweet, Food and Allied Workers' Union

The agreement supercedes a preliminary agreement reached between the two parties in August 1979, when the Fosatu-affiliated union was still unregistered

The new agreement allows shop stewards to attend to union and company business in working hours.

Retrenched workers are to receive increased benefits through redundancy pay as well as a system for preferential re-employment

Maternity benefits have been introduced, described by Fosatu spokesmen as "totally novel"

The agreement provides for a senior shop steward to be elected by shop stewards, who will have access to workers throughout the company on approval of plant management

He will be entitled to an amount of company time to

attend to his duties in the plant, also to be agreed to by plant management

Shop stewards will be allowed a monthly caucus meeting during working hours. The company has undertaken to consider employing retrenched workers in other departments when possible

Workers with less than 18 months service will receive one month's wages in redundancy pay, those with between 19 months' and 30 months' service two months' pay, and those with over 31 months' service three months' pay

Pregnant women leaving their jobs are to have priority whenever possible if they want to return after their confinement

Women with more than a year's service will receive a third of their wages for 12 weeks, up to a maximum of R250

Mrs Maggie Magubane, union secretary, described the agreement as a "breakthrough". She said this applied especially to the maternity clause, as women workers had been struggling for a long time for some form of protection

greater rate of inpatient turnover. (6)

6. e.g. If hospital A with 800 beds has 300 inpatients in a year, none of whom improve and qualify for discharge, then a total of 800 patients would be resident in that hospital annually. If, on the other hand, hospital B discharges all its patients every 6 weeks, then a total of 6 900 patients would be resident in that hospital annually. Thus nearly 9 times as many patients rotate through hospital B compared to hospital A annually.

# Comprehensive agreement reached at Kellogg

Star 12/6/87

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**By Drew Forrest** — One of the most comprehensive recognition agreements in recent years has been reached between the Kellogg Company of SA and a largely black trade union.

The agreement between the Springs based food company and the Sweet Food and Allied Workers Union (SFAWU) — an affiliate of the Federation of SA Trade Unions — is the second major recognition agreement negotiated by a Fosatu union in the Transvaal.

Apart from a clause providing for wage negotiations there are unusual features including:

- A comprehensive retrenchment procedure — requiring negotiation on all retrenchments, establishing the principle of 'first in last out' and stipulating levels of redundancy pay.
- A Fosatu spokesman said that in view of the downturn in the economy and the threat of large-scale redundancies, this was "particularly important".
- Paid maternity leave for women with at least a year's service.
- Kellogg, an important American subsidiary which subscribes to Sullivan principles, first recognised SFAWU in 1979.
- After negotiations with SFAWU last year — when the union pressed its 'living wage' demand — the company agreed to substantial wage increase for the 130 strong workforce.

where the union was still unregistered. It was the second company in South Africa to take this step.

(5) From the demand curve find the total amount which must be offered on the market in order to fetch the prices discovered in part (4). From these amounts make a schedule showing how much the government would have to buy or sell for each total output.

(6) Draw up a schedule showing how much the government would have to buy or sell in each of the ten successive years of part (2). Would the government have to sell a total greater than the amount it would have to buy over the ten years? Does the answer mean that stabilization of the gross value of a crop is impossible?





# Workers have no say

12/11/74  
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By JOE MOLEFE

THE Federation of South African Trade Unions (Fosatu) is advocating a minimum living wage level of R2 an hour for black workers

Fosatu also charges that low wages in South Africa are a result of the powerlessness of workers. Black workers have been unable to bargain for better wages and working conditions

"Management and white unions have between them developed a wage structure which is unequal. It gives high wages to skilled workers (mainly white) and low wages to unskilled workers (almost always black)," adds a statement

It continues "We believe that these white unions have done a great disservice to the working class as a whole. They have helped managements to create divisions in the working class which will take a long time to heal"

The statement points out that there are many surveys which are supposed to show how much money a family needs to live on. Examples of this is the Poverty Datum Line (PDL) and the Minimum Effective Living Level (MELL). These are supposed to show the minimum amount of money needed by a family of five to survive

"Managements use these amounts to set wages. They often say that they pay wages above the PDL or MELL. They then claim that their workers are not getting starvation wages," the statement emphasises

According to the statement, Fosatu rejects these surveys as a way of setting wages because (1) amounts are worked out without ever consulting organised workers, (2) workers do not decide what they need to live on, non-workers decide, (3) amounts are worked out by abstract formula, (4) amounts are based on a family of five, and (5) amounts are in any case supposed to be the minimum needed to live on, for example, just above starvation level

Fosatu gives an eight-point plan, based on negotiation by workers, which it sees as the basis for a living wage. The eight points are

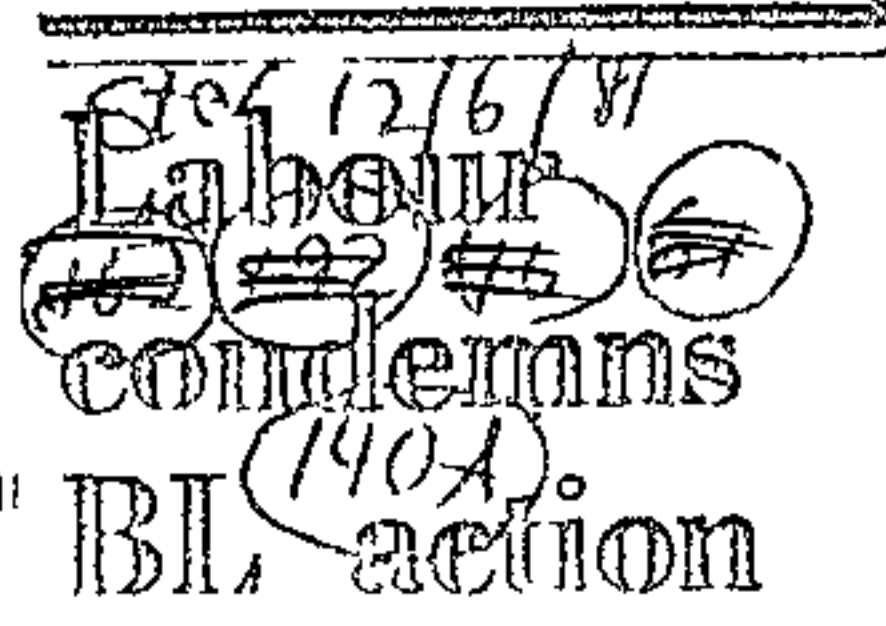
- That workers are given the legal right to bargain for better wages and working conditions and a higher standard of living,
- That the workers are given the right to negotiate at national and plant level,
- That resistance to this by managements be regarded in law as an unfair labour practice,
- That unions should be allowed to conduct surveys in a plant during working hours to find out what workers see as their needs,
- That unions should have access to company profits and that companies should by law be made to give all information on profits,
- That wages should automatically go up with inflation. They should be linked to a price index. Wage negotiations should be about increase above inflation. They should be about real increases,
- That shop stewards involved in negotiations be given paid study leave so that they can learn about negotiating methods and company finances



**FLASHBACK:** The Johannesburg municipal workers strike . . . Fosatu charges that low wages in South Africa are the result of the powerlessness of workers.

seases and a recently instituted collection of hospital inpatient statistics<sup>1</sup>, morbidity data is collated on a routine basis at national level.<sup>14</sup> Thus, the provision of medical care is to be placed on a rational and scientific basis the analysis of mortality data is likely to be of fundamental importance the overall assessment of health and disease. though there is much information about the mortality experiences of the ferent South African communities available from routine sources, there e been few published attempts at presenting a composite picture of the rent situation. The present study was therefore undertaken with the

of mortality data for the White, in South Africa. isis and presentation of the data s of the mortality profiles of the files and to discuss their relevance South Africa. uring in South Africa by cause, age ment of Statistics. These repo . s



2. cont.....

- (1) Plot this demand curve on graph paper.
- (2) Now suppose the "crop" amount is 70 million and the gross value is scheduled above.
- (3) Calculate the value for each of the ten years, and then the gross value curve. (It will be a downward sloping curve.)
- (4) From the demand curve, find the price which would have to be received for each quantity. (This is done by drawing a vertical line from the quantity on the horizontal axis to the demand curve, and then a horizontal line to the vertical axis.)
- (5) From these prices, find the total revenue which would be received for each quantity. (This is done by drawing a vertical line from the quantity on the horizontal axis to the price on the vertical axis, and then a horizontal line to the vertical axis.)
- (6) Draw up a schedule showing how much the government would have to buy or sell in order to stabilize the gross value of a crop is impossible?

**The Star Bureau**  
**LONDON —** The Labour Party has joined those protesting against the treatment of striking black Levland workers in South Africa.  
 "The Labour Party condemns the action of the British Levland management in summarily dismissing the workforce at its South African plant," said the party general secretary Mr Ron Hayward, in a statement yesterday.  
 "We are horrified that the Levland management are compounding their action by now attempting to break the strike by employing scab labour."  
 "It is intolerable that a company almost wholly owned by the British Government, through the National Enterprise Board, should behave in this manner."  
 The Labour Party adds its voice to the protest of the international labour movement.

as possible, preferably using successive years the annual demand curve, 70, 60, 50, 40, 30, 20, 10, 0. Calculate and tabulate the value of the crop over the ten years, if the demand curve is of each of the ten years. The price would have to be received for each quantity and schedule in order to make the year equal to the average annual price of the same paper as the demand curve (elasticity). The amount which must be offered for each quantity discovered in part (4), showing how much the government total output. The government would have to buy or sell in order to stabilize the gross value of a crop is impossible? Would a price greater than the amount it would receive for the answer mean that the gross value of a crop is impossible?

\* \* \* \* \*



# It's Mumpsenny Sow Leyland strikers

C. Herald 12/6/81

(12) (140A) (150)

ONE of the striking Leyland workers says that it is nonsense to suggest that the strike-torn car assembly plant is in full production.

Mr J Dimples, who has 25 years' service with the firm and who is also vice-president of the union representing the dismissed strikers, said at a meeting at The Strand on Sunday that the 'scabs' who had replaced the dismissed workers were not as skilled as those now out of work.

In fact we have heard that those now doing our jobs are doing so badly that about 50, mostly women, have already been fired.

How can Leyland claim, therefore that it is back to full production? If it is absurd, Mr Dimples said. Leyland has placed large advertisements in several newspapers thanking the public for its 'fantastic' support and response to the company's recent recruitment drive.

The company has fired 2 000 of its workers who went on strike more than a month ago in demand of higher wages.

**DISPUTED**  
Leyland's claim has also been disputed by Mr Joe Foster, the secretary of the National Union of Motor Assemblies and Rubber Workers of South Africa to which the strikers belong. 'The company underestimates the intelligence of the community,' he said.

If, as Leyland claims, it is fully staffed, and back to full production, why does it continue its recruitment campaign?

At the Strand meeting on Sunday a support committee was formed. Support committees have also been established in Cape Town and Macassar following solidarity expressed by trade unions, community organisations, educational institutions and other groups.

The Strand support committee can be contacted through one of its members, Mrs Yasmina Osman at (024) 33225, or 33851.

Speakers at the Strand meeting also expressed indignation at the recent salary increase given to the chairman of British Leyland (owners of Leyland, South Africa), Sir Michael Edwards whose salary is now R160 000 a year.

Meanwhile, the powerful British trade union, the Transport and General Workers Union, has sent a telegram to the Leyland workers expressing its solidarity.

The text of the telegram is: 'We express total support for wage demands and unconditional reinstatement of every fellow worker at Leyland and will fight for maximum possible backing and strike solidarity action.'





# Wide concessions in new labour deal

Own Correspondent

JOHANNESBURG — Important new features have been incorporated in a re-negotiated recognition agreement between the multi-national Kellogg company and the Sweet, Food and Allied Workers' Union.

The agreement supercedes a preliminary agreement reached between the two parties in August 1979 when the Fosatu-affiliated union was still unregistered.

The new agreement allows shop stewards to attend to union and company business within working hours.

Retrenched workers are to receive increased benefits through redundancy pay as well as a system for preferential re-employment.

Maternity benefits have been introduced described by Fosatu spokesmen as "totally novel".

The agreement provides for a senior shop steward to be elected by shop stewards, who will have access to workers throughout the company on approval of plant management.

He will be entitled to an

amount of company time to attend to his duties in the plant, also to be agreed to by plant management.

The company has undertaken to consider employing retrenched workers in other departments when possible.

Pregnant women leaving their jobs are to have priority whenever possible if they want to return after their confinement.

A mining trade union has agreed to relaxations in racial labour practices in exchange for a separate "package" improving benefits and service conditions.

Any relaxations will apparently depend on the inability of mines to find suitable white skilled labour.

This is the implication of a joint statement yesterday by the SA Engine Drivers Firemen's and Operators' Association and the Chamber of Mines, announcing an agreement between the two parties.

This will only be done "after due consultation with the relevant mine or mines", the statement said.



# Only uneasy, artificial and temporary peace is possible in industry

If industrial peace is attained at all costs in South Africa, it will be uneasy, artificial and temporary if those affected by it are constantly left dissatisfied, says a Federation of South African Trade Unions (Fosatu) memorandum.

The memorandum is the result of Fosatu's Central Committee discussions in Durban on April 25 and 26 on the controversial Draft Industrial Conciliation Amendment Bill Early this month Fosatu published the memorandum "in the interests of making available a highly informed opinion on a matter of national and international importance".

And this week Minister of Manpower Utilisation, Mr Fanie Botha, announced that certain controversial provisions of the Bill are to be withdrawn provisionally, following public comment on the proposed legislation.

The provisions to be withdrawn affected the procedure for the registration of trade unions, the mandatory deduction by employers of union dues and the question of the division of unions.

# Fosatu paints bleak future

these relates to the possibility that race may be considered an industrial interest for the purpose of registration and representivity, adds the memorandum which was prepared with the help of two lawyers specialising in labour law.

If it is the intention of the legislature to allow registration of unions on a non-racial basis, the memorandum argues that it should be clearly specified that the Registrar may not take race, sex or creed into account in considering a non-racial union's application for registration.

The proposed Section 4 (3) (c) of the Bill as presently worded, will allow a union to choose its criterion of membership when it knows it is not representative and be assured of registration — "for example, a union which has only 100 members in a industry of 100 000 members could make religion or tribe a criterion for membership and the Registrar will only be entitled to take into account persons in the opposite union, who meet these criteria, in deciding which unions representative This has numerous drawbacks.

It encourages the proliferation of unions on membership criteria totally irrelevant to labour relations.

It encourages polarisation on equally irrelevant criteria. It may cause the Registrar and objecting unions immense administrative problems to separate eligible and non-eligible members of the objecting union, particularly when the criterion bears no relationship to any accepted industrial interest.

It completely disrupts the concept of representivity as understood in labour law. At present in South Africa, lockouts are so rare that they do not constitute a problem. The memorandum then argues that every effort should be made to ensure that illegality tariffs as few strikes as possible that "it is difficult to know

registration system because the choice forced on them is one between insolvency or registration.

Unless careful consideration in consultation with registered and unregistered unions is given, the memorandum submits, to the very serious financial, administrative and practical implications of the imposed obligations, these unions will be compelled to comply with statutory obligations which they do not have the resources to meet.

Warns the memorandum further, "unless this is done and suitable practical amendments are made to the obligations imposed on these bodies, many of them and their office bearers will become criminals for reasons which may be largely beyond their control."

The Industrial Conciliation Act applies representivity at the stage of registration and this is inappropriate according to the memorandum. "the test of representivity applied at the registration stage is applied in the abstract as a test to determine which two or more unions is sufficiently representative in an industry, trade or occupation.

"It does not, for example, bind employers to accept that representivity in deciding whether or not to negotiate with any particular union in the interest in which it is registered or any other interest."

Another crucial matter which has bedevilled black unregistered unions crops up in the memorandum — many of the requirements for proving representivity are objectionable to the fundamental principles who may wish registration.

"The most important of

Department of Statistics 1961 to 1971. Registrar, Pretoria.

5. Department of Statistics 1961 to 1971. Registrar, Pretoria.

12

11



# Colgate row workers back boycott call

1408  
1973  
1972

By STEVEN FRIEDMAN  
Labour Reporter

THE labour dispute at Colgate-Palmolive escalated yesterday when worker representatives from about 15 East Rand factories pledged their support for a boycott of the company's products

At a meeting in Benoni yesterday, about 80 shop stewards and other workers in unions affiliated to the Federation of South African Trade Unions (Fosatu) pledged to distribute literature backing the boycott among workers in factories and on buses and to urge their colleagues not to buy Colgate products

Similar meetings were held yesterday in Vereeniging and Johannesburg and Fosatu is hoping to enforce a nation-wide boycott

Indications are that the Colgate boycott is becoming a rallying-point among Fosatu-affiliated unions in a range of factories on the East Rand

A legal strike ballot, the first by a predominantly black union, is being held at Colgate's Boksburg plant. The result will be known later in the week

Colgate has agreed to recognise Fosatu's Chemical Industrial Workers Union (CIWU), but says it will not bargain with the union on pay and work conditions. It says this bargaining must take place at an official industrial council

The CIWU rejects this. It says most Colgate workers are not covered by a council and that workers want direct wage bargaining with the company

An official conciliation board failed to resolve the dispute and, if the union wins the strike ballot, workers can strike legally from June 20

It is understood, however, that talks between the company and the union are taking place in a bid to avert the strike

At yesterday's meeting in Benoni, worker representatives

from other factories agreed to actively support a consumer boycott against Colgate called by the union and backed by Fosatu

Speakers said the Colgate dispute was "the struggle of all workers"

"If Colgate workers win, we all win. If they lose, we all lose," a speaker from one factory said

Several speakers were critical of the industrial council system which, they claimed, was of little help to workers

Speakers accused Colgate of violating the Rev Leon Sullivan's labour code for American companies operating here and of not fulfilling promises to end discrimination in the plant

Colgate spokesmen were not available yesterday, but the company has insisted throughout the dispute that conditions within its plant are not discriminatory and that it adheres to the Sullivan code

TABLE III

YEAR	ADMISSION RATE	DISCHARGE RATE	REGULAR ATTENDING OUT PATIENTS
1964			
1966			
1970			
1971			
1975			
1976			
Percentages	+10,1%	-26,9%	+833,9%

ANNEXURE TABLE I

YEAR	NUMBER OF PATIENTS IN INSTITUTIONS	ADMISSIONS	OUT-PATIENT ATTENDANCE	POPULATION
1964	23 742	35 965	28 657	19,1 Milj.
1966				20,4
1970	28 124	37 133		22,4
1971			55 047	23,0
1975	25 957	24 880		25,5
1976	26 139	26 277	267 625	26,1
1964 - 1976	+ 2 397	- 9 688		+ 7 Mil
1966 - 1976			+238 968	
Percentages	+10,1%	-26,9%	+833,9%	+36,6%

SERVICES RENDERED BY DEPARTMENTAL PSYCHIATRIC INSTITUTIONS. 1976  
FIGURES OBTAINED FROM THE REPORT OF SECRETARY FOR HEALTH.

TABLE II

YEAR	PSYCHIATRIST	CLINICAL PSYCHOLOGISTS	PSYCHIATRIC NURSES	SOCIAL WORKERS IN MENTAL HEALTH FIELD	POPULATION
1964	82	40	674	37	19,1
1970	134	92	896	50	22,4
1975	164	191	2 079	97	25,5
1976	167	238	2 779	99	26,1

AVAILABLE MENTAL HEALTH PERSONNEL IN SOUTH AFRICA 1964 - 1976

# Call to unions to help support strikers

**THE Chemical Workers' Industrial Union (CWIU) yesterday made an appeal to other Fosatu-affiliated unions to give material support to the Colgate and Palmolive workers in the event of a strike.**

The appeal was made at a shop stewards' council meeting held in Benoni yesterday

About 150 shop stewards from six other unions attended

The other aim of the meeting was to ask the shop stewards to spread the Colgate-Palmolive product boycott throughout the country

Three weeks ago Fosatu called for a country-wide boycott of products of the multi-national Colgate-

Palmolive

The boycott was called out in support of CWIU which is on the brink of a legal strike at the firm's Boksburg plant in a bid to gain full recognition by the company

A few weeks ago, official conciliation board hearings aimed at settling the dispute at Colgate, ended in deadlock and opened the way to a strike ballot by the union

The union declared a former dispute with the firm earlier this year in a bid to gain full recognition, including the right to bargain at plant level on wages and working conditions

If the workers do eventually go on strike, which will start by the end of next week, it will be the first legal strike by a black union since the introduction of the government's new labour dispensation and only the second by black workers in South Africa's labour history

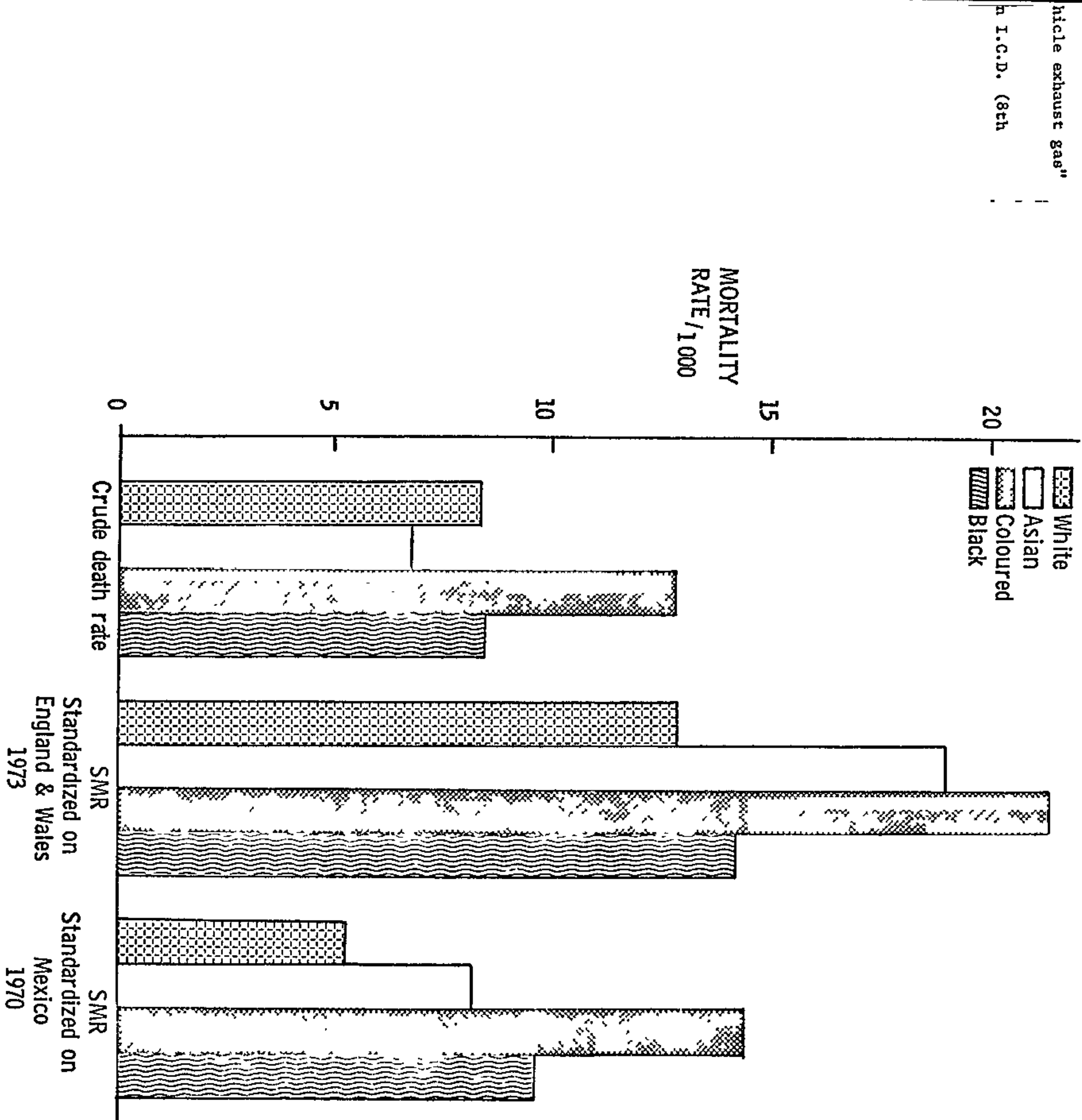


Fig 1. Crude Death Rate and Standardized Mortality Rates for Whites, Asians and Coloureds: 1974

# More support for boycott of Colgate

By STEVEN FRIEDMAN  
Labour Reporter

WORKERS at "15 to 20" factories in the Germiston area have endorsed the boycott of Colgate-Palmolive products and agreed to support it actively a spokesman for the Federation of South African Trade Unions (Fosatu) said yesterday.

On Sunday, representatives of about 15 other East Rand factories took a similar decision at a meeting in Benoni.

The spokesman added that Fosatu was also appealing to teaching, nursing and taxi owners' associations to support the boycott.

He said the issue had also been discussed at a meeting of the Azanian Peoples' Organisation on the East Rand.

Colgate is involved in a union recognition dispute with Fosa-

tu's Chemical Industrial Workers Union (CIWI). The company says it will recognise the union, but that wage and working condition negotiations must take place through an official industrial council.

The CIWI rejects this and charges the company with refusing to negotiate on these issues.

The union and Fosatu have called for a nationwide consumer boycott against Colgate and it appears the boycott is gathering momentum in the Witwatersrand area.

The CIWI might also call a legal strike on the issue if a strike ballot carried being held at the plant produces a "yes" vote.

Talks between the two parties have taken place in an attempt to end the dispute.

*room 1-6/6/81*

1951 2852 2588 3270 132 430 1,22 0,97 1,12 2,36 2,09 2,20 2,21

- 20 -

- 19 -

DISEASES OF THE CIRCULATORY SYSTEM

VII

	W		A		C		B		F
	M	F	M	F	M	F	M	F	
0-1	0,51	0,33	1,10	0,21	1,50	1,50	0,1	0,1	0,10
1-4	0,05	0,06	0,02	0,10	0,17	0,17	0,02	0,02	0,04
5-24	0,07	0,06	0,09	0,10	0,17	0,17	0,11	0,11	0,13
25-44	1,09	0,44	1,31	0,70	1,27	1,27	0,73	0,73	0,78
45-64	9,75	4,44	11,76	1,70	12,22	12,22	4,31	4,31	5,21
65	42,19	32,93	55,30	47,72	49,94	49,94	12,55	14,21	14,21
ALL	4,70	3,81	7,22	2,25	2,74	2,59	1,14	1,20	1,20
NO.	9752	7926	1105	804	5117	140	2000	1921	1921



# 1 000 U'hage workers still on strike today

By BILL GARDINER and SANDRA SMITH

ABOUT 1 000 workers at Dorbyl Automotive Products in Uitenhage stayed out today on the second day of the strike at the motor component firm.

Last-minute negotiations between union officials and management failed to resolve the pay dispute.

Workers yesterday walked out at the two Dorbyl plants over minimum pay demands.

Officials of the National Union of Motor Assembly and Rubber Workers (Numarw) — which is affiliated to the 50 000 strong Federation of South African Trade Unions (Fosatu) — have been negotiating for a minimum wage level of R2 an hour with management since April.

But the company has stood firm on its offer of R1,36 an hour recommended by the Industrial Council for the Engineering Industry.

Dorbyl employees, who are at present being paid minimum wages of R1,13 an hour, have rejected the Industrial Council pay offer.

About 400 workers gathered outside the factory gates early today while union shop stewards met with management officials. They were later joined by the Numarw local organiser, Mr Edwin Maepe.

In an interview, Mr Maepe said little had been resolved at this morning's talks. Management had called on workers to return today or

face dismissal but were prepared to resume pay talks on July 2. Mr Maepe said.

Management warned union officials that workers who failed to return to work would be dismissed and the firm would start recruiting a new work force from tomorrow.

Mr Maepe said he was disappointed by the outcome of today's talks. He had expected some form of compromise to be reached.

The outcome of the talks would be referred to workers at a meeting later today.

Management could not be reached for comment today.

Meanwhile a total of about 200 dismissed workers at Federated Timbers in Port Elizabeth who downed tools on Tuesday in a pay dispute, elected a 10 member committee yesterday to negotiate with management.

A spokesman for the Port Elizabeth based General Workers of South Africa (Gwusa), representing the dismissed workers, said the union had arranged to meet management later today.

At last night's meeting workers re-affirmed their demands for a minimum wage of R1,65 an hour and criticised the company's liaison committee system. The regional manager of Federated Timbers, Mr T Botha, said today about 35 workers had since been recruited. He said dismissed workers would be re-employed if their positions were still vacant.

Preliminary draft not to be quoted without the permission of the author.

MEDICARE IN A 'COLOURED' TOWNSHIP - THE PATIENT'S VIEW

Introduction

Ocean View came into being in 1968 to accommodate the 15,000 coloured people living in the area south of a line between Kalk Bay and Chapman's Peak on the Cape Peninsula. At that time the coloured people lived in three distinctly different sorts of community. The largest concentration, at least half the total coloured population, lived in or very near Simon's Town. They were English speaking for the most part, the men worked in the naval dockyard or fishing, the women were largely engaged in domestic work and the town, despite its cleavages on the basis of class, colour and religion, perceived itself as an integrated and friendly whole. A little distance from the town were two substantial and a few tiny settlements of coloured people living in poorer, if less crowded accommodation, rather closer to nature. Simon's Town and Fish Hoek provided employment for most of the men, but people also helped themselves by growing vegetables, keeping small stock and exploiting the natural resources of the veld for fire wood, wild flowers and herbs. These communities were also predominantly English speaking and affiliated to the "English" churches (Anglican, Methodist and Roman Catholic) or to Islam. On the western side of the peninsula, mainly in the broad valley between Fish Hoek and Noordhoek, there had been an Afrikaans speaking rural community with a small complement of coloured workers. After 1945, both by natural growth and from migration from impoverished and overcrowded areas elsewhere, the population grew into two large shanty areas, occupying farms at Dassenberg and Sunnydale. Most of the men and women worked in Fish Hoek, although some worked on the diminishing number of active farms and in the growing agribusinesses (battery chicken and milk farms). Most were Afrikaans speaking, affiliated to Afrikaans churches (N.G.S.K. or Apostolic) and very poor.

Simon's Town was served by some well established private doctors, by its own hospital and by the district surgeon who was resident in the town. In the rosy glow of hindsight, lit by still burning resentment that they were forced to leave their homes a decade ago, the former residents of Simon's Town recall their hospital as being a good one, well served by kindly and efficient professional staff. Their memories of their doctors are similar - "Dr Alpha always had time to talk and explain - more of a friend than a doctor. He would greet you in the street."

Noordhoek was less well served. It had a clinic served by a dedicated public health nurse, a mid-wife who was kept very busy and doctors who would come from Fish Hoek and Simon's Town to treat its sick. But the journey to a doctor was not easy, nor was a hospital close at hand until the new False Bay hospital was built at Fish Hoek and the Simon's Town Hospital closed. Whatever advantages of economy, privacy and space the former residents of the peri-urban shanties recall, and they recall many, most found the medical facilities inadequate or difficult of access despite their high regard for those who provided them.

This paper would be important if it were to understand the nature of medicare facilities available to the people, and the attitude of the people towards them. Medicare is a set of resources defined by its function, which is to maintain and restore the health of a community, the individuals in the community, defining "health" in their own terms for the most part. As such the expectations of the community concerning the physical and down of life, and the prevalence and skills existing within the community, are vital components. The people of Ocean View brought with them a fund of folk wisdom, learned from their parents and their peers, and a set of expectations about the behaviour of doctors and the operation of hospitals, as well as ideas about normal levels of discomfort to be tolerated and normal levels of well-being appropriate to different age groups.

This paper treats medicare as a set of resources to be drawn upon by members of the community in exchange for some other valued element - time, money, but I think, an important additional to that which made them seek care in the

PE strikers in talks today August 18/6/81

Argus Bureau

PORT ELIZABETH — Representatives of trade unions were to have joint meetings with the managements of three strike-hit manufacturing plants in Port Elizabeth and Uitenhage today, where about 1 200 workers are on strike.

However, quick settlements seemed out of the question as the two companies involved — Federated Timbers in Port Elizabeth and Dorbel Automotive Products in Uitenhage — have rejected workers pay demand, which are the centric of the issues.

In fact at Federated Timbers, the whole black labour force of 300 have been dismissed since their walkout on Tuesday.

The managing director of that company, Mr P Botha, said today that the company had been employing new workers since yesterday. The new ones taken on are mostly

coloured as they are the ones now turning up to seek employment.

The strikers were regarded as having terminated their own services. They could come and collect their pay anytime.

Mr Botha said he was to meet a delegation of ten members of the General Workers Union (Gwusa) today. He was prepared to have discussions, but as far as he was concerned negotiations were finished. He was obviously referring to earlier negotiations with the workers union committee.

EXCESSIVE

The striking workers are said to be members of Gwusa. They are demanding minimum pay of R165 an hour, saying they own 80 cent an hour at the moment. These demands have been described as excessive by the company, which also said the workers were to get 20 to 30 percent increase later this year.

referring to any non-illness. The strike had cost the company more than R1 million in lost production. The company said it would not pay any more than R100 an hour. A spokesman said the company would not pay any more than R100 an hour. A spokesman said the company would not pay any more than R100 an hour. A spokesman said the company would not pay any more than R100 an hour.



# Ballot almost sure to end in Colgate strike

By Drew Forrest

Pressure was mounting on the Colgate-Palmolive company in Boksburg as union officials yesterday finished counting the ballot for what may be the second legal strike by black workers in South African labour history.

The strike ballot, involving members of the Chemical Workers' Industrial Union (CWIU), began last week and is almost certain to approve strike action. But the outcome may possibly not be published until after the union's report back and planning meeting at the weekend.

Talks are believed to be in progress between the union and management in a last-ditch attempt to avert the strike, and to settle the long and acrimonious dispute at Colgate over union recognition.

The CWIU is demanding plant level negotiation on wages and working conditions while the company has said it will bar-

gain on these only in the Industrial Council

A conciliation board meeting called to resolve the dispute ended in deadlock last month. In terms of labour law the union is entitled to hold a strike ballot and stage a legal strike after 30 days if the majority of its Colgate members vote for it.

The 30 day "cooling-off" period may be possible that beyond some point the marginal costs

ing will exceed the marginal revenue and only part of will be harvested. In fact from our research it would

in every case the entire crop has been prepared and

While this is consistent with Fisher's conclusion,

instances where a daily wage is paid it is explained

that marginal revenue (which represents the price of exceeded the marginal costs of harvesting over the, a reason different from that suggested by Fisher.

terms of Fisher's analysis labour requirements are ned, ceteris paribus, by the wage but rather by the crop,

size, this certainly does not imply that the wage is irrelevant.

Besides being an important element in deciding whether the seasonal operation will be undertaken at all (do expected revenues from the sale of the fruit exceed estimated labour costs?), the wage represents a cost to the entrepreneur which he will attempt to minimize. (As already noted, that the wage does not determine how much labour is required is true even for a daily wage system of payment as long as the marginal revenue product of labour exceeds its marginal cost, which arguably represents the real world position over the entire range of Western Cape seasonal employment considered in this study.) Fisher asserts that "whenever any significant range of choice exists, the advantage will, without exception, be with the more rapid rather than the less rapid harvest." (15) He argues that the more rapidly the crop is harvested the lower the risk of spoilage as a result of inclement weather, and the greater the range of marketing decisions open to the farmer. This analysis appears to neglect

period" elapses on June 20

The CWIU and Fosatu, to which it is affiliated, have intensified their drive for a consumer boycott of Colgate products.

On Tuesday a Colgate worker representative called for support of the boycott at a June 16 memorial meeting in Pretoria. Shop stewards from about 40 factories on the

East Rand, in Johannesburg and Vereeniging pledged their backing for the boycott at the weekend.

And there may be further pressure on Colgate from surrounding companies in the Boksburg area — where employers are understood to be concerned about the prospect of sympathy strike action.



CT 18/6/81  
Leyland:  
Union to  
go to court

Staff Reporter

THE union representing striking Leyland workers plans to apply for a court order instructing the management to reinstate workers dismissed after a wage dispute five weeks ago.

Mr Joe Foster, secretary of the National Union of Motor and Rubber Workers of South Africa (Numaiwosa), told about 500 striking workers in Bellville yesterday that the Leyland management had not followed agreed procedure when they dismissed the workers.

In terms of a disciplinary agreement between the management and the union, a worker had to sign a disciplinary form before being informed of action to be taken against him.

About 1900 workers went on strike at the two motor plants five weeks ago in demand of a 25-cent increase instead of the nine-cent increase offered by the company.

# Strike-hit Star 18/6/6 firms hold

## talks with unionists

**Own Correspondent**  
**PORT ELIZABETH** —  
Representatives of trade  
unions were to have  
urgent meetings today  
with the managements of  
three strike-hit plants in  
Port Elizabeth and Uiten-  
hage

Quick settlements  
seemed out of the ques-  
tion as the two companies  
involved — Federated  
Timbers in Port Elizabeth  
and Dorby Automotive  
Products in Uitenhage —  
have rejected workers'  
pay demands, which are  
at the centre of the ac-  
tion

At Federated Timbers  
the whole African labour  
force of 200 has been  
dismissed after a walkout  
on Tuesday

The managing director  
of that company, Mr T  
Botha, said today that the  
company had begun em-  
ploying new workers ves-  
terday

Mr Botha said he was to  
meet a delegation from  
the General Workers  
Union (GWUSA) today  
He was prepared to talk  
but regarded negotiations  
as finished

At the two motor com-  
ponent plants of Dorbyl in  
Uitenhage, about 1000  
workers awaited the out-  
come of negotiations

The organising secre-  
tary of the National  
Union of Motor Assembly  
and Rubber Workers (NU-  
MARW) in Uitenhage,  
Mr A E Macpe, said when  
the union told the  
workers yesterday that  
Dorbyl management had  
rejected their minimum  
wage demand of P2 an  
hour, they walked out.

### DETAINED

Meanwhile Brigadier  
Charles Sebe, head of the  
Cis of Central Intelligence  
Services, has confirmed  
the recent detentions of  
15 East London trade un-  
ionists

And in Port Elizabeth,  
the chairman of the Mac-  
wusa and three other  
members have been re-  
detained under section 6  
of the Terrorism Act

© See Page 2.

those who seek labour.  
thereby making  
the task of  
at residents' resident  
supply of seasonal  
work almost  
labour force, for our  
percentage of those  
level valley more than  
pre-thinning and packing  
it, an were 34,5% of  
mode up of children  
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employed in the  
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number of dependents  
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only if he chooses to  
company has dependents  
employing 1000

[9a]

The short run and long run average cost curves (SRAC and LRAC) are closely related in that the LRAC <sup>curve</sup> envelopes all the SRAC curves. The LRAC curve represents the least cost possibilities. The SRAC and LRAC curves show the costs of production of firms at different positions.

11.12.1983  
**CONSUMER BOYCOTTS**

**Pressure points**

FM 19/6/81  
Over the past two years a potent weapon in the armoury of black unions has been deployed — the consumer boycott. Coupled with strikes, boycotts of companies products have been used to pressure management for favourable settlements of disputes.

Fattis & Monis Eveready Simba, and the meat industry have had a taste of this strategy — with mixed results. And now a boycott of Colgate's products is being organised by the Chemical Industrial Workers Union (CIWU).

The effectiveness of product boycotts depends on black community participation as illustrated in the Fattis & Monis case. Two years ago the company dismissed 56 workers and the Food and Canning Workers Union in the Cape Peninsula galvanised community groups and launched a countrywide boycott. Many black political and civic groups such as Gatsha Buthelezis Inkatha, the Committee of Ten, the Labour Party and high

school and black varsity students became involved.

Fattis & Monis MD Peter Moni admitted that bread sales fell 10% in some black areas and that 'the boycott could have had a serious effect if we had allowed it to linger on. There is no doubt that these boycotts can be effective.

A labour dispute in the meat industry sparked off a similar campaign against red meat — with no success. Response to a proposed boycott of Eveready products was also ineffective.

A major factor in generating a significant response it appears is the co-operation of the black traders and the degree of cohesion between various elements in the black community. Communities with a relatively highly established network of links between groups are better geared to make boycotts a communal effort. Support committees consisting of shop stewards, civic leaders, sports organisers and students are then formed.

But this cohesion and the role of the black traders cannot count for much if the company's share of the market is very substantial or there are no alternative products. A CIWU spokesman tells the *FM* that one of the reasons why we thought we could launch a successful campaign was our knowledge that Colgate is in a very competitive situation. Where competition is keen a consumer boycott

could strongly benefit the competitor's, and to stave off such a possibility affected companies can react — as Fattis & Monis did and Colgate is apparently doing — by giving away free samples or stepping up their marketing and advertising campaigns.

Colgate's Deryk Magid however denies this is the purpose behind the company's current campaign. "This is normal — the campaign was planned long ago. It has nothing to do with the dispute," Magid says. He adds that the boycott has not yet had an effect.

Consumer boycotts have also been used to retaliate against a company for a non-industrial or commercial purpose, as was the case with Simba. The company declined to sponsor a black sporting event in the Western Cape, sparking off a boycott of their products by the black communities.

The growing political militancy of black communities, their increasing share of the consumer market and the awareness of their buying power could result in the increased use of the boycott weapon. But the danger is that in a management-union matter the issues can be clouded and standpoints hardened.

Says Magid, "It is very difficult to negotiate with someone holding a gun at you. It is not only counter-productive but can distract us from the real issues."

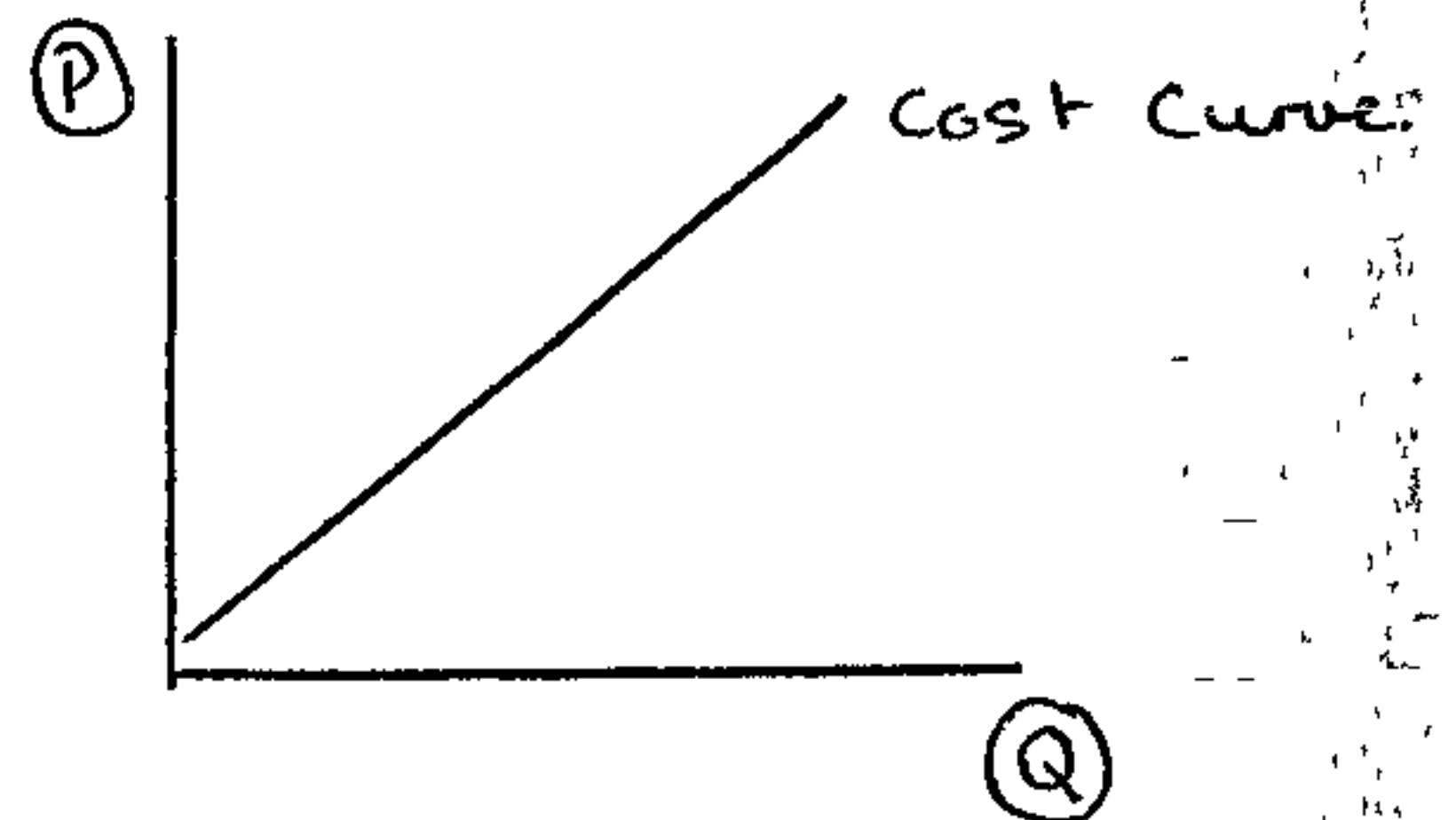
a Increasing Returns to Scale firm. (eco of scale)

② Increasing cost firm.

This means as the firm increases output, its cost will like wise increase.

They are called a

Decreasing Returns to Scale firm. (dis-econ. of scale)





# Uitenhage strikers dismissed after refusing to return

EPost  
19/6/81  
1408  
133  
132

By BILL GARDINER

ABOUT 1 000 striking workers at Dorbyl's two motor component plants in Uitenhage were fired yesterday for failing to respond to management's ultimatum for a return to work

The firm today started recruiting a new work force.

The executive director, Mr J H Fehrsen, would not say how many workers had been hired but said dismissed workers would be considered for re-employment

The National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa) — which represents the striking workers — has called another meeting of the dismissed Dorbyl workers in an attempt to urge them to reconsider their decision to continue with the three-day-old strike

At a meeting today workers unanimously decided to continue with the strike until management accepted their R2-an-hour demand

Workers have rejected the pay offer recommended by the Industrial Council for the Engineering Industry of R1,36 an

hour.

According to the local Numarwosa organiser, Mr Edwin Maepe, management was prepared to meet for further talks with union officials on July 2, pending improvements in "absenteeism and productivity."

He said the union would recommend that workers accept a compromise wage offer but would not recommend anything less than R1,36 an hour

However, Mr Fehrsen said from Pretoria today that the firm was willing to meet union officials before that date.

Meanwhile the Port Elizabeth-based General Workers Union of South Africa, (Gwusa) is continuing its attempts to have 200 dismissed workers at Federated Timbers re-instated

The workers were dismissed after management rejected their demands for a 100% increase in weekly minimum wages.

Management told Gwusa officials yesterday that the wage issue was "non-negotiable" as the union represented workers

who were no longer employees at Federated Timbers

The company was still prepared to talk to Gwusa officials and worker representatives about the re-employment of the dismissed workers.

"Federated Timbers are not prepared to re-instate the workers, so some people with 28 years' service will lose all their long-service benefits," a Gwusa spokesman said today

In a statement today, Federated Timbers said that though the firm could not meet pay demands made by striking workers, an increase of between 20% and 30% in minimum wages had already been budgeted for later in the year

"Workers who accepted this were given the opportunity to return to work

"To ensure that the commitments of the company to its customers continue to be met, new workers are being taken on in the place of those who did not accept management's offer, with the result that operations virtually returned to normal yesterday," the statement said.

Although a very impressive body of facts and figures about alcohol use, misuse and alcoholism have been established over time through the involvement of a wide spectrum of academic disciplines, this enlarged field of knowledge has increased difficulties of conceptualization and communication. One of the major methodological problems concerns the conceptual confusion and vagueness persisting around critical terms such as addiction, alcoholism, addictive drinking. Researchers seem to be talking about different things under the same label and talking about the same different labels.

# Legal strike at Colgate looms

PRESCIPPE, mounting on the Colgate-Palmolive Company in Polshurg as union officials finished counting the ballot for what may be the second legal strike by black workers in South African labour history.

The strike-ballot, involving members of the Chemical Workers Industrial Union (CWIU), began last week and is almost certain to result in strike action. But the outcome may possibly not be publicized until after the union's preparatory and planning meeting at the weekend.

Meanwhile, talks are believed to be in progress between the union and management in a last ditch attempt to avert the strike, and to settle the long and acrimonious dispute at Colgate over union recognition.

The CWIU is demanding plant level negotiation on wages and working conditions, while the company has said it will only bargain on these in the Industrial Council.

A conciliation board meeting called to resolve the dispute ended in deadlock last month. In terms of labour law, the union is entitled to hold a legal strike after 30 days if the majority of its Colgate members vote for it.

The 30 day "cooling off period" ends on June 29.

The CWIU and Posath, to which it is affiliated, have in the meantime intensified their drive for a consumer boycott of Colgate products.

On Tuesday, a Colgate worker representative called for support of the boycott at a June 16 memorial meeting in Pretoria.

And there may be further pressure on Colgate from surrounding companies in the Bokshurg area - where employers are understood to be concerned about the prospect of sympathy strike action.

act as an depressant.

2. We still don't know the whole truth about liver cirrhosis.
3. Our once absolute belief that alcoholism is definitely not hereditary is not so strong anymore.
4. We still have no ultimate answer why certain people become alcoholics and others do not.

I saw it necessary to make this methodological and historical

cal detour from the formal topic in the event of any delgate being disappointed by the relative inconclusive nature of the existing body of knowledge available in the alcohol field. I also tried to illustrate how a sociological variable such as professional and public values and sentiments can deter scientific involvement and progress in a field of enquiry.

## 2. ALCOHOLISM AND ALCOHOL ABUSE : A DISTINCTION

In this paper I prefer to distinguish between two manifestations of problem drinking, namely alcoholism and habitual

Cormack (Keller & McCormack, 1963, p 50).

"A chronic and usually progressive disease, or a symptom of an underlying psychological or physical disorder, characterized by dependence on alcohol (manifested by loss of control over drinking) for relief from psychological or physical distress or for gratification from alcohol intoxication itself, and by a consumption of alcoholic beverages sufficiently great and consistent to cause physical or mental or social or economic disability."

From this rather all-encompassing definition certain key concepts and insights must be accentuated:

- 1) Alcoholism whether conceptualized as a disease or not,

# Workers Star 19/6/81 at Colgate vote 'yes', for strike

By Drew Forrest

After the first legal strike ballot held among black workers in South Africa, employees at Colgate Palmolive, in Boksburg voted over-whelmingly in favour of strike action.

A spokesman for the Chemical Workers Industrial Union (CWIU) said 90 percent of eligible workers at Colgate voted "yes" to strike action, with only four voting against.

Whether workers will now proceed to a legal strike hinges on a union report-back and planning meeting scheduled for Saturday. It is understood that there have been negotiations between the CWIU and Colgate management, and these will be discussed at the meeting.

The successful ballot is the latest development in a protracted wrangle at Colgate over union recognition. The union is demand-

ing plant-level negotiation on wages and working conditions, while management has insisted they will bargain on these only at industrial council level.

A conciliation board meeting called to resolve the dispute ended in deadlock, entitling the unions to hold a strike ballot and stage a legal strike after 30 days if the majority of its Colgate members voted for it. The 30-day period ends on June 20.

If a legal strike is staged, it will be the second by black workers in South African labour history. Workers at Armourplate Safety Glass in Springs held a partially successful legal strike five years ago, under the Black Labour Relations Regulation Act. This did not involve a formal ballot.



Sta 19/6/81  
Car strike

~~137~~ ~~152~~

~~140~~ ~~1404~~

1970  
till July

~~140~~  
wage talks

PORT ELIZABETH —  
About 1000 workers at  
Dorbyl's two motor com-  
ponent plants in Uiten-  
hage decided yesterday  
that they would continue  
their strike until the  
union resumed wage nego-  
tiations with the ma-  
nagement on July 9.

In Port Elizabeth mean-  
while, efforts by the  
General Workers Union  
of South Africa (Gwas) to  
secure the return  
statement of about 200  
workers dismissed at  
Federated Timber have  
been unsuccessful.

At a stormy meeting in  
Uitenhage at which offi-  
cials of the National  
Union of Motor Assembl-  
ers and Rubber Workers in  
South Africa were  
shouted down when they  
suggested that workers re-  
turn to their jobs, the  
union was instructed to  
convey the decision to the  
management.

The Dorbyl workers,  
who are paid minimum  
wages of R1.13 an hour,  
downed tools on Wednes-  
day after demanding a  
minimum wage of R2 an  
hour.

Union officials said the  
company was refusing to  
go higher than the  
R1.36 an-hour minimum  
recommended by the In-  
dustrial Council for the  
Engineering Industry  
from July 2 — Sapa

● See Page 4.

3.

Is any change necessary?

Apart from the fact that two new drugs are on the market, is there any need for change?

Points worth considering are:

(i) the escalating costs of hospitalisation;

(ii) shortage and cost of highly trained staff,

together with their employment at their highest potential;

(iii) the high cost of disability awards, pensions

At Uitenhage the 1000 black and coloured workers on strike at two plants of the Doihyl company, decided to stay away at least until wage negotiations resume on July 2.

Officials of the National Union of Motor Assembly and Rubber Workers said the company was refusing

Since the dismissal, Leyland has recruited a new work force with a higher proportion of women. The company claims about 1500 of the strikers have returned to work.

The union claims the most experienced workers are still on strike and that Leyland is still trying to entice them back.

At Federated Tineries in Port Elizabeth efforts by the General Workers' Union of South Africa (GWUSA) for the reinstatement of 200 workers dismissed this week, failed and the company is recruiting substitutes.

Workers ignored a management request to return to work after a three day suspension period.

At that stage the work force had been on strike for nearly a week, demanding an increase in wages higher than the nine cents an hour from July agreed between management and the union last year.

The union believed Leyland management had not followed agreed disciplinary procedures in dismissing about 1900 workers on May 19.

Mr Joe Foster secretary of the local branch of NUMAWOSA, told a meeting of strikers this week that the union might take the question of reinstatement to the Supreme Court.

It is understood further talks will be held today, with the strike now entering its sixth week.

(vi) that, due to time saved, all patients can have their chemotherapy fully supervised and that the other duties necessary to a clinic service, unlike a hospital, can receive better attention.

Variables.

When assessing the value of intensive, short-course therapies it would be foolish to be dogmatic at this juncture.

All that one can assess is the merit of the I.S-C.Is as against the older, standard regimens.

4.

Here again it must be emphasised that a comparison of drug, purchase price is a minor factor in the overall picture. (Tables I & 3).

Far more expensive are the salaries and pension contributions of the staff employed, whether by a hospital or a clinic (Table I).

From this it follows that any regimen that cuts down the time and numbers of patients being handled is of

# Leyland talks - no outcome

Amos 19/6/81

140x  
19  
152

Labour Reporter

THERE was no outcome yesterday to talks between lawyers for Leyland and the National Union of Motor Assembly and Rubber Workers of South Africa (Numawosa) on the reinstatement of striking Leyland workers.

to go above the R136 an hour minimum recommended by the Industrial Council for the Engineering Industry. The workers are claiming a R113 minimum at present and are demanding R2 an hour.

by one  
necessa  
the rel  
around

have dropped from 50 000 per annum to ... at a cost of, say, R1,00 per film pays for the Rifampicin of 337 patients, 42% of the annual need.

The Financial Status of Tb. patients

As indices could not be obtained from the Labour

# School support for workers

Argus June 1981

THE representative committee of Western Cape pupils and students has called for the reinstatement of striking Leyland workers in a statement issued at the weekend.

The statement appeared after the committee's decision to call off the week-long school boycott last week.

'We call on all students, workers and parents to support the Leyland workers in their struggle

for unconditional reinstatement.

'The decision to terminate the schools' boycott has been taken in the light of victories achieved. We see the opening of Noorder Paarl and Elswood high schools as a victory for students in their struggle against racial education,' the statement said.

The statement said the alleged brutality of the police and their actions against students and

parents in Johannesburg were deplored.

'We appeal to all principals to reconsider the timing and writing of June examinations, as a true assessment of a student's progress can only be determined in an atmosphere conducive to the writing of an examination.'

'We call for a united front of students, parents and workers in our struggle for a better education and democracy,' the statement said.



# Sackings: Aid sought

LEYLAND workers, sacked last month after going on strike, are moving into top gear in their bid to enlist public support.

Demands for higher wages led 2 000 workers to down tools on May 14

and management responded by dismissing them.

Several meetings were held at the weekend where the strikers explained to different communities the issues at stake.

2	Chapter 1 : Mining Employment, 1946-76
3	1. Goldmining employment
11	2. Employment in diamond mining
16	3. Employment in coal mining
22	4. Employment in 'other mines'
25	5. Employment in asbestos mining
30	6. Employment in quarries and salt mines
33	7. Employment in copper mining
37	8. Employment in chrome mining
41	9. Employment in iron ore mining
45	10. Employment in manganese ore mining
49	11. Employment in tin mining
53	12. Total employment in all mines
58	Chapter 2 : Employment Projections
58	1. Introduction
58	2. The Plewman Projections
58	2.1 Output projections
61	2.2 Mining technologies and technical change
62	2.3 Employment projections
67	3. Assessment of the Plewman projections
67	3.1 Output projections, 1970-1980
75	3.2 Assumptions about (or projections of) technical change in mining, 1970-1980
77	3.3 Employment projections, 1970-1980
87	3.4 Projections 1980-2000 A.D.

# Black union forges on in success

A FAR REACHING agreement between an East Rand-based cereal manufacturing factory and a black union heralded the elimination of industrial instability

This emerged when shop stewards of the Sweet, Food and Allied Workers Union employed by Kellogg met the Press at their union offices to explain their recently-won agreement with the company

In explaining the implications of the agreement, Mr Christopher Dlamini, chairman of the shop stewards and president of the union, also took to task companies which still believed in the works and liaison committee systems

'No organised black worker still believes in these systems. They are toothless,' said Mr Dlamini

Also, managements who direct their negotiations through the Industrial Councils came for criticism from Mr Dlamini. 'If any management feels it can still live with problems forever, then it can use these councils'

Mr Dlamini outlined plans of his Federation of



Mr Christopher Dlamini, president of the Sweet, Food and Allied Workers' Union and chairman of the Kellogg shop stewards.

South African Trade Union (Fosatu) — affiliated unions to form a Shop Stewards' Council which would cater for all industries that employed blacks in the Witwatersrand. The Kellogg shop stewards have started on this move in the far East Rand, especially Nigel

'But,' said Mr Dlamini as he brought to the meeting a picture of the problems they have encountered so far. 'We have heard that a number of workers in Nigel have been warned to watch against terrorists' which are our members'

The major gains the shop stewards made with the Kellogg company, according to Mr Dlamini, were the questions of access by union officials to the factory, a grievance and disciplinary procedure, retrenchments programmes and maternity benefits

'We believe that the wage increases we have won at the factory will in no time make Kellogg one of the best paying factories in the country,' added Mr Dlamini.

*South African  
22/6/81  
14014  
1876*

# Fosatu men meet today to discuss Uthage strike

By BILL GARDINER

THE executives of all plant committees affiliated to the Fosatu union at engineering firms in the Uitenhage area are to meet today to discuss the pay strike by 1 600 Dorbyl employees

The workers were dismissed last week after they had ignored a management ultimatum to return to work

They have rejected Dorbyl's pay offer of R1 36 an hour and have demanded an hourly minimum wage of R2. Management has refused to budge

from its offer, recommended by the Industrial Council for the Engineering Industry, which is to come into effect from July 1

According to the local organiser of the Fosatu-affiliated National Union of Motor Assemblers and Rubber Workers of South Africa, Mr Edwin Maepa, union officials and shop stewards would meet Dorbyl management later today for talks

Asked if the meeting would discuss the reinstatement of the dismissed workers, Mr Maepa said "Dorbyl employ-

ees still regard themselves as Dorbyl employees. We want talk about reinstatement. We require clarity over exactly the cause of the dispute

Recruitment of a new work force at Dorbyl's two major component plant in Uitenhage continued today but official figures could not be obtained

Recruitment is believed to be slow and according to sources production at one of the plants has stopped completely

The executive director, Mr J R Fehrsen, was not available for comment



(11)

Yield of milk (Table 2 entry four)

Response	Percentage of total	Percentage of milk yield
1-3 months	50%	50%
4-5 months	45%	50%
6-10 months	12%	17%
Above average	4%	100%

(12)

...out being accounted for as part of the yield.

During the course of the survey, attention to record yield was abandoned because of the difficulties obtained. However, a statement was made to suggest that the yield could rely on the crops of grasses as a source of food.

... that milk is available (Table 2 entry five)

Period	Percentage of total	Percentage of milk yield
1-3 months	50%	50%
4-5 months	45%	100%
6-10 months	0%	42%
10-12 months	14%	58%

Under section 10(a), the State would not have to prove a strike took place - only that the accused had unlawfully stopped others from going to work.

Alleged strikers who have been brought to court have usually been charged either under the Black Labour Relations Regulation Act or section 12 of the Riotous Assemblies Act which makes incitement to strike illegally an offence.

In a move which could indicate a new trend, the workers face charges under section 10(a) of the Riotous Assemblies Act. This makes it an offence for anyone to try to compel another person not to do anything they are legally entitled to do - in this case going to work.

The court postponed the case until October 5 when it will be heard in the Johannesburg Magistrate's Court.

Mr Bizos said the State had not yet provided full particulars of the charges despite the fact that the workers had first appeared in court in February and had now appeared six times.

Yesterday the court refused an application by Mr George Bizos defence counsel, to have the charges quashed or the case struck off the roll.

The men are facing charges under a rarely-used section of the Riotous Assemblies Act. Lawyers believe it is the first time in decades this section which carries a maximum five-year sentence has been used against alleged strikers.

By STEVEN FRIEDMAN  
Labour Reporter

FOUR former Toyota workers appeared in the Randburg Magistrate's Court yesterday in a sequel to January's work stoppage at the company.

# Former Toyota men up on rare charges

23/11/5

Period	Percentage of total	Percentage of milk yield
1-3 months	24%	30%
4-5 months	14%	71%
6-10 months	38%	52%
10-12 months	24%	57%

1.1-1.25acre	6%	100%
1.26-1.5acre	4%	50%

The plot at 30' of the householders led to land at all to cultivate is indicative of the overcropping in the rural areas. 20% of the householders had a small patch where they could grow a summer crop of vegetables or melons have a vegetable garden of which 80% were households in which malnutrition occurred.

According to the yield from the cultivated land it is an all but impossible task. Families use different containers while reaping - some use sacks, some use old paraffin tins while others load directly on to a wagon or a sledge. Also quantities of green mealies are eaten or sold during the summer

1) land is limited and used for ea

12) as a result of

majority of t

results of

malnutrition

by experts have

of the islands

relieve food gr

in South Africa

from the court

Mr Bizos said the State had had

ample time since February

to frame detailed charges

and that the charges should

either be quashed because

they were vague and em-

barrassing or the case

struck from the roll because

no particulars had been

provided

The prosecution opposed his

motion saying the State still

needed time to consult with

prospective witnesses

The magistrate found that the

accused had not been preju-

diced by the delay and or-

dered a postponement

Yesterday, the court was told the State had only furnished counsel for the workers with the charge sheet on June 15. Their lawyers had immediately responded with a request for further particulars of dates and times on which the offences were allegedly committed. This had not been furnished by yesterday.

of the rural agricultural economy with a view to having recommendations to alternative approaches which could be implemented in the development of agriculture in the home-lands.

became involved, interested and enthusiastic and grasped the subject so well that we felt that some of them could perform the task that the sisters were doing competently, if they were properly trained.

The MEDICAL ASSISTANTS (or NURSING AIDES) have long been the backbone of the medical service in Rhodesia. They have a basis of seven years of schooling and three years of basic nursing training in hospitals (usually in mission

hospitals). Generally they provide basic primary minimal health-care services, dispensing antibiotics and treatment for minor ailments. A course was designed to upgrade some of the medical enabling them to run clinics in the way that done previously. This introduced a new category of nurses (running clinics on their own). The would continue to assist the sisters and doctors. The Grade A nurses are trained to: inform and people about family planning; prescribe oral and Depo Provera; monitor the use of these in any complications within their competence and refer patients. They are actually trained to examine patients and recognise the normal from abnormal. They are not trained to insert intrauterine devices.

During 1977:- 60 state-registered nurses, 44 Grade A and 113 medical assistants B Grade were trained.

In Rhodesia the FAMILY PLANNING FACILITIES are provided by the Ministry of Health, local government authorities, African councils, missions, commerce and industry, and the Family

Planning/.....

Planning Association, and they number 620. Attendances for 1977 to 1978 were 497 962.

Recently seven rural clinic centres have been established - most of them in the war-torn area. One of these has a permanent nurse and the balance are served by peripatetic staff who visit on a 3-weekly roster.

# Deal brushes away Colgate strike fears

By STEVEN FRIEDMAN

Labour Reporter

A UNION recognition dispute at Colgate-Palmolive has been settled - with important implications for all workers and employers

A joint statement last night by Colgate and the Fosatu-affiliated Chemical Workers' Industrial Union (CWIU) said the company has agreed in principle to recognise the union's right to negotiate directly on wages and conditions at Colgate's Boksburg plant

In return, the union agreed to call off its consumer boycott against the company and to abandon plans for a legal strike at the plant

Colgate has abandoned its demand that the union seek admission to an official industrial council before being recognised and the two parties will now negotiate for a recognition agreement

The settlement ends a dispute which sparked a consumer boycott and threatened to lead to the second legal strike by black workers in the country's labour history

It may have far-reaching implications because it will be seen as vindication of the view that employers should bargain directly with unions rather than go through industrial councils. This is the policy of the Fed-

eration of SA Trade Unions, to which the CWIU is affiliated, and other predominantly black union bodies. A few employers also back this view

It has, however, been a major bone of contention between unions and many employers who believe unionism should be channelled through the official system

The Colgate settlement should strengthen the position of those who argue that unions should have direct negotiating rights with employers

Last night's statement says Colgate informed the union last Friday that it accepted in principle the union's right to negotiate pay and work conditions at plant level as long as the union agreed to abandon the boycott and stop the strike

By "removing the cause of deadlock" Colgate had provided a platform for further negotiation on the practical implementation of the company's offer

In return, normal labour relations are expected at the plant

Steps were underway to re-enter negotiations for a detailed recognition agreement, the statement said, and the union welcomed Colgate's acceptance of the principle of in-plant bargaining and would instruct its members and other Fosatu unions to stop the boycott.

1408/88 10m 23/6/71

In Rhodesia the method acceptance is as follows:

Depo Provera	73%
Oral Contraceptives	24%
IUD and others	3%



Table A2

# Most of fired timber workers back at their posts today

23/6/81  
EP  
1404  
1377

### Post Reporter

MOST of the workers at Federated Timbers in Port Elizabeth who lost their jobs last week after a pay strike, returned to their posts today

About 200 workers downed tools last week after management rejected their demands for a 100% increase in the weekly minimum wage rate. The firm started recruiting a new work force last week and dismissed workers were given the opportunity to return

Workers said they were dissatisfied with the present 80c an hour minimum and demanded an hourly minimum of R1,65

Federated Timbers, however, said although the pay demands by striking workers could not be met, an increase of between 20% and 30% in minimum wages had already

been budgeted for later in the year

Most of the dismissed workers returned to work today

The firm has already engaged a number of replacement workers but official figures could not be obtained. All who returned today will be accepted back but it is not clear whether workers will be reinstated or re-employed

If they are reinstated, workers will not lose accumulated long-service bonuses and holiday pay benefits

Meanwhile management at the strike-hit motor component firm, Dorbyl, in Uitenhage would not say how many workers had been recruited after the dismissal of 1 000 strikers last week

Recruitment has reportedly been slow and one of the two plants hit by the strike is at a standstill

Details			African Home and Rural Areas	
1. Estimated Settled Population African Areas from 1936 Population estimated on the basis of the African population as a whole. <u>Children 0-14 yrs in Town</u> = .39			(Migrants 476 000)	
2. Estimated population in 1951 or only. Natural rate of increase. Population 1951 = Population 1936			3 438 395	1936
3. Actual Population in the area of urban area taken as actual children. African rural areas census count			4 493 372	1951
4. Permanent Migration together with migrants i.e persons who would in 1951 if no migration had taken place in 1951. (rounded to 10 000)			(Migrants 679 000)	1951
5. Estimated Population in the area of increase only, rate of natural increase 3 per cent p.a. Note calculation period 1951-1960 as 1960 is the last year for which it was possible to obtain actual census counts of the population resident on White farms.	(4)	2 625 000	1960 3 145 072	36-51
6. Actual count adjusted for temporary migrants. Ratio of children to adults .42 for urban population. Migrants from homelands 1 177 000.	(5)	3 702 000	1960 2 144 085	EST: NAT INCREASE
7. Permanent Migration together with the outmigrants natural increase (see 4 above) (estimates rounded to nearest 10 000)		1 080 000	1 000 000	ACTUAL
			+ 600 000	

- (1) Population census data has been taken from Union of South Africa 6th Census, 5th May 1936, Vol. 1 'Sex and Geographical Distribution of the Population', UG 21 of 1938 and the Supplement to vol. 1X 'Ages and Marital Conditions of the Bantu Population', UG 50 of 1938, Government Printer, Pretoria. The number of temporary migrants has been taken from Jill Nattrass, The Migrant Labour System and South Africa's Economic Development 1936-1970. Unpublished Doctoral Thesis, University of Natal Library.
- (2) Population data from 'Sex and Geographical Distribution of the Population' vol. V, Population Census 1936, UG 21/1938. The Rate of increase of 1.8 per cent has been taken from the average rates of increase 1936-1951 for the African Population in South African Statistics 1974, Department of Statistics, Pretoria, 1975
- (3) Actual population data from 'Union Statistics for Fifty Years' Bureau of Statistics, Pretoria and Population Census 1951, Vol. V, Ages All Races Bureau of Statistics, Pretoria, UG 42/1958. The estimates of the number of migrants from data in Jill Nattrass, The Migrant Labour System and South Africa's Economic Development 1936-1971, see Note 1.
- (4) The rate of increase of 3 per cent from the average rate of increase 1951-1970 for African Population in South African Statistics 1974, Department of Statistics, Pretoria, 1975.
- (5) Actual counts of urban population from Monthly Bulletin of Statistics, December 1975, Department of Statistics, Pretoria, 1976. The estimated number of migrants from Jill Nattrass The Migrant Labour System and South Africa's Economic Development 1936-1971. See Note 1. The ratio of children under 15 to all African adults, .42 estimated from Report 02-02-02, Population Census 1970 Bantu Age, Occupation, Industry, School Standard, Birthplace, Department of Statistics, Pretoria, 1973.



3. School age children were sent to school, whereas previously their mothers had claimed they could not go without breakfast, suitable clothes and school books.

The Home Industry employed 60 women. It is an experiment on a very small scale, but shows that in an especially depressed and unskilled group, by teaching a marketable skill, it was possible to improve their children's nutrition and in addition ensure their education. If this could be instituted on a realistic scale, malnutrition as a community phenomenon would begin to be solved.

# Dorbyl to replace strikers as wage negotiations fail

Sta. 23/6/81  
 (12) (12) (140A)

**Own Correspondent**  
**PORT ELIZABETH** — The labour dispute at Dorbyl in Uitenhage, in which 1000 workers have been dismissed, is still deadlocked and the company is hiring new staff at both plants involved.

The Uitenhage organiser of the National Union of Motor Assembly and Rubber Workers (NUMARW), Mr Edwin Maepe, said today that another union meeting with management yesterday bore no fruit as the company was not prepared to compromise on its wage offer.

The union would meet workers today to report back on the talks.

Mr Maepe said the workers still regarded themselves as in the employ of the company, although management had informed the union that it regarded workers as having terminated their ser-

ices. Management also said that it was busy re-staffing the plant.

"The fact that they are recruiting others does not concern us. It is their problem when the dispute is settled what they do with the extra workers," Mr Maepe said.

The union was hoping to have further meetings with management which had said it was still willing to negotiate.

The chief executive of Dorbyl, Mr Keith Jenkins, said from Johannesburg that it would be difficult to replace the workers, as many of the strikers were machine operators and it would take time to train new people.

Meanwhile, in Port Elizabeth, the managing director of Federated Timbers, Mr T Botha, said today that most of the 200 strikers dismissed last week had arrived at work and would be "accepted".

Again, Red Blanket people in the Uitenhage education and certainly no scientific nutrition information often have well-nourished children as long as their family life is intact.

Health education should not be regarded as a substitute for community restoration. Where it appears to have worked it has usually been integrated with much broader community rehabilitation and it is arguable that any effect ascribed to it may in fact be due to this restoration and would have occurred without health education.

workers, hospitals, childrens homes and protein supplements.

But it should be recognised that all these are only partial substitutes for the deficiencies, or relief for the effects of broken homes and poverty. They provide, at great cost and loss effectively, the child care which flows naturally and cheaply from normal home life, which, of course, presupposes a livelihood.

Therefore, while it remains necessary to treat malnourished children or fail in a basic medical and human contract with them, the real solution to malnutrition is an employment structure which promotes and stabilises home life. This requires people to be able to work where they live and earn at least enough for essential

It is suggested that viable employment and integrated home life are the essential of family and community and that they must co-exist. For great sections of the black community, either one or the other is lacking, and often both. This people who attempt to preserve their home life in horelance cannot support themselves because there is not work for them. If they try to solve the dilemma of seeking work in the town, the laws regulating migrant labour necessarily dismember their families. Migrant labour is also associated with a poverty wage structure. Add to this the inevitable psychosocial effect of separation of family members and it becomes clear that instead of providing an economic solution, migrant labour has become a most powerful socio-economic disorganiser.

To begin to solve malnutrition on the scale on which it is occurring it is necessary:

- (a) To bring families to their work - e.g. the equatorial solution;
- (b) To take the work to the families;

In the Ciskei a small sewing factory attempted to do this by employing guardians of malnourished children who as one woman expressed it had "no man, no money, no milk".

Some impressions are noted:

- 1. The nutrition of workers' children improved within a month and was maintained without attendance at the nutrition clinic.
- 2. There was a marked improvement in dress and hygiene of mothers and children.

Star 23/6/81  
Dispute ends as  
Colgate accedes  
to union demands

The long and bitter row over union recognition at Colgate-Palmolive in Boksburg has been settled, with the company acceding to union demands for plant-level bargaining on wages and working conditions.

This breakthrough for the Fosatu-affiliated Chemical Workers Industrial Union (CWIU) was announced in a joint statement yesterday. The company has also agreed to drop its demand that the union seek admission to the Industrial Council for the Chemical Industry.

According to the statement, the company told the CWIU last Friday that it "agreed in principle to recognise the right of the union to negotiate wages and conditions of employment on an in-plant basis."

In return, the union has agreed to call off the consumer boycott of Colgate products, launched last month, and cancel the threatened legal strike by its Colgate members.

The parties will now move to negotiate a detailed recognition agreement.

Colgate's about-face on the issue of plant-level negotiations follows a union campaign lasting more than a year.

Last month statutory conciliation board proceedings activated to settle the dispute broke down, empowering the union to hold a strike-ballot and stage a legal strike at Colgate within 30 days.

Workers voted overwhelmingly for strike action in a ballot last week

and could have legally withdrawn their labour yesterday. However, they decided to stay their action after hearing of the company's offer at a report-back meeting at the weekend.

Colgate's undertaking is a crucial step forward for the CWIU and the Federation of SA Trade Unions, to which it is affiliated. The latter has repeatedly stressed the need for plant-based negotiations on wages and working conditions with representative unions.

# Trial delay

Sta 23/6/81

## upsets car

## firm men

Four former employees of the Toyota Marketing Company in Sandton expressed "great disappointment" yesterday after a case under the Riotous Assemblies Act had been postponed for the sixth time — to October 5.

They had appeared in the Randburg Regional Court to face charges under Section 10 of the Act, which prohibits the "intimidation or annoyance of persons, their relatives and dependants, in relation to their employment."

The men — Mr Charles Ngobese, Mr Themba Ngwenya, Mr Obed Mabaso and Mr More Sehlangu — are members of the Metal and Allied Workers Union, and were among 132 workers fired by Toyota in January after a strike.

As the first case in many years under the "anti-picketing" section of the Act, it is seen as having great significance in the labour field.

"We can't understand how the State can take 3½ months to provide details of the charges," a union spokesman said afterwards.



# Colgate strike, boycott settled

THE CHEMICAL Workers Industrial Union and Colgate-Palmolive Limited have agreed to a settlement over the dispute for union recognition and the union is now taking steps to instruct its members and sister unions to refrain from boycott action at the company's Boksburg plant.

Colgate-Palmolive last week informed the C.W.I.U. that management has agreed in principle to recognise the right of the union to negotiate wages and employment conditions on behalf of its members on an in-plant basis. The agreement was conditional on the provision provided by the union of a written undertaking to call

off strike threats and consumer boycott of the company's products.

Colgate-Palmolive has agreed that it will no longer insist that the union seek admission to the industrial control for the chemical industry.

The parties have agreed to re-engage in negotiations for a further detailed recognition agreement. Steps are under way to re-enter into negotiations immediately.

The union welcomed Colgate-Palmolive's acceptance of the principle of in-plant bargaining for wages and conditions of employment. The union has now called off both the strike and the product boycott.

already justified by comparison with the alternative methods of provision, but there are additional costs involved in raising them : interest on loans, or administrative and incentive costs of raising taxation. These are normally insignificant for any given project.

Where the methods of providing a given service use the same kinds of resources in different proportions, the decision-making can be simplified in the following way by means of Linear Programming. (See Appendix III)

4. Choice of Programmes

So far we have discussed methods of choosing means to

600 milk men return to work

Staff Reporter

THE strike by 600 workers at the National Co-operative Dairies in Boksburg is over.

All workers returned yesterday after a weekend strike which disrupted East Rand milk deliveries.

The strike began on Friday in support of an employee who was dismissed after being found guilty of an assault.

"We are satisfied that the worker was fairly dismissed," a spokesman for the Fosatu-affiliated Sweet Food and Allied Workers' Union said

objectives to each

activities themselves ? Can anything of the priority to be given to age groups, whether to allocate clinics or care of the aged ?

ded, and these have to be expressed can guide these detailed questions.

is not only to relate resources evoked, but to relate the various

There are various means of doing this; but all of them require that expenditure be accounted for by the ends it is expected to achieve.

4.1 Programme Budgeting

Programme budgeting, also known as budgeting by objectives, involves the presentation of expenditure data according to the objectives to which it is directed. Thus projects to combat TB would be grouped together, geriatric problems, sanitation programmes, etc.

This is necessary a) to know the cost of pursuing each objective,

b) to group together activities with the same objectives which can be compared by cost-effectiveness analysis,

c) to know the effectiveness of a given amount of money when spent on different programmes so that choices can be formulated in terms of the alternatives we might afford - so many geriatric day care centres, so many child welfare clinics, etc.

Financial statistics are not traditionally arranged on this basis but in categories such as 'salaries', 'transport', 'medicines', etc. A separation, e.g. between expenditure on different disease groups or age groups cannot be made.

The grouping of expenditure into programmes is an art. Pole, an economist in the U.K. Department of Health, writes :

"Programme structure should, in my view, be mainly determined by the decisions to the taking of which one wishes it to contribute .... One might suggest that where decisions are primarily a matter of political or moral judgement - of determining basic priorities - one would want the activities to be compared to reside in different programmes - the mentally handicapped against the alcoholics; but where it is a more technical question of how particular objectives can best be achieved - drug therapy against behavioural therapy - one would want the activities to be compared to be within a particular programme. This distinction ties up with an economic jargon of slightly older vintage - that of cost-benefit and cost-effectiveness; and through that to the main stream of neoclassical welfare economics, which attempts to make a distinction between the choice of the composition of the basket of outputs and the choice of the set of resources from which each output is to be produced. The former is, in a broad sense, a question of tastes, values, or utilities; the latter is a question of techniques".

Time 1981

# Ex-Sigma men petition Minister

By MONK NKOMO

THE 18 former Sigma Motor Corporation employees in Pretoria have petitioned Mr SP Botha, Minister of Manpower Utilisation to establish a conciliatory board to investigate and determine reasons for their dismissals.

The former employees, who were committee members and acted as intermediaries during the strike, submitted that Sigma's refusal to reinstate them was an unjust discrimination.

"This is presumably because we served on the committee and performed the functions of negotiating the proposed wage increases with management after the workers had expressed their dissatisfaction on the progress made by the liaison committee."

The application added "It is further submitted that we as members of the

committee at no time resigned our employment or intended to resign our employment. Although the pamphlet of April 14 as issued by the employer stated that we would be deemed to have terminated our employment unless we returned to work. This is a unilateral deeming not justified by acts.

"It is not justified by the facts and as such it is a change in terms and conditions of our employment arbitrarily imposed without any consideration having been given to the role that we played in representing the workers."

They further alleged that it was unfair labour practice to be refused reinstatement, "whereas the majority of workers who did not serve on the committee have been reinstated. There is a probability that if we are not reinstated, labour unrest may be created or promoted."



to comment, firstly "How well does this medical school equip you for each of the following vocational needs" and secondly "How well would this medical school equip you for each of the following vocational needs". Analysis of this data revealed a significant degree of negative correlation (P=0.05).

When asked "How do you plan to use your medical qualification", 20% of the IVth year sample chose general practice, 20% specialisation, 4% research and teaching, 5% community medicine, 25% were undecided and

What is your plan to use your medical qualification?  
 General practice, 20%  
 Specialisation, 20%  
 Research and teaching, 4%  
 Community medicine, 5%  
 Undecided, 25%

# Fosatu warns of further disputes

Star 25/6/81

The Federation of SA Trade Unions (Fosatu) has warned that there are likely to be further disputes of the type which erupted at Colgate Palmolive in Boksburg.

"The question of where negotiations take place is clearly the next battle in terms of union recognition," it said yesterday.

On Monday it was announced that Colgate had yielded to demands by the Chemical Workers Industrial Union — a Fosatu affiliate — for negotiations on wages and working conditions at plant level.

The company had insisted that negotiations on these should be restricted

to the Industrial Council, and a 11-month long recognition dispute culminated in a consumer boycott of Colgate products and a threatened legal strike — called off as part of the settlement.

"Managements and the State have agreed that black unions exist and should be negotiated with," the statement said. "However they are still attempting to decide unilaterally where such negotiations should take place."

Fosatu unions would decide on the basis of their own experience which forums would allow them to bargain effectively and from strength.

is actually sure of...  
 was that of a negative correlation associated with the goals and objectives of the medical school. This students said they would  
 1) Provide care for all people in S.A.  
 2) Be part of their own personality and how this affects doctor/patient relationships

that the phrase "is more orientated towards satisfying its own needs, than those of the community" was a very poor description of the medical profession. These two extreme opinions when analysed, resulted in ranks No. 1 and No. 8 respectively in Table 1. Employing the same methodology, students were asked, "How important each of 23 characteristics is, in making a good practitioner". Each characteristic was followed by the options "very important", "fairly important", "of minor importance" and "not at all important". Responses were ranked from the most to the least important as illustrated in Table 3. The top 10 characteristics were:

- a) Recognition of the limits of his knowledge and abilities
- b) Ability to think logically
- c) Integrity
- d) Accuracy in collection of clinical data
- e) Ability to define and solve problems
- f) Thoroughness in collecting clinical data
- g) Dedication to his job
- h) Enjoyment of his job
- i) An enquiring mind
- j) Readiness to assume responsibility.

When students were presented with the same characteristics, but were asked how important each was, in order to succeed at medical school, the answers were markedly different (Table 4). Finally, when asked "During the clinical course how well do you think the following characteristics of students were assessed?", it was apparent that many of the criteria considered in making a good physician were poorly assessed (Table 5).

Tables 6 and 7 illustrate the responses and ranked responses of 155 IVth year students who were presented with 14 statements and asked

TABLE 2 Illustrates responses by the 1975 graduates to the question: "HOW WELL DOES EACH OF THE FOLLOWING DESCRIBE THE MEDICAL PROFESSION?"

This data was used to derive the ranks illustrated in Table 1.

A Profession which :-	PERCENTAGE		
	VERY GOOD DESCRIPTION	FAIR DESCRIPTION	POOR DESCRIPTION
a) has high standing in the community	55.10	42.86	2.04
b) is of service to the community	69.39	29.59	1.02
c) is secure	51.02	36.73	12.24
d) is lucrative	22.68	58.76	18.56
e) resists change	28.57	42.86	28.57
f) offers the opportunity to help individuals directly	39.80	50.00	10.20
g) requires harder work than other professions	28.57	50.00	21.43
h) is more orientated towards satisfying its own needs than those of the community	11.22	39.80	47.96

TABLE 3. Lists the characteristics required for making a good physician, in order of importance:

- 1 Recognition of the limits of his knowledge and abilities
- 2 Ability to think logically
- 3 Integrity
- 4 Accuracy in collecting clinical data
- 5 Ability to define and solve problems
- 6 Thoroughness in collecting clinical data
- 7 Dedication to his job
- 8 Enjoyment of his job

STEV 25/6/81  
 Plastics  
 strike (140%) (152)  
 settled

A three-day strike by about 220 black workers at the Gundle Plastics plant in Germiston was settled yesterday.

The entire dayshift about 170 workers walked off the job on Monday in protest against the dismissal of a colleague. They were followed by the nightshift later.

A spokesman for the Metal and Allied Workers Union said negotiations with the company began on Tuesday morning and were successfully concluded yesterday.

Management had agreed to reinstate the dismissed man and the workforce would be returning.

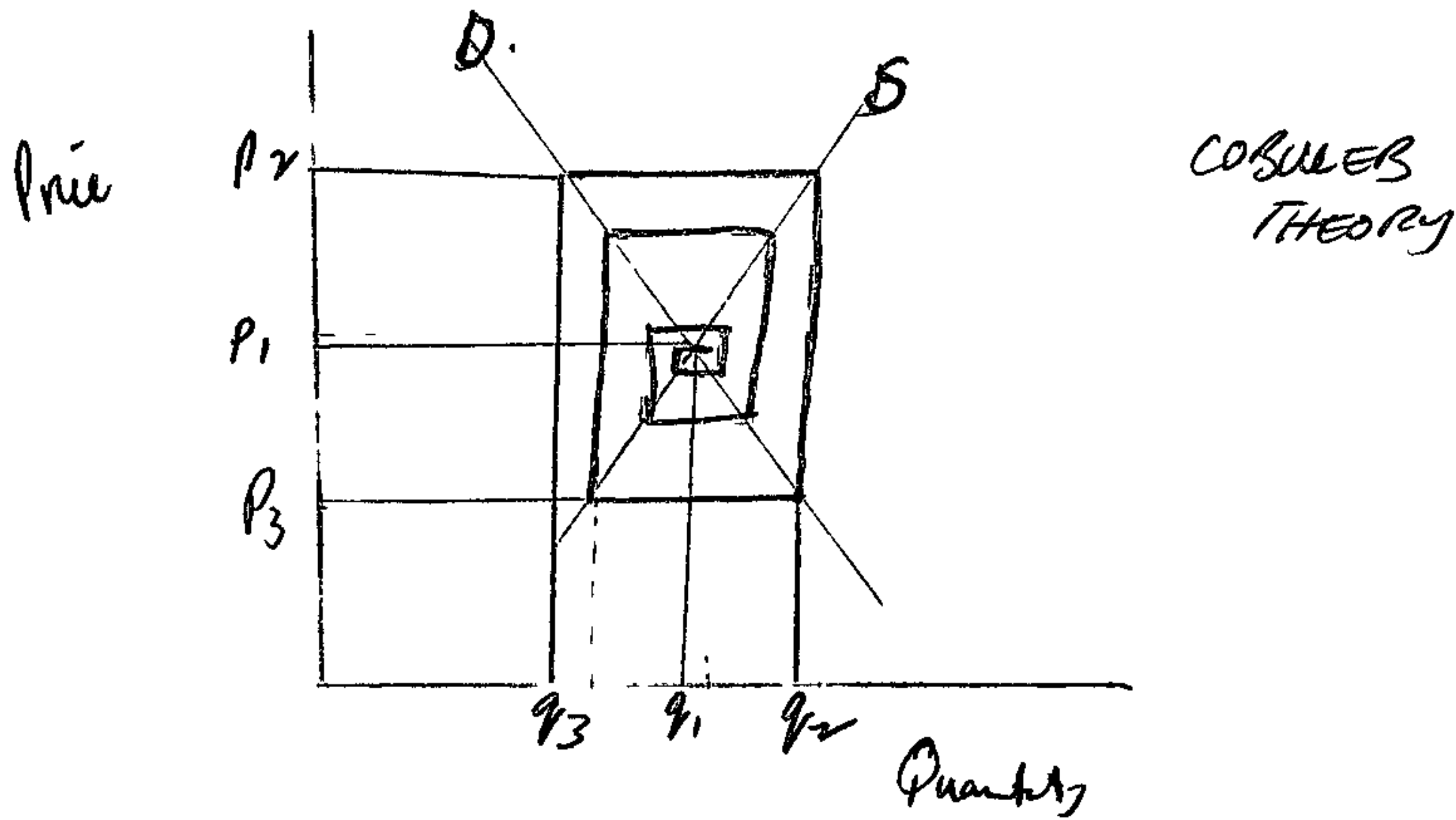
The union would be approaching management to discuss recognition, he added.

personality

- 17 A good memory
- 18 Extensive knowledge of medical facts
- 19 Manipulative skill
- 20 Good appearance
- 21 Knowledge of the physical sciences
- 22 Knowledge of social science
- 23 Ability to carry out research

QUESTION 6.

i)



If the supply and demand curve are in equilibrium then...  
 But saying the demand increase...  
 at price...  
 year can...  
 people...  
 he decides...  
 following year because of his previous mistake but this time the demand is high  $Q_2$  but he now only has produced  $Q_3$  at price  $P_3$



**COLGATE SQUEEZED**

FM 26/6/81  
 The dispute between Colgate Palmolive (CP) and the Fosatu-affiliated Chemical Industrial Workers Union (CIWU) has been settled. However, there are signs that "fraternal" pressure by international unions played a part in causing CP to agree to negotiations at plant level - instead of within the Industrial Council set-up. Before settlement the union was ready to call the first "legal" black strike of the new labour dispensation.

equilibrium then...  
 equilibrium...  
 he felt that following year would...  
 to produce  $Q_2$  at following...  
 at price  $P_2$  buy  $Q_3$ . Thus

Thus this <sup>wrong</sup> anticipation will carry on each time improving until finally equilibrium is reached and  $P$  and  $Q$  would be in equilibrium.

In other words the balance was



COLGATE DISPUTE HIGHLIGHTS THE BATTLE FOR POWER ON THE FACTORY FLOOR AND THE INDUSTRIAL COUNCIL CONTROVERSY

THE BATTLE OF BOKSBURG

AT A UNION meeting in Benson workers are pledging to boycott Colgate-Palmolive products. The speaker dithered, but the message is the same. If Colgate workers win, we all win. If they lose we all lose. Meanwhile at Colgate's headquarters in Boksburg, a man in management man's s... We're constantly getting calls from other companies and other industries. There's no doubt every body's watching what goes on here.

floor grievances Colgate was trying to turn it into a tame union. It passed this in part on the fact that the councils set only minimum not actual pay. (CWIU) said it refused to agree to bargain on rates which had little to do with what its members were really being paid.

What is also clear is that workers in other Fast Rand factories as well as black community organisations were rallying behind the boycott. Strikers supporting it began turning up in unexpected places and workers began arriving at work with boycott stickers plastered on their overalls.

Colgate may be a breeding ground for heavyweight boxers — but it is an unlikely venue for heavyweight labour disputes. Nevertheless, a union recognition dispute at Colgate-Palmolive's Boksburg plant, which was settled this week, has prompted intense employer and union interest. Labour Reporter STEVEN FRIEDMAN reports.

The Colgate dispute may divert bargaining away from industrial councils in industries which have weak or non-existent councils but that they will not do so in those which already have a strong council. Nevertheless the stark fact is that most independent black unions are not content to bargain through the councils. Some reject them out of hand others say they must be supplemented by individual recognition agreements.

Colgate's agreement to negotiate directly is expected to step up union demands for direct bargaining and challenge some employers' pro-industrial council stand. The dispute has also proved something of a test for consumer boycotts. The Government's dispute-setting machinery, and overseas codes of labour conduct.

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# 60 groups pledge support for strikers

Own Correspondent

CAPE TOWN — Sixty organisations in the Western Cape, including three major South African trade unions, have pledged support for striking Leyland workers who have now entered their seventh week of action.

The workers, from plants in Blackheath and Elsies River, were fired by Leyland South Africa on May 20, one week after embarking on a strike for better wages.

The General Workers' Union, Food and Canning Workers' Union and Media Workers' Association of South Africa were among the organisations which met on Saturday to pledge support for the workers and to launch a Leyland Workers' Support Week.

port Week

A statement issued after the meeting said the Leyland workers were the lowest paid motor assembly workers in the country and that it was their right to negotiate for wages which compare favourably with other workers in the motor industry.

"For management to refuse to negotiate on wages makes a mockery of any industrial relations framework in the factory."

"Therefore we condemn the intransigence of the management in refusing to negotiate with the workers and their democratically elected representatives. Instead, they employ methods to break the strength of the union (The National Union of Motor and Rubber Workers of South

Africa) at Leyland's plant

"The determination of the workers, on strike for more than six weeks already, is a source of inspiration to the community.

"We, the community, here declare that we will not let the workers starve. A Leyland Support Week will start on Monday.

"We further urge management to unconditionally reinstate the workers and to negotiate with the workers and their democratically elected representatives."

A representative from the International Metal Workers' Federation has been invited to attend a mass meeting at the Monaco Cinema in Elsies River tomorrow.

People see failed projects and lose faith in the institution concerned. For example, I asked people

at the Umthali replied that wasn't a help. People at various mentioned that get something one area of a communal group. "They are what are full of

The effects

Exploitation

Here one must villagers have had to they cannot and the power

The exploit a long history Men such as who were opposed advocated by expanding B places his

prejudices against the colonial government give way, their dependence upon the Colonial government is increased by the creation of artificial wants ... "45 John Mackenzie of Bechuanaland had interests beyond mere trade: "We invite John (Bull)'s attention to this delicious morsel of gold field, let him spread it like jelly over Transvaal and Bechuana countries and swallow the lot".<sup>46</sup>

## 9 Factors influencing why people don't respond to projects

In this second section on "community development" the major focus is on people's response and commitment to projects. In considering this one must be careful not to assume that the projects would benefit people were they to get involved.

Poor rural people's experience of other "projects" gives them a better perspective of whether this would be the case than most outside "development agents" can have.

I consider two main issues here: firstly, that projects may not be economically viable; secondly, the effects of people's experience of exploitation by, (a) outsiders, and (b) local people.

### 9.1 The effect of economic non-viability

In Part I, I show how the economic conditions in the reserves inhibit projects like the dairies from being able to work efficiently and that they do not directly benefit the poorer people involved.

I suggest that it is because of this that such a tiny percentage of the total population of an area join such projects the adoption of new techniques (e.g. in agriculture) is not worth the cost involved for the majority of people. "...it was striking how attitudes tended to correspond broadly with the ability to cope with the demands of existing methods. Those families who were struggling to stay alive ... had low morale and far less interest in hearing of new methods than were those who had some surplus ..."<sup>44</sup>



Many of these posts may fall empty, so that preventive work in urban townships could also dwindle. With increasing disorganization in the townships, more disease is to be expected — influenza, pneumonia, TB, measles, gastro-enteritis and mal-

Resistance to bacteria

Because of the high default rate of TB patients strains of TB can be expected to develop which are resistant to known treatments. Thus mortality from TB could increase to extremely serious

**MENT**

"The question of where negotiations take place is clearly the next battle in terms of recognition... we are likely to see more struggles of this nature in the future"

This warning by the Federation of SA Trade Unions (Fosatu) follows the settlement last week of a 14-month wrangle between one of its affiliates, the Chemical Workers Industrial Union (CWIU) and Colgate-Palmolive in Boksburg

The dispute centred on union recognition, but not of the traditional kind apart from an early and quickly retracted statement that it was Colgate policy world-wide not to deal with unions, the company did not set its face totally against the CWIU.

What it did was to refuse the union full bar-

gaining rights at factory level, and to insist on the Industrial Council for the Transvaal Chemical Manufacturing Industry as the only forum for negotiations on wages and working conditions

The company's stance, which it has now abandoned, was by no means untypical. Industrial Councils — in which registered unions and employer bodies reach legally binding agreements covering whole industries — are the lynchpin of the established labour relations system, and are strongly favoured by the mass of employers

Their view is that a centralised bargaining forum removes disputed issues from the heat and direct pressure of the shop-floor, making for a "de-personalised, professional and rational" basis for negotiation, as Colgate management put it to the CWIU

Employers fear also that

pressure than urban doctors and will probably continue as before. It also seems likely that the majority of black doctors graduating will continue to move ultimately into private practice.

The black communities are continually becoming more conscious of the need for general knowledge on health matters, including nutrition, gynaecology and first aid.

# A question of power

Star 29/6/81

TS 162152140A

The settlement of the dispute at the Colgate-Palmolive plant in Boksburg marks a new phase in the black trade-union drive for recognition. Drew Forrest reports . . .

plant-level wage bargaining allows union to "play off" companies against one another, thus forcing up wages through a sort of "ratchet effect."

For Fosatu, the basic demand is for plant-based bargaining. Its affiliates do not reject industry-

wide bargaining out of hand, but say they will embark on it only when they are ready to do so

At present, they feel they are too small to hold their own against the highly organised employer bodies in most industrial councils, and argue that

there is an imbalance of power which tells against emergent unions without a national base or structure.

"The black unions are being forced into a national bargaining situation when they are nowhere near representative national groups in Bri-

nally," said one Fosatu figure.

A second tier of bargaining is needed, Fosatu says, because Industrial Council minimum wages, which "fall to the lowest common denominator of the weakest union and the least profitable employer," are far too low.

But in the last analysis, the debate over levels of bargaining boils down to a question of power. Employers wish to retain control over what they see as their enterprises, while the unions are seeking to roll back management prerogative over the conditions in which their members must work.

The prospects for further conflict on this issue will to some extent be limited by considerations of strategy

As a multinational company, Colgate was vulnerable to pressure through the Sullivan code of conduct, and from unions and other groups in Bri-

tain; Spain and the United States.

And the consumer boycott of Colgate products called by Fosatu and the CWIU was potentially very damaging, both because the detergent and toiletries markets are so competitive and because African consumers are so prominent in them.

Fosatu considers its biggest headache to be the giant metal industry, where the tightly organised Steel and Engineering Industries Federation of SA (Saisa) has entered its members not to recognise any union which fights shy of the Industrial Council.

With this industry — and in allied industries like building and paper, where the Saisa guidelines have strong influence — overseas pressure and the boycott weapon would not be as effective

Further industrial conflict of some form on the issue of plant-level bargaining seems, however, inevitable

1. There should be as much decentralization as possible, to cope with existing and future deficiencies in transport facilities.

2. Areas should become as self-sufficient as possible, in the capacity for maintaining preventive services as well as in curative medicine and surgery. There should be as wide as possible diffusion of skills, not only to equip nurses to work



4 3.2 LABOUR

1 While it is difficult to determine whether shortage of labour stops people from actually joining communal gardens it seems obvious that the amount of labour available is important in determining the extent to which gardens are used.

2 At Abalimi it is only families where a man is at home and involved in the garden that produce vegetables all year round, and get an income of R100 or more a year. Crystopher Board in his survey of rehabilitated and unrehabilitated areas around King Williams Town found that planting up gardens (agads) could be associated with B.G families. He also found that crop sales of peas and tobacco could be associated with families where the gardens that a vegetable

3 There is purely One of joined women had had small gardens at that time and so have been unable to take women often have to interrupt their period at the garden due to bearing children

Shooting inquest awaited

Pretoria Bureau

THE case of Mr Paulos Mahlangu, a Mamelodi man shot dead by a woman motorist during the Sigma Motor Corporation strike in April, has been unravelled by Pretoria police Brigadier H A du Plessis, chief of the Northern Transvaal CID, said the identity of the woman who allegedly shot Mr Mahlangu was known

She made a statement to the police but has not been charged Her identity may not be disclosed at this stage

He said an inquest would be held after the release of an autopsy report and the findings of the inquest would be sent to the Attorney-General for his decision

Mr Mahlangu was shot at Denneboom Station, near Mamelodi, in April while strikers from the Sigma plant were rocking passing cars

had had small gardens at that time and so have been unable to take women often have to interrupt their period at the garden due to bearing children

Occasionally people gave as their reason for not joining that they were too busy but not more than one quarter of the people I spoke to mentioned this.

4 3 3 SUPPLEMENTARY OR PRIVATE PROJECTS

There are two basic groups of people to consider here

a) Those members who use their plots basically as a supplementary source of food and earn in less than R10 per year from selling vegetables they produce

b) Those earning a R100 a year or more (This is a small group at Abalimi)

a) While most of the members said that they had joined the gardens because they wanted to sell some of their produce (many said maize), very few are able to realise this goal Labour is obviously significant here as

sell more if "people came to ask" more often At Umthi for example, 2 members said that it was not difficult to sell while they had vegetables rotting in their plots

5. Some people have managed to get around marketing problems to a certain extent.

5.1 It is interesting that in Abalimi one of the people who says marketing is not a problem is Mr S Burgambo who sells R150-R200 worth of vegetables a year. (This is substantially more than anybody else) He puts a great deal of time and effort into marketing. Some vegetables he sells locally, some at the local market. In the tomato season he organises that he, or a relative, goes to Iqolopu by bus to sell there. He has an advantage over other people in Abalimi in that he was the first person to sell vegetables which he has been doing since 1958 when a doctor started sending patients to buy vegetables from him. He has thus built up a clientele. Another thing to consider in looking at Burgambo's great success relative to people from other areas is that Abalimi is on a main through road and that it is a very big location which spreads into others as opposed to the very much more isolated Umthi, Inkomo, and UmJambo)

5 2 In Ipoti as part of a fund-raising project for a clinic committee a nursing sister organised a vegetable hawkers "business". She bought sacks of potatoes and tomatoes in a nearby white town and these were divided into small quantities. A woman was employed to hawk them in the villages within walking distance and in any place where the sister went with her truck. The sister estimates that using transport to get to out of the way places and with a full-time seller, they were selling R5 00 worth of vegetables a day (The woman's salary was R1 00 a day).

Some poor women asked the sister to buy pockets of potatoes or onions for them. From one pocket of potatoes and one of onions, a woman could make R1 50-R2 00 profit a week by selling locally.

This scheme was an important motivation in getting people to join the Ipoti garden. Whether they will be able to sell as successfully from the garden depends on whether they will undercut the prices of the imported vegetables sold in the local café and whether they glut the market

RDM 30/6/8

# Car firms agree to R2 breakthrough

By RIAAN DE VILLIERS  
Labour Correspondent

TWO Uitenhage motor component companies, SKF Bearings and Borg-Warner, have agreed to pay workers a minimum wage of R2 an hour in wage agreements reached with the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers.

The agreements, negotiated last week, are in line with Fosatu policy to demand a 'living minimum wage' of R2 an hour and are seen as an important breakthrough for the union.

SKF may become the first firm in the country to pay R2 an hour as a result of negotiations with a Fosatu union.

It could not be established yesterday whether any companies in the country pay higher minimum wages to unskilled workers.

The three large Eastern Cape motor manufacturers, Volkswagen, Ford and General Motors will pay a R2 minimum from January next year.

Meanwhile, more than 1 000 workers at another components firm in Uitenhage, Dorbyl Automotive Products, are still out on strike in support of a R2 an hour wage demand.

Talks between the union and management late last week broke down when the firm refused to pay higher minima than those prescribed in the Industrial Council agreement for the steel and engineering industry.

The agreement provides for an increase from R1 18 to R1 36 from tomorrow.

Both Borg-Warner and SKF are covered by the agreement. It is regarded as significant.

that the firms have decided to abandon their prescribed minimum wage levels.

A Borg-Warner spokesman confirmed yesterday that the firm had agreed to pay the new minimum from April next year.

Meanwhile, minimum wages would go up to R1,70 in October and R1 80 in January next year.

SKF has agreed to pay existing male unskilled workers a R2 minimum from tomorrow, and female workers R1,80.

New workers, both male and female, will be paid R1,65 for a probationary period of six months before going up to R2 and R1,80 respectively.

Mr Freddie Sauls, general secretary of the union, said yesterday they were 'unhappy' about the remaining differential between men and women and would take this up with management again soon.

18.

3 32 VIABILITY OF CO-OPERATIVES

1. For people earning under R5,00 and R10,00 a month one must consider the

17.

Note 1 The distinction between no 1-4 and 5-10 is that, whilst most do have some income, those in 1-4 are substantially better off than 5-10.  
2 A Bukula & N.M. brother are the 2 people who team part with N.M. N.M.'s brother's income has gone down since July 1977. He says that N.M. takes the milk and then gives him money there is no paper accounting.  
3 O. Mabusela (no 10) had to sell his stock because of poverty.  
4 D.A.M. & F. Mambidi say that they tried to sell locally but there is no market and that is why they get no money.  
5 Most people do not give income figures for winter because they note that even when N.M. did take the milk 4 out 10 people got R10 or less per month get nothing or very little.

Name	Sources of Income	No of Cattle	Summer	Winter	Current income from milk	Income when sold to hospital	Change to where milk is present	Change to where milk is present
D. Gundudu	Cafe owner	7	1 or 2	-	R15,50	R18,50	R3 less	DAIRY
A. Magalala	Husband sends R10 per month	19	?	R4	R20	R57	R2,50	Home
N.M.'s brother	Husband a teacher locally field lot of stock	11	4	2	R4-10	R20	R14 less	DAIRY
G. Homendli	Headman children migrants They send R72 per month Farms field and cows	24	4	-	R36	R40	R4 less	DAIRY
A. Bukula	One field Dairy only income	5	2	1	R60	R30	R30	DAIRY
J. Guda	One field and stock Migrant son sends R17 11 people in family	11	9	-	R30	R30	same	DAIRY
J. Sidzamba	Small field lives by odd jobs Very poor woman	5	2	-	R8	R6	R2 more	Home
I.D.A. M.-	Pensioner R12,33 per month 1 field	5	1	1	-	R10	little	Home
F. Mambidi	1 field but no other income	14	6	?	-	R6	No income	Home
O. Mabusela	R12,33 pension but 7 people in family - 1 field	None	-	-	-	R5	little	No income

INKOMO



CT  
30/6/81

Tutu to  
address  
strikers

140x  
574  
192  
72

Staff Reporter

BISHOP Desmond Tutu, general secretary of the South African Council of Churches, is to address striking Leyland workers at a meeting in Elsie's River tonight.

"I am coming down because I was asked to," he said from Johannesburg last night.

Commenting on the Leyland dispute, which he said he had been following since it began more than six weeks ago, Bishop Tutu said unrest of this nature would continue till fundamental change in South Africa had been brought about.

A delegation from the Leyland Workers' Support Committee yesterday delivered a letter to Leyland South Africa at its Blackheath plant urging management to reinstate the workers and negotiate with their union, the National Union of Motor and Rubber Workers of South Africa, on the wage demands which had precipitated the strike, and their consequent dismissal.

CT 30/6/81

# Tutu to address strikers

Staff Reporter

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Argus 1/7/81

Leyland

MA 140A MA  
'should  
get out

of SA'

#### Labour Reporter

IF British Leyland could not pay workers here a decent wage it should get out of South Africa, speakers told a meeting in support of striking Leyland workers in Elsties River last night.

A singing, chanting crowd of about 2 000 people filled the Monaco Cinema in Halt Road for the meeting, which was part of the Leyland workers' support week.

Messages of solidarity and support for the strikers were delivered by representatives of Western Cape trade unions, community organisations and women's and student groups.

#### TUTU

Bishop Desmond Tutu, general secretary of the SA Council of Churches, was among the churchmen who addressed the meeting.

A resolution was unanimously adopted to call on the British ambassador in South Africa to intervene 'so that this dispute can be settled to the satisfaction of both parties concerned.

'Failing this, we, as part of the oppressed community of South Africa, have no option but to call on Leyland to withdraw from our country.'

#### CONCERN

The resolution noted 'with great concern' that Leyland SA was 'refusing to pay its workers a living wage and refusing to negotiate with the workers and their democratically elected representatives.'

Mr Joe Foster, secretary of the Western Cape branch of the National Union of Motor Assembly and Rubber Workers of SA (Numarwosa) told the meeting that Leyland SA was owned by British Leyland, which in turn was owned by the British Government.

#### CODE

The British Government was a signatory of the European Economic Community's code of conduct, according to which British companies in South Africa should pay 50 percent

more than the household subsistence level.

This would mean a minimum of R1.67 an hour, but the minimum rate at Leyland was R1.30 an hour.

Workers in other motor assembly plants in South Africa were all earning at least R1.60 an hour and this would increase to R1.80 an hour in July, Mr Forster said.

The strike began seven weeks ago, with Leyland workers demanding more than the 9c an hour increase from July agreed to by the union last year.



Workers  
CT 11/7/84 (414)  
to call on  
UK envoy

Staff Reporter

BISHOP Desmond Tutu, general secretary of the South African Council of Churches, together with 2000 people, last night resolved to call on the British Ambassador to intervene and settle the dispute involving striking Levland workers.

The resolution was adopted at a meeting organized to support Levland workers who have been on strike for six weeks. Speakers included the national organizer of Numarwosa Mr Brian Fredericks, the vice-chairman of the United Women's Organization Ms Virginia Engel, and the union secretary Mr Joe Foster.

Bishop Tutu warned those who had everything and refused to share that they were going to lose everything.

"Sometimes when we look at some of the things happening in this country we begin to wonder if we are not ignorant. If they do not remove the causes of the grievances then we are going to have an explosion."

In resolving to call on the ambassador to settle the dispute, the meeting pledged itself to call on Levland to withdraw from 'our country' should he not do so.

It claimed Levland was refusing to pay a living wage and to negotiate with democratically-elected representatives.

Chemical

NM 1/7/51

workers

(M) (S)

back 140

at jobs

**Mercury Reporter**

THE 400 workers from S A Tioxide (Pty) Ltd who had refused to work since Friday, started again yesterday after an agreement had been reached between union officials and management

The workers from this Umbogintwini firm downed tools following management's refusal to dismiss the personnel officer — against whom they had registered several complaints

Mr J G Sommerville the managing director of S A Tioxide, said after negotiations with officials of the Chemical Workers Industrial Union that they had come to an agreement

He would not say whether the agreement involved a possible dismissal of the personnel officer

Union officials could not be reached yesterday

Labour Reporter

A LETTER has been sent to the British Embassy conveying the resolution of a public meeting on Tuesday calling on the British Ambassador to intervene in the labour dispute at Leyland

The letter was delivered in Cape Town yesterday by Mr Joe Foster, secretary of the Western Cape branch of Numarwosh, the National Union of Motor Assemblies and Rubber Workers of SA

However, a spokesman for the British Embassy in

140X (122)  
Leyland - letter on resolution sent to envoy

Pretoria said today the letter had not yet been received by the Ambassador, Sir John Leahy

'We have received a report on the resolution, but as we haven't received the letter yet, we are not in a position to comment,' the spokesman said

The resolution said that failing a satisfactory settlement of the dispute, now in its eighth week, 'we

as part of the oppressed community of South Africa have no option but to call on Leyland to withdraw from our country'

Mr David Beck, managing director of Leyland SA, said yesterday the company 'could only be worse off' if Leyland withdrew from South Africa

The company employed about 2 200 coloured work-

He declined to comment on claims that Leyland paid lower wages than the rest of the motor assembly industry in South Africa

'I have no further comment,' he said

Mr Foster told a meeting of about 350 workers in

Bellville South yesterday that the union's urgent application to the Supreme Court for an order restraining the Leyland strikers had been lodged, but would not come to court before next week



# Saldanha Workers Sent Home

Argus 27/81  
Labour reporter

ABOUT 900 workers at the Sea Harvest fish factory in Saldanha were sent home today in what the Food and Canning Workers' Union has described as 'a clear case of a lookout'

A spokesman for the union said almost the entire labour force — mostly women — had left the factory on the instruction of the managing director, Mr H E Kramer, after he refused to address the workers on a pay dispute

The union had been trying to negotiate with the firm for higher wages over the past six weeks. On Tuesday, however, Mr Kramer made a pay offer which was rejected at a meeting last night

When Mr Kramer was told of the decision he accused the union of 'stirring up' the workers, the spokesman said

'He refused a request from the workers' committee today to speak to all the workers. He told them they all had to leave the premises immediately.'

'It seems nearly everybody is out. The workers are meeting in White City, Saldanha to decide what is to be done,' the spokesman said

Mr Kramer was not available and a spokesman for the company said there was 'no comment at the moment' on the trouble this morning

The Sea Harvest factory, one of the biggest fish factories on the West Coast experienced a number of stayaways by its work force in late 1979

In a four-month wrangle over what the women workers called 'slave

wages', they demanded a minimum wage of R30 a week

The union spokesman said that although wages now approached this figure with allowances and bonuses, management was unwilling to specify a clear rate for the job at the various grades of work

In Port Elizabeth the labour dispute in Litenhage is threatening to spread, The Argus Bureau reports

A strike of about 150 workers at a motor com-

ponent plant has again disturbed labour peace

Of the companies again facing production losses over a dispute at another company, are the Ford and General Motors plants

A spokesman for the National Union of Motor Assembly and Rubber Workers (Numatwosa) said today that workers at at least five major plants will refuse to handle parts manufactured by the Dorbyl company if the company persists in attempting to recruit 'scab labour' at its strike-hit Litenhage plants

QUANTITY  
SURVEYING

(Continued)

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P C Key

**Poll tests indicate  
strong union support**

By STEVEN FRIEDMAN  
Labour Reporter

TWO EAST Rand factories have recently held referendums in which workers have been able to choose whether they want a trade union to represent them

The union, the Fosatu-affiliated Metal and Allied Workers, won more than 90% of the vote in both referendums and recognition negotiations between it and the companies have begun. Unionists say two similar referendums may be in the offing

The plants at which referendums were held are Vaal Metal Processings, a subsidiary of the Abercom group of companies, and Hendler and Hendler. Both are based in Boksburg

At Vaal Metal Processings, the union won 172 votes, with five workers voting against it, informed sources say. They add that the company has agreed in

principle to deal with Mawu and that talks have begun

An Abercom source yesterday confirmed that the company was talking to the union, but added that official comment would have to come from a company executive, Mr Bob Power, who was unavailable

At Hendler and Hendler, union sources say Mawu won 95% of the vote. They add that the company was originally unwilling to negotiate with the union on wages and working conditions but that it agreed after the ballot had been held

Recognition talks with Mawu are under way and the company is negotiating a pay increase with union shop stewards, the sources say

Hendler and Hendler's managing director, Mr Solly Hendler, was also unavailable yesterday.

The two referendums are among the first to be held by employers to determine the

support of unions. A Uenhance company, Veldspun, which is a Barlow Rand subsidiary, last year became the first company in recent times to do so

Fosatu's National Union of Textile Workers won the referendum in which workers were asked to choose between it and a rival Tucsa union

Then two East London companies, Chloride and Johnson and Johnson, held referendums before recognising the unregistered SA Allied Workers Union

Unionists say most employers have resisted the idea of referendums, preferring to test union membership by inspecting union membership lists.

But this attitude appears to be changing, they added

They said one reason unions favoured referendums was that if they won these convincingly they could demonstrate support and resist the idea that unions should operate side-by-side with non-union works councils

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For the second best student in the  
subject of Building Construction.

K Strong

URBAN &  
REGIONAL  
PLANNING

Student Planners Award

For the student who has shown  
greatest promise at the end  
of the first year.

M P Morkel

BUILDING

(Continued)

Chas. McCarthy & Sons Building Prize

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he best combined marks  
Construction III & IV.

RDM 2/7/81  
UK envoy  
asked to  
settle  
dispute

Stewart Building Prize

the final year student  
roceed to postgraduate  
judged to have  
best overall results  
year of Building.

FINE ART

Own Correspondent  
CAPE TOWN — The British  
Ambassador to South Africa,  
Sir John Leahy, will today offi-  
cially receive a call to inter-  
vene and settle the dispute in-  
volving Leyland workers, who  
have been on strike for the past  
two weeks.

This follows a resolution  
adopted at a mass meeting this  
week in Elsie's River, organised  
in support of the strikers and  
attended by about 2 000 people.

A spokesman at the British  
Consulate-General confirmed  
late yesterday afternoon that a  
letter had been delivered to the  
British Embassy.

Earlier, she said that al-  
though Sir Leahy had been in-  
formed of the situation imme-  
diately after the resolution was  
made known yesterday, no offi-  
cial approach had yet been  
made.

The contents of the letter  
was not yet known, but the  
ambassador would be informed  
of details of the latest develop-  
ment, she said.

Mr Joe Foster, secretary of  
the National Union of Motor  
and Rubber Workers of South  
Africa (Numarwosa), said yester-  
day that the letter contained  
a covering letter from him and  
a copy of the resolution adopted  
at Tuesday's meeting.

"The call on the British Am-  
bassador is not specifically  
from the striking Leyland  
workers, but from that section  
of the community that attended  
the mass meeting," Mr Foster  
said.

On Tuesday night the meet-  
ing also pledged to call on Ley-  
land to withdraw from "our  
country" if the ambassador did  
not intervene and settle the  
dispute.

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QUANTITY SURVEYING

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honours standard in Quantities.

Quantities III

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Quantities V

Mrs J R Einhorn

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~~61~~

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140A

~~172~~

# Leyland dispute call

Staff Reporter

THE British ambassador to South Africa, Sir John Leahy, will today receive a call to intervene and settle the dispute involving Leyland workers who have been on strike for the last six weeks

This follows a resolution adopted at Tuesday night's mass meeting in Elsie's River, which was organized in support of the strikers and attended by about 2 000 people

A spokesman at the British Consulate-General's offices confirmed late yesterday that a letter had been delivered to the British embassy and that the contents of it would be forwarded to the

ambassador today

Earlier, she said that although Sir John had been informed of the situation immediately after press reports of the resolution appeared yesterday, no official approach had yet been made

The actual contents of the letter delivered to the embassy were not yet known to her, but the ambassador would be informed of details of the latest development as soon as possible, she said

The secretary of the National Union of Motor and Rubber Workers of South Africa (Numarwosa), Mr Joe Foster, said yesterday that he himself had delivered the letter to the British embassy about lunch-time

# Pay decent wage or get out, Leyland told

Sawetun 27/81 (52) (72) (404)

CAPE TOWN - If British Leyland could not pay "a decent wage," it should get out of South Africa, striking Leyland workers - supported by Bishop Desmond Tutu - have told the company.

The managing director of Leyland SA, Mr David Beck reacted yesterday by saying the community "could only be worse off" if Leyland withdrew from South Africa. The company employed some 2200 workers.

He refused to comment on claims that Leyland paid lower wages than the rest of the motor assembly industry in South Africa. Bishop Tutu, general sec-

retary of the SACC resolved, together with 2000 people at a meeting to call on the British ambassador to intervene and settle the seven-week-old strike.

Bishop Tutu warned those who had everything and refused to share, that they were going to lose everything.

"Sometimes when we look at some of the things happening in this country we begin to wonder if we are not ignorant. If they do not remove the causes of the grievances then we are going to have an explosion.

But when newspapers and journalists warn of what is going to happen they say, in predicting you cause what you predict and what they do then is

that they ban those who are warning them.

Bishop Tutu said people from overseas had been allowed to come to this country because of the "kindness of our heart."

"We said they could use a little bit of our land and we shut our eyes. When we opened our eyes, our land was gone.

"We say to them now, we have had enough. We don't want to drive anybody into the sea, all we want is a new kind of South Africa that is truly democratic."

Speeches were interspersed with loud cries from the audience of "amandla ngawetu" and singing.

Messages of support for the strikers came from trade unions, community organisations, women's and student groups.

# Motor firms,

Ev. Post 2/7/81

# union men

# talk over

# parts threat

By SANDRA SMITH

MEMBERS of the executive of the National Union of Motor and Rubber Workers of South Africa (Numarwosa) met with the management representatives of Ford today and will meet Volkswagen next week to discuss the possibility of Numarwosa members refusing to handle parts manufactured by Dorbyl — a strike-hit Uitenhage motor component manufacturer

The Secretary of Numarwosa, Mr Freddy Sauls, said today "If Dorbyl continues in its attempt to hire scab labour to replace our striking members, then our members at Ford Volkswagen and General Motors will refuse to use the parts manufactured by scab labour"

About 1 000 workers at Dorbyl downed tools on June 18 when their R2 an hour minimum wage demand was rejected by the firm's management

Mr Sauls explained that the support action was not expected to take place immediately, as the Dorbyl plants were not operating because of the shortage of labour as a result of the strike

"Worker representatives and their employers must reach an acceptable settlement. We are merely considering this as a possibility for the future, and this action is not going to take place tomorrow. In fact I hope it will not come to this at all," Mr Sauls said

The Public Affairs Manager of Volkswagen, Mr Ruben Els, said today that Numarwosa shop stewards had met Volkswagen industrial relations representatives yesterday

"They expressed their con-

cern at the Dorbyl situation and asked if there was anything that the company could do to improve the situation," Mr Els said

"The matter is being considered, and discussions with our shop stewards will continue next week"

The Public Affairs Director of Ford, Mr Dunbar Bucknall, said the Numarwosa executive met Ford's industrial relations personnel this morning

He said "The meeting took place to notify the company officially that should the dispute between their union and Dorbyl not be resolved, a possibility exists that the union membership may refuse to handle Dorbyl products at the company"

The Press liaison officer at General Motors, Mr Mike London, said that the firm had received no notification from Numarwosa of the proposed action. No meeting between the General Motors management and the union was planned

The managing director of Repco, a Port Elizabeth motor component factory hit by a strike last week, today continued to refuse to comment on the situation — or reveal his name

About 160 Repco workers went on strike on Wednesday last week after three of their colleagues were dismissed last month, and the company refused to recognise their union, the Motor Assembly and Component Workers Union of South Africa (Macwusa)

In a statement read to union officials, Repco management said that the company had the right to discipline workers and would recognise if it became part of the Industrial Council



3/7/81

LABOUR MATTERS

Cape crackdown

329 139  
115 140a

The political temperature in black communities in the eastern Cape is on the rise again as the authorities crack down severely on the leadership of emerging black unions and tensions grow between these bodies and established unions

The inter-linked Motor Assembly and Components Workers Union of SA (Macwusa) and the Port Elizabeth General Workers Union (GWU) have called for a boycott of certain white shops in Port Elizabeth in protest against the detention of Macwusa chairman, Dumile Makhanda, and four other union members. The unions have told their supporters that they can still shop in the white area of Port Elizabeth for items like furniture and clothing, which are not available in the black townships. However, they should buy all their groceries from black traders, who have already been asked to double their stocks.

The boycott is similar to one called in 1979 by the Port Elizabeth Black Civic

Meanwhile, the entire East London leadership of the SA Allied Workers' Union is in detention, while about a month ago nearly 60 Saawu members were being held in Ciskeian jails. All these union members have now been charged or released.

The wisdom of the crackdown is questioned by some managements who argue that worker militancy can be contained by dealing with unions, not by seeking to crush them. However, Manpower Minister Fanie Botha recently said he did not know of any people who had been detained simply because they were trade union leaders. But because the Saawu and Macwusa unionists have refused to operate inside the government's labour system, there is the strong belief in eastern Cape black communities that they have indeed been held because of their union activities.

Saawu president Sam Kikine recently announced a programme of action which is likely to heighten the conflict between the union and the SA and Ciskei governments, which are determined to prevent unionists from becoming involved in "political" activities (*Current Affairs*, June 19). This includes plans for a procession of workers and their families to march on SA and Ciskei jails to demand the release of union members, and the mobilisation of all students, regardless of race, into "young workers' unions".

Organisation (Pebco). That boycott failed, however, and some observers believe the Macwusa/GWU boycott could also fail. Although Macwusa does have considerable support from within the black community, observers believe it does not have an organisation strong enough to make the boycott work, especially with five of its top officials behind bars. They do, however, fear that the boycott could harm race and labour relations in the region.

The detention of the unionists came soon after Macwusa members initiated a sympathy strike at three Port Elizabeth motor industry companies, although police have denied that their detention has anything to do with the strike.

At the same time, there are signs of deteriorating relations between Macwusa and the National Union of Motor Assembly and Rubber Workers of SA (Numarwosa), a member of the Federation of South African Trade Unions (Fosatu). Macwusa came into being in the wake of the 1979 Ford strike, when large numbers of black workers became disenchanted with Numarwosa, and it has since tried to portray Numarwosa as a union which works hand in glove with managements.

Numarwosa strenuously denies this charge. In a pamphlet released recently,



Saawu's Kikine . . . a programme for action

it points to benefits it has achieved for workers and accuses Macwusa of being a racist body which "deserves a medal for

success in furthering the policy of separate development." The pamphlet accuses Macwusa of being hostile to coloured workers and says it is strange that "the only areas where Macwusa is attempting to recruit members are at factories organised by Fosatu unions."

Macwusa organising secretary Government Zini denies that his union is a racist organisation and tells the *FM* that it has embarked on a programme to recruit coloured workers. He defends Macwusa's willingness to become involved in "political" issues, something which Numarwosa shuns. He says coloured and white trade unionists have political parties and bodies such as the President's Council through which they can voice their political aspirations. "We, as Africans, find it very difficult to disassociate ourselves from the political situation. This is why we in Macwusa cannot separate the needs of the black worker from those of the community, because that worker is initially a member of that community."

Some managements in the region fear that a conflict between the unions may have serious repercussions on factory floors. "It could become very nasty indeed," says the industrial relations manager of one company.

SA'S NUCLEAR DILEMMA

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# UK 'cannot intervene' in Cape strike

Labour Reporter

THE British Embassy cannot intervene in an industrial dispute, even though it involves a British subsidiary, the British Consul General in Cape Town has said.

Mr Alan Elgar issued a statement in response to a resolution adopted at a public meeting this week calling on the British Ambassador to intervene in the Leyland strike.

He said: 'Although the British Embassy takes a close interest in industrial relations involving British subsidiaries in South Africa and has taken note of the contents of this resolution, the embassy

cannot intervene in any industrial dispute'

The embassy hoped that the differences could be resolved through the usual channels

Mr Elgar said British Leyland had been publicly owned since 1975, and 96.6 percent of the equity was vested in the Secretary of State for Industry.

It was not however, nationalised.

'Full responsibility for the day running is in the hands of British Leyland's boards of directors. This includes responsibility for industrial relations at home and overseas.'

The strike at Leyland South Africa began seven

weeks ago. About 1900 workers downed tools in support of a demand for a bigger increase in wages than their union had agreed to in December

About a third are still on strike

The secretary of the Western Cape branch of the National Union of Motor Assembly and Rubber Workers (Numarwosa), Mr Joe Foster, said today it was ironic that the British Government, through its ambassador, should refuse to intervene in the strike.

British Leyland, the parent company, was almost entirely owned by the British Government, which was a signatory of the EEC code of conduct, he said. The code laid down clear guidelines to be followed by companies with interests in South Africa.

He said the public meeting had resolved to call on Leyland to withdraw from South Africa if the ambassador refused to intervene.



A LEYLAND spokesman in Cape Town recently declared. "As far as we are concerned, there is no strike"

On the contrary, the strike by about 600 workers at Leyland's two motor assembly plants in the Cape — now in its seventh week — seems very much alive

The situation initially looked bleak for the remaining strikers and their union — the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers — after the company fired its whole work-force of 2 000 and filled its labour complement with former and new workers

But the strike has been kept alive through the development of a widespread community support structure — a key feature of recent labour disputes in the Cape. The community-based campaign has been growing steadily in importance and scale.

In the latest development, a formidable array of 60 Cape organisations have called on the British Ambassador to South Africa to settle the dispute — an awkward demand to field as Leyland is indirectly almost wholly-owned by the British Government. Though Leyland is not nationalised, almost all its shares are held by the Secretary of State for Industries

The Leyland strike was triggered off by wage demands

The union and the company negotiated a wage agreement in December last year in terms of which workers received an increase in January and were to receive a further 9c increase in June

The union informed management early in May that the workers wanted a bigger increase as they believed the company could afford it as they were hiring new workers — but the company refused to review the agreement.

The entire workforce of about 2 000 at both Leyland plants downed tools on May 14, demanding a bigger increase.

Management dismissed all the workers on May 20 after an ultimatum to work was ignored, and started recruitment

Many strikers went back — but a core group of mostly long-service and skilled workers, stayed out and resolved to stick to their demands

Soon afterwards, the company announced it had filled its labour complement, that production would soon be back to normal and that there was no dispute between it and the former workers or their union

However, the union then started organising support committees in areas where strikers lived, to provide them with material assistance and involve their communities in the issue. Committees have been set up in areas as far-flung as Stellenbosch, Paarl, Macassar, Kleinvelei, Strand, Elsiesrivier and Belhar

The support campaign gathered momentum until 60 organisations in the Western Cape, including three major trade unions, pledged their support to the strikers at a meeting last weekend

a statement

# Now Leyland faces a community challenge

RDM 3/7/81

By RIAAN DE VILLIERS

It also claims that the situation in the plants is unstable, that workers are unhappy and that they are walking out in increasing numbers due to the community campaign

This was borne out at a recent meeting for strikers when a number of "scab"



workers reportedly apologised for having returned to work

Mr Joe Foster, regional secretary of the union, says workers are "continually flowing out" but adds that it is difficult to monitor this

He is confident that the strike can still be settled "The remaining strikers are determined to keep the dispute alive. They are committed and are prepared to make sacrifices"

He is also encouraged by the community campaign

The union's demands, he says, remain unchanged. They are an increase of 25c an hour, unconditional reinstatement of all workers, no victimisation or intimidation, and negotiations with the union aimed at establishing a minimum wage of R2 an hour

The union has heard nothing from the company since mid-May. "We have submitted our demands and are waiting for them to come back to us," he says

Mr Foster says the company is clearly out to smash

the union

As evidence, he says the company has requested re-employed workers to sign forms stopping deduction of union dues

A company spokesman has confirmed this, but said it was voluntary, and added that the agreement with the union had lapsed

This touches on a key issue

The company claims the agreement lapsed when the workers struck illegally and that it also provided for their dismissal

In turn, the union believes it is still binding and that the firm breached it by firing the strikers. It is applying for a court order, due to be heard next week, instructing the company to reinstate the workers on this basis

Company spokesmen have not been available for comment about the latest developments

The union is pinning some of its hopes on its legal action

Whatever the outcome of this, community support campaigns for strikers have developed into a formidable tool in the Western Cape and judging by previous examples, community pressure is unlikely to abate until a settlement is reached

If the company sticks to its guns, a drawn-out war of attrition — reminiscent of the marathon Fattis and Monts strike which was settled after eight months following a widespread boycott campaign — may be in the offing

If the campaign is successful, it is likely to further reinforce bonds between the Cape unions and worker communities and become a permanent factor which employers there will not be able to leave out of the reckoning.

demned Leyland for refusing to negotiate with the workers and their representatives and employing methods to "break the strength of the union"

They added "We, the community, hereby declare that we will not let the workers starve," and called out a Leyland Support Week

On Tuesday night, a mass meeting was held in Elsiesrivier where Bishop Desmond Tutu, general secretary of the SA Council of Churches, was the main speaker

It was reportedly attended by over 2 000 people, including delegates from the 60 support organisations

The meeting adopted a resolution calling on the British Ambassador to South Africa, Sir John Leahy, to intervene and settle the dispute

The meeting also pledged to call on Leyland to withdraw from South Africa if the Ambassador failed to settle the dispute

The resolution was handed to the British Consulate-General in Cape Town two days ago and a statement was expected yesterday

By yesterday afternoon, it had not yet been issued but was expected to say that the Ambassador could not intervene

It's a delicate issue. Although a previous Labour government also laid low during a dispute at Leyland, it has been quick to capitalise on this one under a Conservative government

In a recent statement, the general secretary of the party condemned Leyland management's action and said he was "horrified" that it was compounding its actions by attempting to break the strike by employing "scab" labour.

He added it was "intolerable" that a company almost wholly-owned by the British Government should behave in this manner

British and international labour organisations have also pledged solidarity with the strike

Leyland may still have internal problems too

In a recent interview, a company spokesman said the company was to reach full production soon. While he conceded that certain skills had been lost, these had been replaced from outside and by promoting workers in the plant

New workers were also undergoing intensive training. He also disputed the union's estimate of the number of strikers, which he put at 400

However, the union claims that production is still far below normal due to the loss of most of the skilled workers

It claims that 60 vehicles were recently returned to the factory due to poor workmanship.



**Legal action**  
 on lockout  
 of workers

Labour Reporter  
 The National Union of Textile Workers yesterday attempted to lodge an urgent application against a Selcourt, Springs, packaging firm at the Johannesburg Supreme Court

The union accused Stag Packings of locking out the work force of about 75 workers on Monday

Mrs Maggie Magubane, a spokesman for the union, said the workers were locked out by management and would not be allowed to return until they resigned from the union

The National Union of Textile Workers had been seeking recognition at Stag Packings and claimed majority support

The hearing was postponed until today.

Company spokesmen at Selcourt have refused to comment Stag Packings is owned by a British multinational, Turner Newall which has offices in Durban

URBAN &  
 REGIONAL  
 PLANNING

Bell-John Prize  
 For the best all-round student in any year of study.

P C Key

The Committee of the Western

Cape Chapter of Quantity

Surveyors' Prize

For the student obtaining the highest marks in Professional Practice.

P R Swift

LTA Prizes

For the best student in each of the courses of Building Economics I, II and III in the third, fourth & fifth years respectively.

I : N D G Sessions

II : A R Low Keen

III : No award

S A Brick Association Prizes

For the best student in the

Building Construction.

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Best student in the

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(Continued)

QUANTITY  
 SURVEYING

RECORD OF PAPERWORK

BUILDING  
(Continued)

FINE ART

QUANTITY SURVEYING

Chas. McCarthy & Sons Building Prize

Awarded to the final year student obtaining the highest marks in Building Management  
M Yeats

The Murray & Sons Management Prize

Awarded to the student wishing to study who has produced the highest marks in the final year  
R W Kohne

Sonny Cohen  
For the most needy student

H R Proud

Simon Gerson  
For a most successful Art student

M D H Wells  
A McL Kennecott

David Marais  
For a most practical first or second year student

R D Morrison

Michaelis Prize  
For best composition

Mrs M van Niekerk

Association's Prizes

For the best honours student

Quantities

P C Key

Quantities

Mrs J R Einhorn

**More labour unrest looms**

By Tony Davis  
Labour Reporter

A new wave of sympathy strikes are again threatening the motor industry in the Eastern Cape

In May this year workers went on strike at Ford and General Motors (GM) in Port Elizabeth after refusing to handle Firestone products in support of their colleagues who had been dismissed from the tyre plant.

Now the motor industry has been warned of further sympathy strikes as the result of a dispute at the Dorbyl components plant

plant

Yesterday officials of the National Union of Motor Assemblies and Rubber Workers (Numarw) told management at Ford that unless the Dorbyl dispute was settled they would refuse to handle that company's products

Union shop stewards also met Volkswagen officials in Uitenhage about the Dorbyl dispute and further talks are expected.

A GM spokesman said it had not yet been approached although Numarw has stated it would discuss the dispute with

GM

About 1 000 workers were dismissed at the Dorbyl plant last month after workers downed tools and demanded a minimum R2 an hour wage

Numarw is hoping pressure will be brought on Dorbyl to re-employ the dismissed workers

During the Firestone sympathy strike, Motor Assemblies and Component Workers' Union (Macwusa) members closed down several Ford plants and achieved partial success as Firestone agreed to take on dismissed workers as

jobs became available

Sympathy strikes are common overseas and labour experts view these Eastern Cape developments as a recent development in South African labour unrest

Dorbyl has been unwilling to discuss the wage dispute and on Monday night dismissed workers who held to their minimum wage demands

● About 150 workers at Repco component plant in Port Elizabeth have gone on strike over union recognition demands and the dismissal of several colleagues

Arthur Grobbelaar  
implications

"broad

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# Security Police detain four Uitenhage union organisers

CAPE TOWN — Four organisers of the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa) who have been involved in a strike in Uitenhage were today detained by Security Police

The secretary of Numarwosa, Mr Freddy Sauls, said the chairman of the

Dorbyl Workers' Committee, Mr Lucky Benbile, and three shop stewards, Mr Caldon Ngalwa, Mr Ronnie Baartman and Mrs M McCorarthy, were taken from their homes by Security Police early today

The union has been locked in dispute with Dorbyl, a motor component manufacturer, where 1 000

workers are said to have "dismissed themselves."

The detention of the four Numarwosa organisers has been confirmed by Security Police

They were detained under the Criminal Procedure Act and were being held in Uitenhage

● Page 19: More labour unrest looms.

Student Planners Award  
For the student who has shown  
greatest promise at the end  
of the first year.

K Strong  
For the second best student in the  
subject of Building Construction.

C W von Düring  
For the best student in the  
subject of Building Construction.  
S A Brick Association Prizes

I : N D G Sessions  
II : A R Low Keen  
III : No award  
For the best student in each of  
the courses of Building Economics I,  
II and III in the third, fourth &  
fifth years respectively.

P R Swift  
For the student obtaining  
the highest marks in  
Professional Practice.  
The Committee of the Western  
Cape Chapter of Quantity  
Surveyors' Prize

P C Key  
For the best all-round student  
in any year of study.  
Bell-John Prize

URBAN &  
REGIONAL  
PLANNING

QUANTITY  
SURVEYING  
(Continued)



CT 3/7/8  
Consul  
rejects  
Leyland  
appeal

Staff Reporter

AN APPEAL to the British ambassador to intervene and settle the six-week-old dispute between Leyland management and former workers, was yesterday turned down in a statement issued by the Consul-General in Cape Town, Mr Alan Elgar.

"While a close interest is taken in the industrial relations of British subsidiaries in South Africa, we cannot intervene in any industrial disputes even though it may involve a British subsidiary," he said.

The text of the resolution adopted at a mass meeting in Elsie's River on Tuesday night and delivered to the embassy in Cape Town on Wednesday had been transmitted to the ambassador and note had been taken of its contents.

"The embassy hopes that differences involved in the Leyland South Africa dispute will be resolved through the normal channels," Mr Elgar said.

Later, a spokesman for the Consulate-General pointed out that Leyland was not a nationalized company. It only received financial backing from the British Government and it could therefore not involve itself in management policies.

On Tuesday about 2 000 people at the mass meeting pledged to call on Leyland to withdraw from the country if the ambassador did not intervene and settle the dispute.

# Minimum Wage Campaign Makes Headway In Cape

By BILL GARDINER

THE strike by 1 000 workers at the Uitenhage motor component firm, Dorbyl, this month is one outcome of the nationwide launching of a campaign last year by the Federation of South African Trade Unions for a "living wage" minimum of R2 an hour.

Dorbyl workers have refused to accept the company's pay offer of R1,36 an hour from July 1, as prescribed by the Industrial Council for the steel and engineering industry, and have stuck to their original demands for a R2-an-hour minimum.

But in a key development this week, two Uitenhage motor component firms, SKF Bearings and Borg-Warner, agreed to abandon the prescribed Industrial Council pay scales and pay workers the R2-an-hour wage minimum.

A major development in the wage agreement secured at SKF and Borg-Warner is that the pay increases have been gained through in-company agreements, with both firms abandoning the pay scales prescribed by the Industrial Council.

Says the secretary of a Fosatu affiliate, Numarwosa National Union of Motor

el is too powerful for us Fosatu believes there must be national bargaining on minimum wages but in-factory bargaining on actual wages".

The Fosatu campaign for a "R2 living wage" began in the Eastern Cape less than a year ago. About 3 500 workers downed tools in a wildcat strike for higher minimum wages at the Volkswagen motor plant in Uitenhage.

The action set off further strikes, involving some 6 500 workers at seven factories in the area.

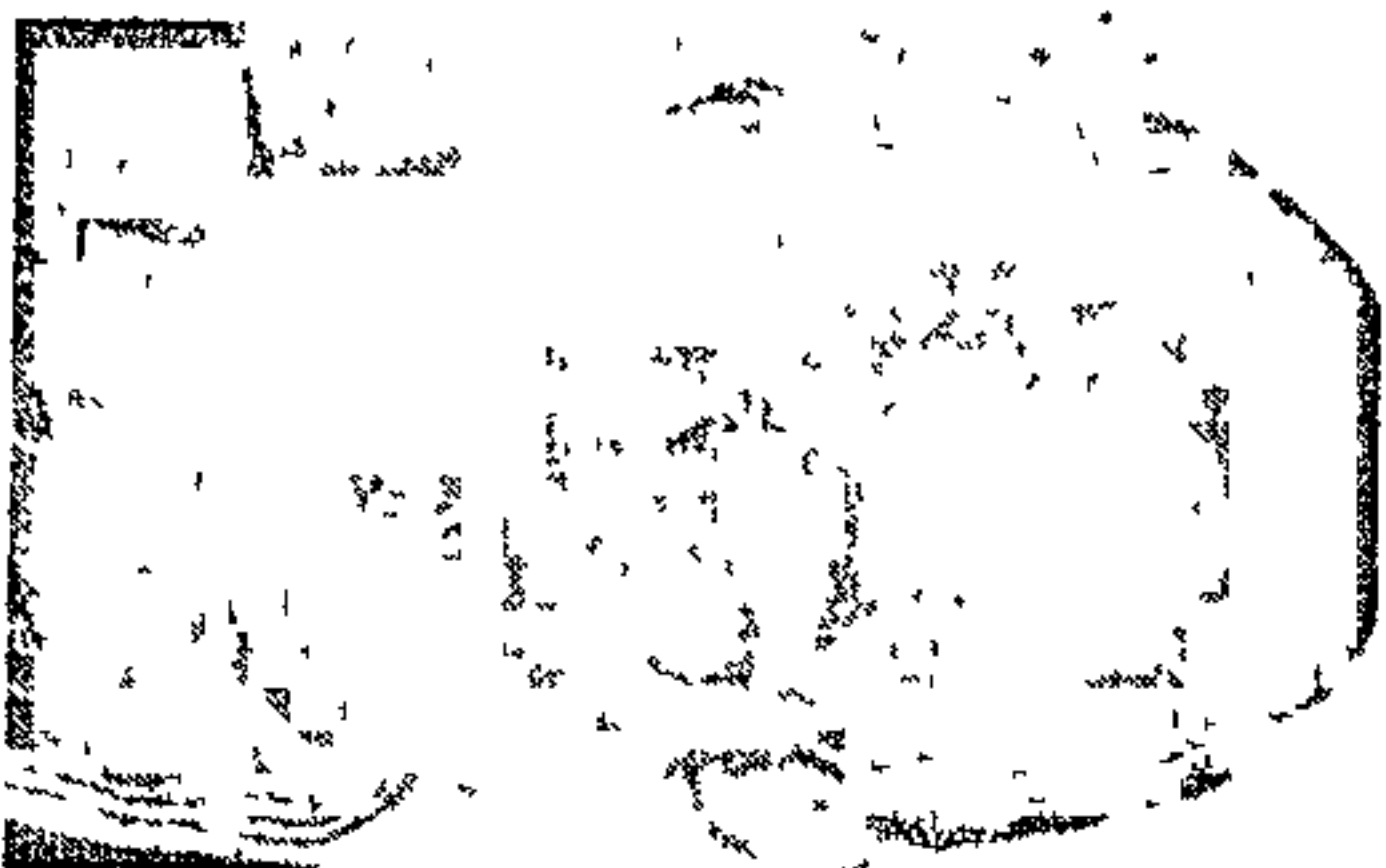
After three months of intense negotiations a major Fosatu affiliate representing the striking VW workers, Numarwosa and the East Cape motor industry agreed to a comprehensive pay package.

The employers accepted the principle of a "living wage".

The agreement provided for an immediate pay increase, with a graduated increase every six months, to a "living wage" minimum of R2 an hour, by January, 1982.

A major gain in the negotiations was employers' acceptance that wage negotiations should in future depend on the concept of a "living wage", as proposed by Numarwosa, rather than subsistence wages.

The concept has since become a major plank in negotiations not only



Mr FRED SAULS ... bargaining

palgn for the "R2 living wage", says Fosatu national secretary, Mr Joe Foster.

Fosatu also plans to form a sub-committee to monitor developments in the campaign. Although the workers' demands have met strong resistance from Dorbyl's management, the "R2-an-hour" campaign by Fosatu has made significant gains in the Uitenhage area.

The agreement by the Uitenhage motor component firms, SKF Bearings and Borg-Warner, to pay workers the R2 hourly minimum is a

major breakthrough for the union and likely to give further impetus to Fosatu's campaign in the Eastern Cape.

At Borg-Warner, workers boycotted overtime last year to force management to negotiate with the workers' committee.

Talks have since resulted in management's accepting an hourly minimum of R2 from April next year. Meanwhile wages will increase to R1,70 an hour in October this year and R1,80 in January, 1982.

SKF Bearings have agreed to pay male workers R2 an hour and women workers R1,80 an hour next month.

This is the result of an in-company agreement made after work resumed last year to force management to enter talks on the "living wage" demand.

The agreement includes an undertaking by Numarwosa to make sure workers stick to the agreement and do not go on wildcat strikes.

Union leaders have compromised on the wage difference between men and women employees, but recognise it could divide workers. They are therefore making renewed demands for women to receive equal wages.

Although workers at Volkswagen, Ford and General Motors are bound to the wage

settlement agreed to last year, Numarwosa intends to press for an earlier implementation of the R2-an-hour offer, to offset inflation.

And at Veldspan, the Fosatu-affiliated National Union of Textile Workers' plant committee has gained recognition from management after winning the support of 90% of the employees in a referendum.

The union plans to step up demands for the R2-an-hour minimum in November, when the current wage agreement in force will be re-negotiated.

Assembly and Component Workers' Union of South Africa), Mr Fred Sauls "We prefer in-company negotiations as we feel the Industrial Coun-

Cape and with Ninarwosa, but throughout Fosatu in general

The Fosatu central committee this year decided to cam-



# Security police Ev. Post 3/7/81 140A hold four trade 197 152 192 union organisers

## Post Reporters

AT LEAST four organisers of the National Union of Motor Assembly and Rubber Workers, of South Africa (Numarwosa), who have been involved in a strike in Uitenhage, were detained by Security Police today

The secretary of Numarwosa, Mr Freddy Sauls, said the chairman of the Dorbyl Workers' Committee, Mr Lucky Benbile, and three shop stewards, Mr Caldon Ngalwa, Mr Ronnie Baartman, and Mrs M McCarthy, were taken from their homes by Security Police this morning

Their detention has been confirmed by a spokesman for the Security Police who said they were being held under the Criminal Procedures Act

Mr Sauls said a fifth unionist, Mr L Windvoel, was detained by Security Police at the union offices later in the day but this has not yet been confirmed

The four men whose detention has been confirmed means that all the Numarwosa shop stewards at Dorbyl are being held. The union has been involved in a dispute with Dorbyl, a motor component manufacturer, where 1 000 workers are said to have "dismissed themselves"

The Dorbyl strike began on June 18 over a demand for a minimum wage of R2 an hour. The firm's management saw the workers as having "terminated their contracts by failing to work"

The union said this week that their members at three East Cape motor manufacturers, Volkswagen, Ford and General Motors 'would refuse to handle Dorbyl products if the company continued to recruit "scab" labour

• At the Valley Textiles factory in Middelburg, workers went on strike over a salary issue this week



CT 4/7/81 (S) (A) 140A  
5 more union officials detained (229)

Own Correspondent

JOHANNESBURG — Five Uitenhage officials of the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers have been detained by security police, bringing to 16 the number of unionists in detention throughout the country.

The detained unionists are the chairman of the Dorbyl Workers Committee, Mr L Benbile, and four union shop-stewards Mr C Ngwala, Mr R Baartman, Mr L Windvoel and Mrs M McCarthy.

Mrs McCarthy has been elected a South African delegate to a meeting of the International Metalworkers' Federation and all five were involved in negotiations with Dorbyl, where union members are on strike according to the union's general secretary, Mr Fred Sauls.

Police say they are being held in terms of the Criminal Procedure Act.

The detention comes as Numarwosa's members are

on strike at Uitenhage components plants owned by Dorbyl.

The company has fired the strikers, saying they "dismissed themselves" by striking. The union has rejected this and has warned that its members at Eastern Cape motor assembly plants may refuse to handle Dorbyl products if the workers are not reinstated.

Mr Sauls described the detentions as "a deliberate attempt to break the Dorbyl strike." He added however, that "this will not succeed as it is the workers as a whole, rather than union officials who are sustaining the strike."

Unions which have been affected by the latest spate of detentions are the SA Allied Workers' Union, the Motor Assembly and Components Workers' Union of SA, the Black Municipality Workers' Union, the Media Workers Association of SA and now Fosatu's Numarwosa.

CT 4/7/81  
Union  
leaders  
warn on  
sackings

Own Correspondent

PORT ELIZABETH — Spokesmen for three major trade union groupings yesterday warned that managements' policy of sacking workers when there were labour disputes could have "dire consequences" for South Africa.

They were commenting on a speech in Grahamstown this week by sociologist Mr Winston Middleton who warned that there were signs that the country's traditional methods of handling disputes needed a revamp.

According to the newspaper records, more than 15 000 workers have been fired or, as some managements prefer it have "terminated their own contracts", in South African labour disputes so far this year.

Of these, just over 4 000 were in the Eastern Cape.

The acting general secretary of Fosatu, Mr Joe Foster, said managements practice of "hire and fire" had been going on for years, but was now accelerating.

He said existing industrial relations machinery needed a "serious re-think" as it was "grossly inadequate to resolve labour disputes with the swiftness that was so often necessary.

"At some stage workers will get completely fed up, and this could have dire consequences for the country," he said.

The general secretary of the SA Allied Workers' Union, Mr Sam Kikine predicted that fired workers would increasingly challenge not only management, but the State as well.

"It's obvious that management has the backing of the State when it fires workers. This policy will only lead to greater confrontation."

Mr Wilson Sidina, a national organizer of the Cape Town-based General Workers' Union, warned that workers would not "sit back" when they were treated in this way. Mass firings only increased the potential for conflict.

Workers who lost their jobs in Eastern Cape disputes (some of them were subsequently re-employed with the same company) include

● 15 fired on January 6 over a dispute over pay and working conditions at Freight Services Forwarding Ltd in Port Elizabeth

● 10 endorsed back to Whittlesea on January 21 after a strike over pay and working conditions at a

building contractor Man-yana and Yeko Bros, who were erecting homes in Fordville

● 1 500 "deemed to have fired themselves" on January 28 after a strike over a pension dispute at Finestone in Port Elizabeth

● 700 fired on March 19 when they went on strike at Murray and Roberts in Port Elizabeth over a pension dispute

● 216 fired on March 25 by Stuydom Basson and Tait a Port Elizabeth engineering firm after they went on strike over a pension dispute

● 40 fired on May 12 by Armstrong Hydraulics in Port Elizabeth after a strike over pay and working conditions

● 240 fired on May 21 at Boskor a Tsitsikamma sawmill, after a strike over pay

● 16 fired on June 11 at the Louisa Meyburg old age home in Port Elizabeth allegedly because of their affiliation to a union

● 160 fired on June 17 by Federated Timbers in Port Elizabeth after a strike over pay

● 1 000 "deemed to have terminated their contracts" on June 19 at Dorbyl in Uitenhage after a strike over pay

● 160 fired on June 25 at Repco in Port Elizabeth after a strike over union recognition

By BILL GARDNER

AN East Cape academic who specialises in the labour field, Professor Michael Whisson, today sharply attacked yesterday's detention of five Litenhage trade unionists.

And he warned the police that detention of labour leaders would lead to a "political confrontation" that would end in a "no hope, no win" situation between employers and trade unions.

Prof Whisson was responding to the detention yesterday of five members of the National Union of Motor Assemblers and Rubber Workers of South Africa (Numarwosa), who are organisers at the strike-hit Dorbyl motor component firm in Litenhage. They are Mr Lucky Denhale, Mr Caldon Ngelwa, Mr Ronny Beardman, Mrs Mary McCarty and Mr L Windvogel, who

# Detention of unionists attacked by professor

Ev. Post 4/7/81

are being held under Section 185 of the Criminal Procedure Act, which allows for a maximum detention period of 180 days.

This figure is 10 the number of Eastern Cape trade unionists detained in recent weeks. The chairman of the Motor Assemblers' Union of South Africa (Macwusa), Mr Dumile Makhanda, and four Macwusa officials are being held under section six of the Terrorism Act.

The move follows a crackdown on trade unionists across

the country, including leaders of the Food and Canning Workers Union, the Johannesburg Municipal Workers Union and the South African Allied Workers Union in East London.

Prof Whisson, who is one of the authors of the audit reports on the implementation of the Sullivan Code at Ford, said by detaining leaders who commanded real support from workers, the police were "opening up the way to direct political confrontation".

"Police have already detained Macwusa officials and if they are trying to do the

same thing with Numarwosa, then this is a recipe for industrial anarchy," he said.

Prof Whisson said Numarwosa had stuck firmly to organising workers along "classical trade union lines". But he warned that if the Government continued to respond to labour disputes as if they were politically inspired, then workers would react politically as well.

"And if the police want political confrontation to demonstrate that they control the country and that they can wipe

out any political opposition, then they are really looking for a no-hope no-win situation."

Professor Whisson warned that when management refused to negotiate on workers' demands and the union members were subsequently detained "the obvious conclusion that any reasonable man will come to is that the police and employers are working in collaboration.

"It's a very direct reflection of what we called an 'unholy alliance' in our first Ford report," he said.

The issue at stake was not whether employers were collaborating actively with the police, but whether a "reasonable man" would believe that management, by the way it reacted to labour disputes, was collaborating with the Security Police.



# ... and equal education must be the first step in the march forward, say the experts

THE Anglo-American report, while identifying correctly some of the problems in the labour market, demonstrates again the paucity of thought existing among our leading industrialists when it suggests that an overhaul of the Industrial Council system will in any way alleviate the desperate situation facing the economy of this country.

The Wiehahn Commission agreed that apprenticeship training should be open to all population groups but nowhere did it recommend that theoretical training be provided at one level in non-segregated educational institutions.

Separate education provides inferior education which will fail to satisfy the training needs of industry and leads trade unionists to ask whether black apprentices will eventually become fully qualified journeymen or merely upgraded operatives with a lower paid inferior status. And if they do not attain the status of journeymen, who

EDUFRATE... member... Federation of South African Trade Unions (FOSATU)...

will provide the vitally important workshop floor training via the journeyman-apprentice relationship? This point was made very clear by Dr T. C. Shippey, director of the Cape Technician who, in his address to the International Association of Economics and Commerce students at the Winter School at Stellenbosch University, said: "Black and brown education, especially in the field of advanced technical education, had so few training facilities available relative to the increasing demand that the country would either have to use all its universities, technicians and colleges of education to educate all people or would fall far short in its future provision of high level manpower".

The problem posed by the co-existence of an over supply of unskilled labour with a dire shortage of skilled labour again is linked directly to the present policy of inadequate and unequal education provided on a racial basis. No matter what training schemes are adopted, it must be obvious that only by raising the educational standards of the enormous pool of unskilled and largely unemployed will those persons be able to reach the standards required by industry.

While in certain industries the Industrial Council system may facilitate the collective bargaining process, it is by no means an essential feature of that process. Demanding, as it does, the registration of the parties to the council, and in particular, the total ban on strikes during the currency of an Industrial Council agreement, the system is unlikely to attract many of the new unions and others currently organising. Already a number of private agreements have been negotiated by unregistered unions, confirming the view that registration is not a prerequisite for satisfactory collective bargaining.

Whilst there is no doubt that workers with no voice in the political structure of the country will seek to use their industrial strength gained through their trade unions to achieve their social and political aims, it would be unwise to assume this to be the basic cause of labour unrest. Industrialists must learn that workers are determined they will no longer remain at a poverty level and will press with every means at their disposal to obtain a fair share of the wealth they produce. They would prefer to do this by means of strong trade union pressure in the collective bargaining process, irrespective of whether it is in or outside the Industrial Council system, and Anglo-American should have learned this lesson during their Sigma experience.

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The key to the way forward in resolving the 7 hour struggle lies in education says this... senior lecturer in economics at the University of Natal, Durban, for the Sunday Tribune.

ANGLO-AMERICAN is a company which has taken a long term view in its decision-making process, and its concern over issues like unemployment and black worker rights stems from its perception that reforms are necessary to prevent economic and political unrest. The report highlights the critical shortage of management and skilled labour. The solution is to be found in expanding the quantity and quality of black education in improving training facilities available, and in breaking down deep-rooted racial prejudices.

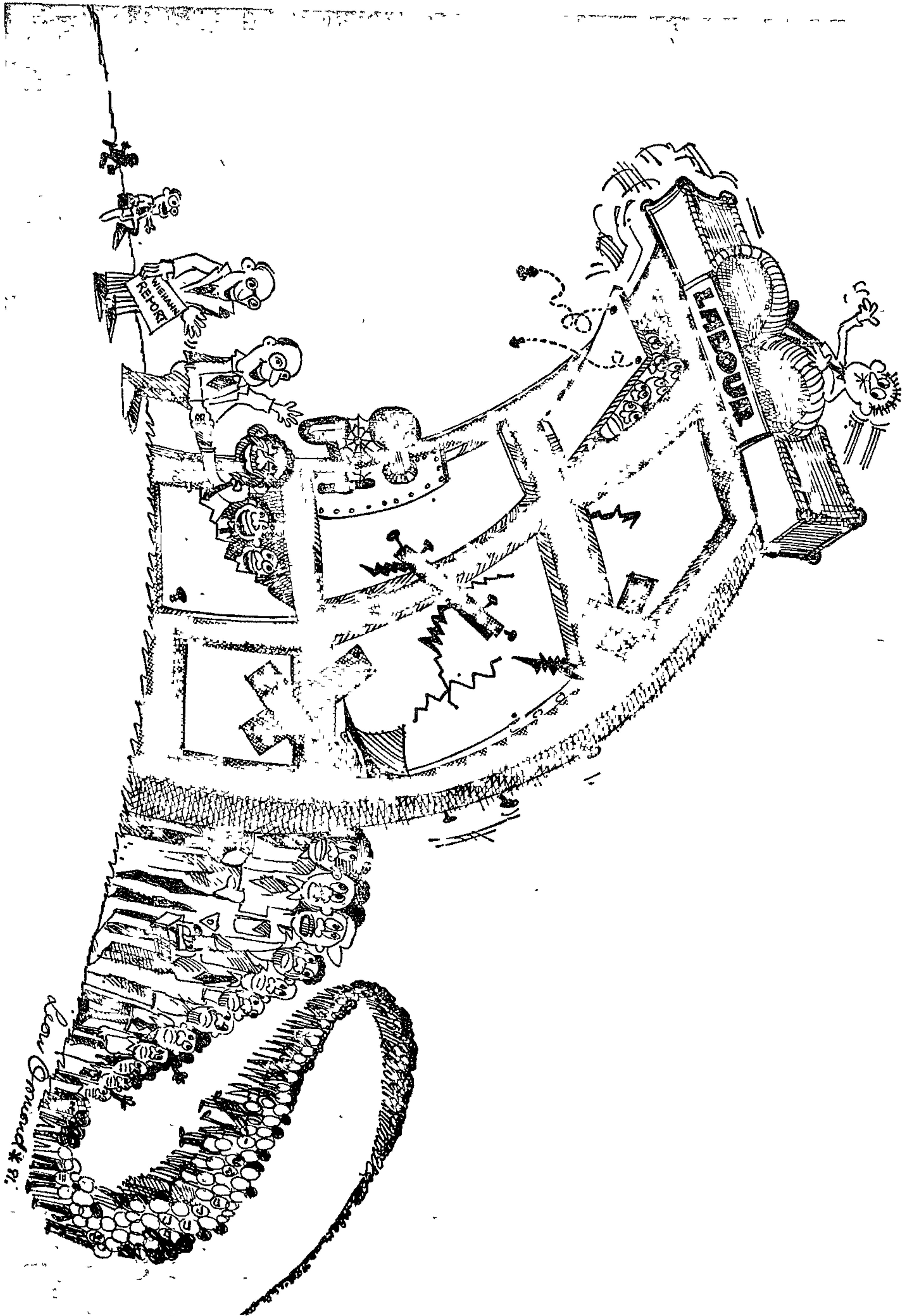
The imbalance in educational opportunities is illustrated by the fact that 20 percent of white children who are at school are receiving higher secondary education, whereas the figure for blacks is a mere three however. At the same time, however, the quality of black schooling needs substantial improvement and so does the home environment available to the average black child.

The report also draws attention to the massive problem of unemployment. This can ultimately be overcome only by rapid increases in job creation in the modern sector of the economy, and by the provision of resources for the development of rural areas in the black states. The problem of poverty and unemployment in rural areas is compounded by influx control.

The new draft Industrial Relations Act does grant workers the right to free association as was proposed by the Wiehahn Commission, and allows for the registration of racially integrated unions. In the long run this may help to establish just wage levels and maintain industrial peace. However, the Industrial Council system is likely to become severely strained as more and more independent unions press for in-plant agreements over wages and working conditions, thereby bypassing the Industrial Councils.

(191) Pneumonia, the most common cause of death rates. (159) South, leading to a drop in its mortality rate, was still the most formidable disease. The Committee of Doctors found that in the latter half of 1963 69 per cent of the total mortality attributed to various diseases, contracted by people in the townships, was due to pneumonia and other diseases.





# Security Police

Ev Post 6/7/81

## detain 4 more

## Dorbyl men

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By SANDRA SMITH and BILL GARDINER

ANOTHER four Dorbyl workers were detained for questioning by the Security Police early today

This brings to nine the number of workers at the strike-hit motor component firm who are in police custody

According to a spokesman for the National Union of Motor Assembly and Rubber Workers' of South Africa (Numarwosa), four Dorbyl workers were detained today

Two of the detained workers are Mr Tenbile Bob and Mr Roy Ntjanyana. The other two have not yet been named

According to a police spokesman in Uitenhage, four men were being held for questioning in connection with alleged intimidation. Two of the men were Dorbyl workers and the other two were "unemployed"

Meanwhile, workers who downed tools at Valley Textiles in Middelburg last week over a pay dispute returned to work today

The company's financial director, Mr P L van der Merwe, said today that the workers went out on strike because of dissatisfaction with the increases they received

"Since they hadn't asked for an increase in the first place, we thought it was rather ungrateful of them," Mr Van der Merwe said

When asked how many workers had been involved, Mr Van der Merwe said, "We didn't

count"

At a meeting held at the weekend, 160 striking workers at a Port Elizabeth motor component firm, Repco, decided to continue their stayaway until management agreed unconditionally to reinstate them all

The workers went on strike to demand recognition for the Motor and Component Workers Union of South Africa (Macwusa) and in solidarity with three dismissed colleagues

In a statement today Repco said that Macwusa officials were advised that the firm "could not consider recognising Macwusa until an audited certificate indicating the number of current paid-up members who were Repco employees was supplied" The certificate was not submitted

The statement said that since the strike began on June 25, production had been maintained at a satisfactory level

It also claimed that a number of former employees had contacted the firm advising that they wished to return, but had not done so because they feared reprisals

It was not possible to process more than 30 applicants a day from former employees

The workers rejected management's proposal that workers be re-employed in stages and selectively

A Macwusa delegation is to meet Repco management later today



# 2 000 furnace men in East Rand strike

RDM 7/7/81

~~137~~ ~~138~~ (140A)

By STEVEN FRIEDMAN  
Labour Reporter

AN EAST Rand smelting works, Salcast — a subsidiary of the Stewarts and Lloyds group — has been hit by a strike by about 2 000 workers over pay demands

The strikers agreed to return to work yesterday afternoon after the company agreed to discuss their demands with shop stewards and officials of the Metal and Allied Workers' Union (Mawu)

A Mawu spokesman yesterday said workers had returned after being told they would receive an answer to their demands next Monday "The atmosphere is still tense and a lot will depend on the outcome of the talks," he said

The strike began on Friday in Salcast's foundry after workers rejected increases contained in the metal industries' industrial council agreement, which came into force last

week

Friday night's shift did not work and there was no production yesterday morning

The strike is the biggest to hit the East Rand area for some time. Unionists say the area could develop into a key centre of worker militancy

A Salcast spokesman confirmed the strike had occurred and that the company was now talking to union shop stewards on the wage issue

He said Salcast had been dealing with Mawu on "domestic issues affecting their members" for about a year. There is, however, no formal recognition agreement between Salcast and the union

According to a union source, management agreed to pay strikers for the period they were on strike, but the company spokesman said he was not aware of this agreement

The dispute began when management announced to workers

that the new industrial council agreement was coming into force and that workers would be receiving increases

Workers apparently became angry when they learned that, in terms of the agreement, some of them would be receiving 28c an hour more, while others would be getting 14c. They demanded that all receive a 28c rise

Mawu has not applied to become a party to the industrial council and was therefore not involved in the negotiations that resulted in the agreement

On Friday morning, foundry workers walked out, leaving hot metal in the furnaces. They were later followed by the rest of the workforce.

According to Mawu, management was originally unwilling to discuss the issue, arguing that Salcast was bound by the industrial council agreement. Later, however, the company agreed to discussions with union representatives.

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(Continued)

QUANTITY  
SURVEYING

# Court rejects order against firm

## Court Reporter

AN URGENT application by seven employees of a packing firm to have their dismissals set aside was refused in the Rand Supreme Court yesterday

Mr Justice Nestadt said it was undesirable that the workers should be foisted on an unwilling employer.

The application was brought by the National Union of Textile Workers and Mr Samuel N Sibonyani, Mr J F Nhlengethwa, Mr B J Mabhena, Mr J R Mahlangu, Mr T G Shabalala, Mr L B Mabhena and Mr M M Gambi against Stag Packing Pty Limited and South African Packing and Jointing Manufacturers Pty Limited

The workers asked the court for an order to have their dismissals declared null and void and for a rule nisi restraining Stag Packing and SA Packing and Jointing Manufacturers, of Christiaan Road, Nuffield, Springs, from dismissing workers because they belonged to the trade union

The court was told in an affidavit that the companies were producers of packings and employed about 90 people, 80 of which belonged to the union

A dispute arose between the employees and the companies in January concerning the dismissal of two workers, Mr Sibonyani told the court

On learning that the union was active in the factory, the managing director of Stag Packing, Mr D T Grobler, called a meeting of managerial and supervisory staff. Mr Grobler allegedly said at the meeting he did not want the union to be active in the factory and if the employees continued to be members, he would fire them

Mr Sibonyani said that on June 2, Stag Packing dismissed 12 employees because trade was slack. A work stoppage ensued and the union was asked to intervene in the dispute

A meeting was arranged with Mr Grobler and it was agreed that the employees could return to work and that a meeting between union officials, shop stewards and the company's management would be held to resolve the dispute.

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The company undertook not to retrench more workers and that no overtime would be worked except on certain machines. If more production was required the company would take on additional staff in which case the retrenched employees would be given preferential treatment

On June 29, employees were told to work overtime. A dispute arose but employees agreed to work

Mr Sibonyani and all other union members were fired on July 1. Mr Grobler would only re-employ those who were prepared to work and to give up their union membership, he said.

Mr Grobler told the court the work at the factory was a fraction of what it used to be.

PLANNING  
REGIONAL  
URBAN &

(Continued)

SURVEYING  
QUANTITY

Star 7/7/81  
Dismissals  
Application.

# union fails

## Labour Reporter

The National Union of Textile Workers yesterday failed in the Johannesburg Supreme Court to have the dismissal of workers at Stag Packings declared unlawful

The union lodged an application after the work force of Stag Packings in Selcourt, Springs, was dismissed. It sought an order declaring an unlawful dismissal null and void, preventing dismissal of workers merely because they were union members, and restraining the company from denying workers access to the premises until they resigned from the union.

Mr Justice Nestadt dismissed the application with costs.

## DENIED

The company's managing director, Mr D G Grobler, denied he had fired the 90 workers because they belonged to a union. Dismissals were because production had dropped, he said.

Union shop steward, Mr Samuel Sibonyani, said the union was asked to intervene after a work stoppage on June 2 after 12 workers were fired because business was slack.

On June 29 employees were told to work overtime and eventually agreed. Mr Sibonyani stated.

But on July 1, he said, Mr Grobler fired them.

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PLANNING  
REGIONAL  
& URBAN

(Continued)

QUANTITY  
SURVEYING



Star 7/7/81  
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 (140A) (137) (192)  
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 unionists

**Labour Reporter**

Another four union members were held by the security Police in Uitenhage at the weekend in connection with the Dorbyl strike

This brings the number of workers held by police in Uitenhage to nine. All are members of the National Union of Motor Assembly and Rubber Workers (Numarw)

A Numarw spokesman said the workers were picked up over the weekend and were expected to appear in court on Thursday

About 1000 workers were dismissed from Dorbyl last month after management refused to meet their R2 an hour wage demands

In Port Elizabeth Numarw officials have told Ford that they were unwilling to handle Dorbyl products. Union shop stewards at Volkswagen in Uitenhage have issued similar warnings to management

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URBAN & REGIONAL PLANNING

(Continued)

QUANTITY SURVEYING

Samoyau 8/7/81  
140A

# Springs workers stay out

By MZIWAKHE DUBAZANA

WORKERS at the Telephone Manufacturers of SA who went on strike on Monday after a production dispute said at a meeting in Kwa-Thema, Springs, that they will not go back to work until their problems have been solved.

Disregarding this decision, a management spokesman said yesterday morning that all the workers were back at work as 90 percent of their problems had been solved.

Workers at Department 70 of the company downed tools in protest against the 'high percentage of work — up to 150 percent per week' — demanded from them by management. They demanded that the situation be reversed to a normal 100 percent work production as the 150 percent production was overloading

them with work and they could not manage.

They also claimed they feared they would be expelled if they did not meet the new 150 percent production demanded from them.

At the meeting, which was attended by members of the Metal and Allied Workers Union, a black instructor also came under fire from colleagues who claimed he was reporting them and telling the management that they were lazy.

The company's spokesman said there were minor problems which had been ironed out and that the workers were back at work yesterday morning. He did not want to comment about the alleged 'high percentage production' the workers protested about.

# Workers' contract: Judgment reserved

August 9/7/81

(140A) (M) (T) (R)

JUDGMENT was reserved in the Supreme Court, Cape Town, yesterday on an application by nine dismissed Leyland workers and their union for an order declaring their dismissal on May 20 a 'wrongful breach' of their contracts of employment.

Counsel for the applicants, Mr C Plewman, SC, said Leyland had purported to act in accordance with agreed disciplinary and grievance procedures in suspending the workers.

But by dismissing them on May 20 without instituting a disciplinary inquiry, Leyland had broken the agreement between itself and the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa), which formed the basis of the workers' contracts of employment.

## 'LAWFUL'

Mr C Cohen, SC, for Leyland SA, argued that the termination of employment was lawful. The workers were in flagrant breach of the agreement by refusing to work and the union had failed to meet its obligations under the agreement by not discouraging them from striking.

'There is nothing in the agreement which says the employer will hold a disciplinary inquiry in every case before terminating employment.'

The applicants are also seeking an order restraining Leyland from requiring its employees to refuse or to retract permission for union membership

dues to be deducted from their pay.

Mr Cohen said Leyland was not seeking confrontation with the union and was 'prepared to make deductions from the wages of employees who want payment to be made to the union.'

He argued, however, that the union was not entitled to the interdict it sought.

The Judge President, Mr Justice Munnik, was on the Bench. Mr Plewman appeared with Mr M Brassey, instructed by A M Omar and Company. Mr Cohen appeared with Mr M Odes, instructed by Syfret, Godlonton-Fuller Moore Inc.



# Fired workers in court action

Staff Reporter

JUDGMENT was reserved in the Supreme Court yesterday after nine dismissed Leyland workers and their union made an urgent application for an order declaring Leyland's dismissal of workers on May 20 a wrongful breach of their contracts of employment.

It was alleged that, in dismissing the workers, Leyland South Africa (Pty) Ltd had not followed the correct procedure according to the terms of an agreement reached last year between it and the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa).

In an affidavit the secretary of the Western Cape branch of Numarwosa Mr Joe Foster, submitted that, in terms of the agreement, Leyland could not dismiss an employee unless there had been a proper and impartial hearing at which the employee was given an opportunity to present his case.

## Out-of-hand

The dismissals of May 20 this year had been summary and out-of-hand and not preceded by any of the steps contemplated in the disciplinary procedure.

It was contended that the dismissals were therefore invalid and that the workers should still be regarded as employees of Leyland.

Mr C Cohen, SC appearing for Leyland, said there was no provision in the agreement obliging the employer to hold a disciplinary in-

quiry before terminating a contract of employment.

Strikes were not even covered in the list of offences for which certain disciplinary measures had been provided in the agreement.

Leyland had been faced with an impossible situation with all except 288 of its employees refusing to work and it had had no alternative but to dismiss them.

The only possible recourse the applicants had was to claim damages if they felt they had been wrongfully dismissed.

## Breached

In papers before the court, Mr Aubrey Havlett group personnel manager of Leyland South Africa, said the union had breached the agreement by condoning and even supporting the strikers.

In a replying affidavit, Mr Foster said it was not the function of officials of the union to dictate policy to members. It was the policy of unions throughout the world that its members should abide by the decision of the majority and maintain an attitude of solidarity.

Management had failed to appreciate that this role and that of the union itself was not to lead and direct its members but to serve them.

Mr Justice Munnik, the Judge President, was on the bench. Mr C Plewman SC with Mr M Brassev, for the former workers, was instructed by A M Omar and Company. Mr C Cohen, SC with Mr M Odes for Leyland was instructed by Syrett Godlonton Fuller Moore Inc.

<sup>Ev Post</sup>  
Union 9/7/81  
leaders  
otherwise  
engaged

**Post Reporter**

THE views of Eastern Cape trade union leaders on the issue of holding talks with the Midland Chamber of Industries could not be canvassed today as many are on trial, attending court or in detention

Yesterday the chamber's president, Mr Joe Kristal, proposed inviting union leaders to talk with the chamber

"From this exchange of ideas, concepts, expression of needs and data given, we will attempt to establish a framework for co-operation," he told the chamber's mid-year annual meeting

Executive members of the Federation of South African Trade Unions were unavailable today as they were attending the trial in Uitenhage of nine colleagues charged with taking part in an illegal strike and with intimidation

Five executive members of the Motor and Component Workers' Union of South Africa (Macwusa) are in security police detention Two others were unavailable as they were working They are Mr Government Zini and Mr Dennis Neer who were demoted to hourly paid workers after a strike last month

The national president of the South African Allied Workers' Union (Saawu), Mr Thozamile Gqweta, and the branch secretary, Mr Xolani Kota, have been held by the Security Police since July 26

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**Post Reporter**

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# Motor workers challenge firing after strike

Star 9/7/81

140A

The court action yesterday by nine of the 1900 workers dismissed after the recent strike at Leyland in Cape Town may be of "seminal importance for labour law," say lawyers

The workers and the National Union of Motor Assembly and Rubber Workers, of which most are executive members, asked the Cape Town Supreme Court for a declaratory

order for their reinstatement

They contend that their employment contracts were never terminated because, in dismissing them after the May strike, the company failed to follow the disciplinary code laid down in a collective bargaining agreement.

Mr C Plewman, SC, for the applicants, argued that the contracts had been "unlawfully repu-

diated" by Leyland and remained in force after the dismissals

If the court orders "specific performance" or enforcement of the employment contract, it will "break a 70-year logjam in South African labour law," lawyers say

In contrast with their British counterparts, South African courts have declined to enforce such agreements, arguing that they depend for their effectiveness on a relationship of mutual trust between employer and employee, which cannot be restored by an order of court

Mr Plewman argued that the dispute had been organisational, rather than personal, and would not undermine Leyland's future business or the agreement

Judgment has been reserved

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fifth years respectively.  
I : N D G Sessions  
II : A R Low Keen  
III : No award

QUANTITY  
SURVEYING  
(Continued)

20715

# Workers in PE strike are all fired

By BILL GARDINER  
and SANDRA SMITH

THE entire black work force at SA Cape Fellmongers in Port Elizabeth was dismissed today after a walkout yesterday by meat workers in the latest strike to hit the Eastern Cape.

About 150 meat workers walked out in solidarity with five colleagues who were dismissed by the firm's management.

According to a spokesman for the workers' committee — affiliated to the Cape Town based General Workers' Union — workers were told this morning by the manager, Mr J J Hurter, that all who had walked out in the solidarity action had been dismissed.

They were told they could return this afternoon to collect their severance pay.

In an interview, a spokesman for the workers' committee said workers were told the firm would start to recruit a new work force from tomorrow. Not all workers would be re-employed, however.

The manager, Mr J J Hurter, said today that the five workers had been fired for refusing to take instructions from their supervisors.

"We told workers this morning we would re-employ most of them but we certainly cannot re-employ all of them, particularly the five who were dismissed yesterday and others who are not suitable for the job."

A meeting of dismissed workers had been called for later today.

Meanwhile, in a key development in the three-week old strike at the Dorbyl motor component firm in Uitenhage, the joint executive of factory committees belonging to the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers' of South Africa have organised community support for the dismissed workers.

Star 10/7/81  
 Metal firm  
 still at odds  
 with staff

The dispute at the Selcast smelting company in Benoni — where about 2 000 workers staged two brief stoppages in the past week — remains unresolved, despite talks between management and the Metal and Allied Workers Union

The stoppages were sparked by the workers' rejection of the differentiated minimum wage rates in the new metal industry agreement, effective from July 1. They wanted the 26 cent increase for higher categories of work extended to all workers

Selcast management stated today the minimum wage at the company had risen 21 cents an hour since March — an increase of 23 percent — and that further across the board increases were "out of the question"

The demands had been prompted by the promotion of 36 black employees into higher skilled jobs in the past year. Selcast management feels that employees who have been promoted will get higher rates of pay and consequently further increases. The firm has stated

Workers received an attendance bonus which was not a statutory requirement and the company would review the allowance for those on the lowest grades who work in difficult conditions

Talks with the union would be resumed.

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Labour Reporter

Union organisers and workers are meeting in KwaZulu Natal Springs, at the weekend to discuss further action after their recent dismissal from a Springs packing firm

About 90 workers were dismissed, allegedly because they belonged to the National Union of Textile Workers

The union failed in an urgent application to the Johannesburg Supreme Court to have the dismissals declared illegal.

Management at Stag Packings in Selcourt, Springs claimed workers were unproductive

A union spokesman said they were considering an appeal against the court decision

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FINE ART & ARCHITECTURE

ARCHITECTURE

Star 10/7/81  
Union men  
accused of  
illegal strike

**Labour Reporter**

Nine union members were released on bail yesterday after appearing in a Uitenhage court on charges of participating in an illegal strike

The men, who are members of the National Union of Motor Assembly and Rubber Workers (Numarw), were held by the Security Police over the last week

They were each released on R250 bail and the case was postponed until July 20

A Numarw spokesman said union members were charged with intimidating other workers and for calling and participating in an illegal strike at the Dorbyl plant

# Trade unionist detained under different Act

## Post Reporter

MR SIPHO Pitvana, an executive member of the Motor Assembly and Component Workers' Union of South Africa (Macwusa), is now being detained under Section 6 of the Terrorism Act

He was held for a fortnight under Section 22 of the General Laws Amendment Act. This period, the maximum allowed ended today.

Mr Pitvana is the younger brother of Mr Lizo Pitvana, now under a five-year banning order and the exiled black consciousness leader Mr Barney Pitvana.

A Security Police spokesman confirmed today that the Macwusa chairman, Mr Dumile Makhanda, and four executive members were still in detention in terms of Section 6.

They are Mr Max Madlingosi, Mr Mxolisi Didiza, Mr Zanila Mtuza and Mr Pitvana.

The detention of the Macwusa leaders last month came in the wake of widespread criticism of what was

seen as a nationwide Government crackdown on trade union leaders.

○ Nine members of the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa) were granted bail in separate applications in the Uitenhage Magistrate's Court yesterday.

Five of the union members, Mr Lucky Denbile, Mrs Mary McCarthy, Mr Ronnie Baartman, Mr Hlumile Windvogel and Mr Pumelelo Nqalwa, appeared before the magistrate, Mr G Bruwer, on charges of participating in an illegal strike.

At another hearing, four Numarwosa members, Mr Ndzimeni Ntshangana, Mr Jenbile Bob, Mr Buyisile Rasmeni and Mr Mbulelo Samana, with Mr Nqalwa and Mr Denbile appeared before Mr G Groenewald on charges under the Riotous Assemblies Act. The State alleges they intimidated workers at the strike hit Dabul Motor Company.

The case has been postponed until July 20.



# Leyland pledge to UK unions

Staff Reporter

BRITISH Leyland met representatives from two trade unions in England, this week, and told them it would instruct Leyland SA to begin talks with the union representing the striking Leyland workers within 12 hours

This undertaking was given on Tuesday, according to the secretary-general of the Western Cape branch of Numarwosa, Mr Joe Foster. But last night Leyland SA had not yet approached the National Union of Motor Assembly and Rubber Workers of South Africa to begin negotiations

Mr Foster said "last night the union was aware of instructions issued to Leyland South Africa

"We have not heard from Leyland SA yet. If I have still not been contacted by today I am going to inform the unions," he said.

The unions which met with British Leyland were the Transport and General Workers' Union, and the Amalgamated Engineering Union

Numarwosa and nine dismissed Leyland workers have applied for a Supreme Court order declaring Leyland's dismissal of workers a wrongful breach of contract

A representative of the Transport and General Workers' Union, Mr Brian Bolton, contacted Mr Foster on Wednesday to tell him of British Leyland's decision

Mr Foster said last night he did not know what action the two unions would take if Leyland South Africa did not open negotiations with Numarwosa

# Leyland denies orders from Britain

By STEVEN FRIEDMAN  
Labour Reporter

BRITISH Leyland has inter-  
vened in the strike at its South  
African subsidiary's Cape Town  
plant and has told Leyland SA  
to re-open talks with the union  
representing the strikers, union  
sources claim

But Mr Joe Foster, of the  
National Union of Motor As-  
sembly and Rubber Workers,  
told the Rand Daily Mail's  
Cape Town correspondent that  
the company had not yet asked  
to re-open talks.

Leyland's public affairs di-  
rector, Mr Arne Pitlo, denied  
yesterday that Leyland had re-  
ceived such an instruction

"There can be no instruc-  
tions from Britain because the  
authority to negotiate with the  
union lies with local manage-  
ment," he said

But, at the same time, Mr  
Pitlo claimed there had been  
contact this week between the  
company and the NUMARW  
This would be the first contact  
between the two parties since  
the strike in which 2 000 work-  
ers were fired

Most of the jobs vacated by  
strikers have been filled but  
NUMARW claims that several  
hundred skilled workers have  
refused to return to Leyland  
and that this is hampering  
production

Leyland denies any produc-  
tion difficulties

Mr Foster said that British  
Leyland met representatives of  
two British unions — the Trans-  
port and General Workers  
Union and the Amalgamated  
Engineering Union — on Tues-  
day and told them it would  
instruct Leyland SA to begin  
talks with NUMARW within 12  
hours

He said in Cape Town that a  
representative of the Transport  
and General Workers Union  
had contacted him on Wednes-  
day to tell him of British Ley-  
land's decision

But he added "We have not  
heard from Leyland SA yet"  
He said he was planning to  
inform the British unions of  
this

Mr Pitlo said the contact  
with the union had taken place  
before Wednesday, when the  
union and nine of the dismissed  
strikers applied in the Cape  
Supreme Court for an order  
declaring Leyland's dismissal  
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SURVEYING  
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FINE ART

(Continued)  
BUILDING

# Macwusa backs

E Post 13/7/81

## principle of

# Dorbyl boycott

Post Reporter

THE Motor Assembly and Component Workers' Union of South Africa (Macwusa) supports the principle of a boycott of car parts manufactured by Dorbyl which has been considered by the National Union of Motor and Rubber Workers of South Africa (Numarwosa)

This is seen as a conciliatory step in the light of the tension between the two unions, particularly at Ford where they found themselves in different camps during a recent strike

Last week Numarwosa said its members would refuse to handle parts manufactured by Dorbyl — where 1 000 workers downed tools on June 18 over a R2 an hour minimum wage demand — if the firm persisted in its attempts to recruit "scab" labour

Macwusa's organising secretary, Mr Government Zini,

said in a statement

"Macwusa has been approached by some of the workers who have been dismissed by Dorbyl Automotive of Uitenhage to ask our view on the situation

"We told them Macwusa believes the needs of the workers cannot be separated from those of the community and we regard their situation as a community issue"

Mr Zini said the interests of the workers on the shop floor were the same, irrespective of what union they belonged to

Therefore, as soon as Numarwosa — a Federation of South African Trade Unions (Fosatu) affiliate — took a clear stand on the matter, Macwusa would address itself to the issue

Mr Zini said Macwusa agreed with the principle of supportive boycotts of products



RDM 14/7/81

# Fosatu critical of Stag lockout

By RIAAN DE VILLIERS  
Labour Correspondent

THE Transvaal region of the Federation of South African Trade Unions has declared its full support for workers dismissed at the East Rand firm, Stag Packing two weeks ago.

In a statement issued yesterday after a regional council meeting at the weekend, Fosatu condemned the management's 'arbitrary lockout' of workers which it said was 'unlike anything yet witnessed by a Fosatu affiliate'.

It said it would attempt to support the workers both financially and morally and called on members of the nearby Kwa Thema community not to fill the jobs of fired workers.

The statement came after a mass meeting in the township at the weekend adopted a resolution that no workers should apply for jobs at the firm.

The meeting was called by the Fosatu-affiliated National Union of Textile Workers, whose members have been involved in the dispute.

The meeting of about 500 people which was addressed by representatives of Azapo, Cosas and the Committee of 10 as well as unionists, also resolved that the local community should provide financial support to the dismissed workers.

The dispute arose two weeks ago when the firm's managing director, Mr D G Grobler, fired his whole black workforce of about 90.

The union claimed its members had been victimised and locked out because of their union membership.

Management has claimed that all workers were fired because of low productivity.

An application by the union for an urgent interdict against the firm was dismissed by a Supreme Court judge last week on a point of law.

A union spokesman said yesterday a meeting would be held with management this month.

Mr Grobler confirmed this and said the dismissals did not affect a decision earlier this year to have recognition talks with the union.

He said he had taken on some new workers but could not say how many.

In its statement yesterday Fosatu also declared its support for the boycott of Wilson-Rowntree products, called recently by the SA Allied Workers' Union after union members were fired during labour unrest.

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PLANNING  
REGIONAL  
URBAN &

(Continued)

SURVEYING  
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Star 14/7/81  
 Dispute at  
 Colgate  
 flares afresh

By Drev Forrest

The entire workforce at the Colgate - Palmolive plant in Boksburg — about 250 workers — downed tools this morning barely three weeks after the industrial dispute there appeared to be settled.

Urgent talks were in progress this morning involving Colgate management, the Chemical Workers Industrial Union (CWIU), which represents the workers, and the Federation of SA Trade Unions to which the CWIU is affiliated.

Last month the company agreed "in principle" to negotiate wages and working conditions with the union at plant level, after insisting for more than a year that it would do this only at industrial council level.

Its about face followed a threatened legal strike and a consumer boycott of Colgate products by the CWIU and Fosatu.

It is believed that negotiations on a recognition agreement have since reached a stalemate. A source close to the plant claimed that management was seeking through the agreement to rule out any further strike or boycott action, and to re-introduce in disguised form a liaison committee system.

The parties are believed to have resorted to conciliation board proceedings last week but without success.

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QUANTITY  
 SURVEYING  
 (Continued)

Star 14/7/81 (140A) (145A) (146) (152) (154)

# Fosatu backs Saawu action

The Wilson-Rowntree consumer boycott took a surprise turn yesterday as the Transvaal region of the Federation of SA Trade Unions (Fosatu) pledged its support for the campaign against the East London company.

The decision will intensify pressure on the company to reinstate the 500 members of the SA Allied Workers Union (Saawu) sacked after striking in February this year. Since relations between Fosatu and Saawu have

been less than cordial, the move is seen as a highly significant bid for closer co-operation.

Fosatu's Transvaal region decided to back the boycott two months ago, but would now move to implement its decision after discussions this week with Saawu officials and Wilson-Rowntree workers, according to a Fosatu statement.

The boycott would be publicised at all Fosatu general meetings and at shop-stewards' meetings of its affiliated unions, it was stated.

Fosatu has also pledged "moral and financial" support for an affiliate, the National Union of Textile Workers, and 90 NUTW members dismissed from Stag Packings in Springs last week.

Stag Packings management comment could not be obtained last night.

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QUANTITY  
SURVEYING  
(Continued)



Sowetan 14/7/81

(139)

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# Strikers back at work

By SELLO RABOTHATA

WORKERS at Saleast in Dunswart, Benoni, who went on strike over a dispute over wages have since gone back to work, although their demands have not been met as yet.

Talks between the Metal and Allied Workers Union (Mawu) the shop stewards and the Saleast management have not as yet brought a settlement. Management said that it felt the demands were unjustified and unrealistic.

The workers are demanding that the metal industries statutory minimum increase of 14 cents an hour implemented on July 1 should be increased to a minimum of 26 cents an hour.

A statement released by Saleast said that over the past 12 months 36 black

employees were promoted to higher skilled jobs and received the higher wage increase of 26 cents an hour which applies to the higher job grade.

Since March, the minimum wage has risen a total of 21 cents an hour, an increase of 23 percent. A further across the board increase is out of question.

In addition to the basic wage Saleast management voluntarily pay an attendance allowance of an additional 8 cents an hour over an above the minimum rate.

This is as a result of management policy and is not, in any way, a statutory requirement. Saleast are advancing employees of all races as a result of the policy of promotion from within and it follows that employees who have been promoted to higher jobs

will get a higher rate of pay consequently a higher increase.

The work stoppage caused by the loss of one shift on Friday night and half the shift on Monday last week. Management agreed with employees that even though these shifts had not been worked employees who were at work would be paid.

Some employees complained that the jobs which required them to work in onerous conditions were the lowest paid.

A Mawu spokesman yesterday said talks were still being held with management and the workers believe that their demands were justified and realistic.

At the time of going to Press the meeting was still on and a statement is expected today.

RDM 15/7/81 (140A) (21)  
**Motor firm opens**  
**door to Fosatu union** (172)

By STEVEN FRIEDMAN  
 Labour Reporter

A LEADING motor components company in the volatile Uitenhage area has recognised the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers

It is Bosal Afrika, which employs 250 workers at its Uitenhage plant. The company says it is the leading manufacturer of exhaust systems, jacks, garage equipment and precision tubing in South Africa.

The agreement is one of the few to make provision for union recognition while retaining representation for non-union members through an in-plant committee.

In terms of the recognition agreement with the union — which will be signed tomorrow

— the company's worker representative committee will be constituted to include the union shop stewards as well as representatives of non-union members according to a company statement issued yesterday.

The statement adds that agreement has been reached on participation by NUMARW shop stewards in Bosal's worker grievance procedure.

It says that NUMARW represents the majority of the black and coloured workers at Bosal Afrika's Uitenhage plant.

The union has won recognition from a growing number of employers particularly in the Uitenhage-Port Elizabeth area, its chief area of operation although it is also active in Cape Town, Pretoria, East London and Durban.

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QUANTITY  
 SURVEYING  
 (Continued)

STW 15/7/81  
Sigma and  
(1409) (151) (172)  
union reach

### agreement

Labour Reporter

A negotiated agreement has been reached between the Sigma Motor Company near Pretoria and the National Union of Motor Assembly and Rubber Workers after several months of talks

In April this year about 4 000 workers went on strike over wage demands and were later dismissed. Talks began soon after the union proved a majority representation among workers who were rehired.

Major settlements in the agreement are shop stewards pass representation for workers and priority rehiring for workers who were not rehired after the strike

● Page 11: Union calls meeting of fired Sigma men

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(Continued)



So what  
15/7/81  
140A

# Colgate workers walk out

MORE than 500 employees at Colgate-Palmolive in Boksburg yesterday downed tools, claiming that although management had said it would recognise the Chemical Workers' Industrial Union (CWIU), it still refuses to let the union function properly.

The union had earlier threatened to call for a strike among its members and to launch a boycott of the company's products. A meeting held between Colgate-Palmolive and CWIU officials later averted the action after management agreed to recognise the union.

A spokesman for the workers said yesterday that they had decided to go on strike after they had asked to see one of the directors and were told he was not in — although his car was seen in its usual parking place on the premises.

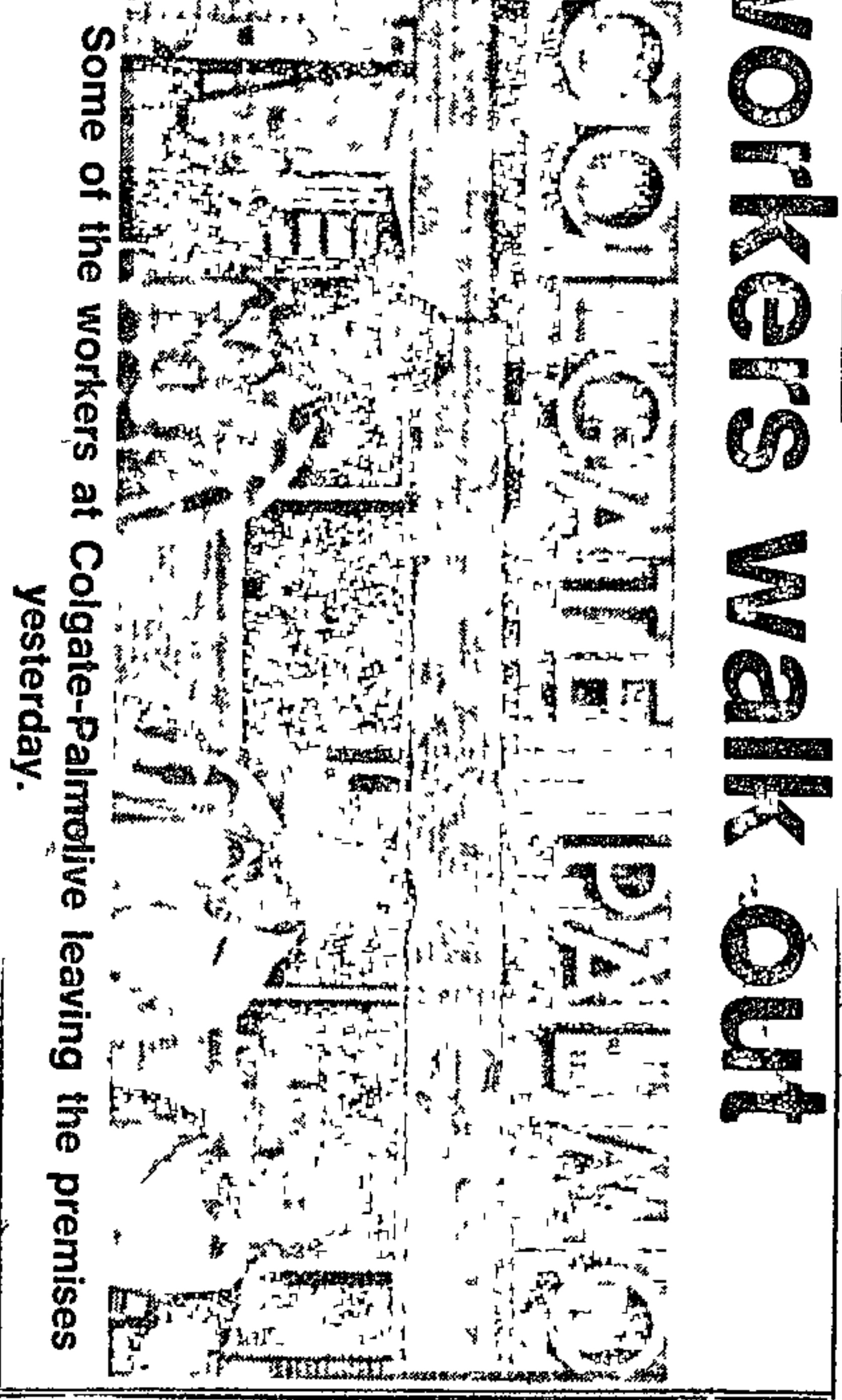
The spokesman said it seems the company only agreed to recognise the union to make sure we do not go on strike. Last month we had a ballot vote and agreed to go on strike if the company does not recognise the union and they quickly came to a settlement because the company could have lost a lot of money and the public would have boycotted their products.

Now although the union is said to be recognised we still don't feel its representation. It is as good as being a white elephant. Management does not give it the necessary flexibility. Colgate-Palmolive had agreed in principle to recognise the union's rights

## BY SELLO

### RABOTHATA

to negotiate wages and employment conditions on behalf of its members on an in-plant basis. The agreement was conditional upon the provision by the union of a written undertaking to call off strike threats and the consumer boycott



Some of the workers at Colgate-Palmolive leaving the premises yesterday.

KDY 16/7/81  
**Sigma**  
**signs**  
**union**  
**deal**

By STEVEN FRIEDMAN  
 Labour Reporter

THE Sigma Motor Corporation has signed a recognition agreement with the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers' Union, which contains a unique system for electing worker representatives

The agreement provides for wage and work condition negotiations between Sigma and NUMARW in which the union's recognition will replace Sigma's liaison committee, according to a Sigma statement yesterday

It also contains procedures which could lead to the re-employment of many of the 400-odd workers fired after the strike at the company

Sigma employs more than 4 000 workers at its Pretoria plant. After the strike, the company agreed to negotiate with NUMARW on recognition

About 400 workers were not taken back after the strike and some have left NUMARW for the rival Motor Assembly and Components Workers' Union

Since the strike, about 50 of those not initially re-engaged have been taken back

In terms of yesterday's agreement, those workers whose work history had been satisfactory or show only a temporary relapse will be offered employment as vacancies occur

Yesterday Sigma gave NUMARW a list of workers it considers suitable for re-employment. But the union has the right to negotiate for all workers whom, the company says, it will not take back.

The agreement also lays down a unique procedure for shop-steward elections which will take place on July 29. Workers will vote in 45 constituencies and non-union members will be able to vote and stand for these posts

If a non-union member is elected, he will have one month in which to join NUMARW. If he refuses, a new election is held and the worker originally elected may stand again. If he is re-elected, he does not have to join the union

A union source said yesterday NUMARW had accepted this procedure because there are a substantial number of non-union members in the plant. "This is not a precedent for plants in which we have an overwhelming majority"

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The new shop steward committee will bargain with Sigma on wages and work conditions as long as the union remains representative in the plant. If it loses representation, Sigma will not bargain with it but will not reinstate its liaison committee, the NUMARW source said

According to Sigma's statement, the new shop stewards will hold discussions with management on ways of increasing productivity

A NUMARW spokesman said the union was to meet workers yesterday evening to explain the agreement. This would be followed by a meeting with dismissed workers today

URBAN &  
 REGIONAL  
 PLANNING

(Continued)

QUANTITY  
 SURVEYING



RDM 16/7/81  
140A

# Confusion over BL role in Cape strike

By RIAAN DE VILLIERS  
and BRUCE STEPHENSON

CONFUSION is mounting over allegations that British Leyland has agreed to intervene in the strike at the Cape Town plants of its South African subsidiary.

This week a leading British trade unionist repeated claims that British Leyland had agreed at a meeting with unionists last week to advise Leyland SA to reopen negotiations with the strikers' union.

This would be done on condition that the union — the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers of SA (Numarwosa) — agreed to drop legal action against the company, he said.

However Mr Arne Pitlo, Leyland SA's public affairs director, again denied that the local management had received any instructions from its parent

company.

And a spokesman for British Leyland said the firm regarded the strike as a "local issue" and it was confident its SA management could resolve it.

At the same time, Mr Pitlo confirmed that the local management has had "contact" with the strikers' union for the first time since the strike in mid-May, during which over 2 000 workers were fired.

In Britain last Tuesday, the president of the Transport and General Workers' Union (TGWU), Mr Alec Kitson, and the president of the Amalgamated Union of Engineering Workers, Mr Terry Duffy, called a meeting with the managing director of British Leyland's commercial vehicle group Mr Ron Hancock, to protest against the sacking of the Cape Town workers.

The national secretary of the TGWU vehicle building and automotive group, Mr Greg Hawley, who was at the meeting, said this week the union could not accept British companies treating foreign workers in a way that would be unacceptable in Britain.

"We do not support mass sackings and it was insisted at the meeting that such action was unreasonable, and that we could not support Leyland on this matter," he said.

Mr Hancock told the trade union leaders, Mr Hawley said, that within 12 hours he would advise Leyland's managing director in South Africa, Mr David Beck, to meet Mr Joe Foster, regional secretary of Numarwosa, with the aim of resuming negotiations.

The unions were satisfied with Mr Hancock's assurance.

According to reliable sources, the two unions considered "blacking" Leyland exports to South Africa if the company did not resolve the dispute.

Mr Hawley denied "blacking" was raised at the meeting, but sources within the unions confirm they would have spelt that out to Mr Hancock if agreement could not be reached.

Mr Hawley confirmed earlier information that Mr Hancock's instructions to Mr Beck included the proviso that negotiations between Leyland SA and Numarwosa be re-opened on condition the union dropped its court action against the firm.

"Yes, it was discussed, but not that specifically. Nevertheless, it would be misleading to say that was not touched upon," Mr Hawley said.

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(Continued)

QUANTITY  
SURVEYING



# 250 strikers return but 1500 walk out

By STEVEN FRIEDMAN  
Labour Reporter

ABOUT 1500 black workers at Hendler and Hendler, Boksburg went on strike yesterday over wage demands

But 250 workers on strike from the nearby Colgate-Palmolive plant have agreed to return to work today pending further recognition negotiations between the Chemical Industrial Workers Union (CIWU) and management

The Colgate workers struck on Tuesday, claiming that progress in the negotiations had not been quick enough  
At Hendler and Hendler.

workers struck at lunchtime yesterday after a demand for a wage increase over and above that contained in the industry's industrial agreement had been turned down the company's managing director Mr Felly Hendler, said last night

Mr Hendler hoped workers would return today but this appeared unlikely

He added that he had told workers he was not prepared to grant an additional increase, despite the strike

The company recently held a referendum to test union support in which the Fosatu-affiliated Metal and Allied Workers Union won 89% of the vote

It is understood that management was negotiating with union shop stewards

Colgate said yesterday it had held talks with CIWU and expected workers to return today

A union spokesman confirmed that workers had agreed to call off their strike, but had demanded 'definite progress' by Tuesday or there could be more action

CIWU and Colgate were recently involved in a bitter union recognition dispute which attracted widespread employer and worker interest

The union called a consumer boycott of Colgate products and threatened to embark on the

country's second legal strike by black workers if management did not agree to negotiate on wages and conditions

Recently, Colgate agreed in principle to do this. However, both sides agreed that the actual recognition negotiations would take place after the calling off of the boycott and threatened strike and would be channelled through a conciliation board

Last week a conciliation board meeting between the two parties failed to produce an agreement

On Tuesday, Colgate warned that workers who did not return to work today would be fired

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(Continued)

QUANTITY SURVEYING

# 'Peace talks'

## at Sigma

### 16/7/81 bear fruit

A settlement has been negotiated between the National Union of Motor Assembly and Rubber Workers and Sigma Motor Corporation. Four months ago 4 000 Sigma workers were locked in bitter dispute with the company. TONY DAVIS traces the steps to conciliation.

Yesterday's announcement of a negotiated settlement between the Sigma Motor Company and the National Union of Motor Assembly and Rubber Workers (NUMARW) marked the end of a four-month long dispute.

The unrest started in early April when workers at the Sigma plant near Mamelodi demanded a minimum starting wage of R3 an hour.

Unsuccessful meetings with management resulted in a walk-out by the company's 4 000 workers. Despite warnings the workers continued to stay out and were subsequently dismissed en masse.

Sigma soon began a process of filling the positions and rehired many former workers.

The company was unwilling to negotiate with the union until it proved it had 50 percent representation in the work force. The dismissals and rehiring delayed NUMARW's recognition attempts but it was soon able to produce proof of its membership.

Talks began in late April but the two parties only yesterday released their final settlement statement.

Despite providing a point of entry for NUMARW in the Pretoria area motor industry the strike caused some bitterness among union and worker hardliners who had demanded that all workers be rehired before negotiations.

A few hundred workers were not rehired or had not met Sigma's deadline for application for re-employment. Members of the workers' "Committee of 20" also found themselves without jobs.

These disaffected workers talked about forming a branch of the Eastern Cape Motor Assembly and Components Workers Union (Macwusa) in the Pretoria area. But in the settlement, NUMARW was successful in obtaining a commitment from Sigma to rehire former workers as vacancies occurred.

NUMARW also obtained the right to have elected shop stewards in the plant — one shop steward per 100 workers. Shop stewards will be granted time off to conduct union duties and will have an office to operate from. Shop stewards need not be union members.

Both parties rejected any form of intimidation of workers regarding union membership or plant elections.

NUMARW also obtained shop steward elections this month as a means of reawakening union interest among workers.

Grievance and disciplinary procedures were also laid down.

The settlement was not concluded in time for Sigma's deadline for determining wages for 1981-82. NUMARW scaled down its objects considerably from the demand for a starting wage of R3 an hour. But Sigma has increased basic starting pay from R1 an hour to R1,60.

# Strikers vote to go back

8/16/78  
 10/1/81  
 10/1/81  
 10/1/81

About 250 workers at Colgate-Palmolive have voted to end their two day strike and return to work today.

A spokesman for the Fosatu-affiliated Chemical Workers Industrial Union said the decision was reached after a general meeting at the plant, led by shop stewards.

The root cause of the strike was the workers' concern at what they saw as slow progress in negotiations at Colgate over union recognition.

Management warned yesterday that unless they returned to work by tomorrow, they would be fired.

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 greatest promise at the end  
 For the student who has shown  
Student Planners Award

K Strong  
 subject of Building Construction.  
 For the second best student in the

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 subject of Building Construction.  
 For the best student in the  
S A Brick Association Prizes

III: No award  
 II: A R Low Keen  
 I: N D G Sessions  
 fifth years respectively.  
 II and III in the third, fourth &  
 the courses of Building Economics I,  
 For the best student in each of  
LTA Prizes

P R Swift  
 Professional Practice.  
 the highest marks in  
 For the student obtaining  
Surveyors' Prize  
Cape Chapter of Quantity  
The Committee of the Western

P C Key  
 in any year of study.  
 For the best all-round student  
Bell-John Prize

URBAN &  
REGIONAL  
PLANNING

QUANTITY  
SURVEYING  
 (Continued)



# Uitenhage firm agrees to recognise black union

C. Post 16/7/81

1404

By BILL GARDINER

A UITENHAGE motor component firm, Bosal Afrika (Pty) Ltd, has announced it will sign an agreement today recognising the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa) as the trade union representing employees in its plant

This was welcomed today by the Numarwosa secretary, Mr Fred Sauls, as a significant step that could only work in the interests of better industrial relations at the factory

He added that it was significant because the firm had decided to associate with a union outside the Industrial Council for the Motor Industry, which had a closed-shop agreement with another union

Bosal Afrika is the leading manufacturer of exhaust systems, jacks, garage equipment and precision tubing in Southern Africa

The signing would take place at Bosal Afrika's Uitenhage plant later today, the firm said in a statement

The agreement would be signed by Bosal's

general manager, Mr A T H Wakeford, and the financial director, Mr J A Breed, on behalf of the firm, and by representatives of the union

The union represents the majority of the black and coloured staff at Bosal Afrika's Uitenhage factory

The result of the signing will be that the Workers' Representative Council will be constituted to include the union shop stewards as well as representatives of non-union members

Agreement has also been reached with shop stewards participating in grievance procedures, the statement said

In an interview, Mr Wakeford said once the firm was aware the union was organising at the plant early this year, management approached the organisers and told them they would recognise the union if it could prove that it had the support of the majority of workers at the plant

"They came back with proof of support and we reached a formal agreement with the union," Mr Wakeford said

# No incidents as police face strikers

WORKERS at the giant Buffalo Salt and Packing Company downed tools yesterday morning demanding higher pay.

Police rushed to the firm at No 4 Watt Street, Industria, after the workers refused to work and gathered outside the offices of the factory

There were no incidents but the police presence caused a little excitement among the strikers. They

left when management asked them to do so

One of them said they had been promised increases but nothing had been done. She said she had been working for the firm for three years but was earning only R23 a week

## INCIDENT

Management had promised them a R2 increase but they felt this was not enough

A spokesman for the firm said he just saw the employees gather outside and he did not know what they were striking for

"We are doing everything for our employees here. We try our best and we have spoken to them about this incident trying to make them understand our position," he said.

The strikers went home just before midday yesterday but said they would come back to work today.

# Colgate workers return

16/7/81  
182 1818 1404  
WORKERS at Colgate-Palmolive yesterday decided to call off their strike after management urged them to return to work by tomorrow or be regarded as having terminated their employment.

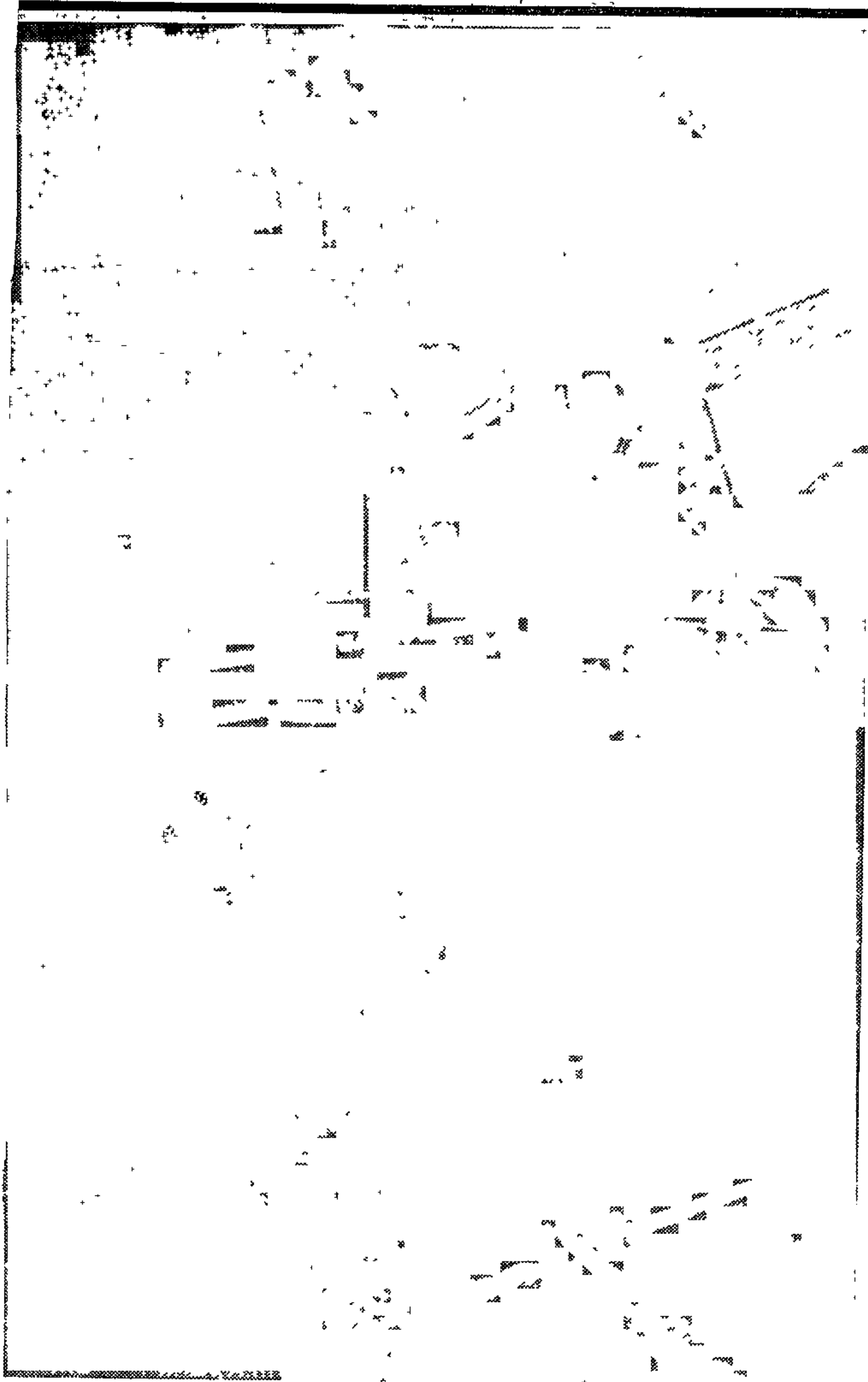
The decision to return to work was reached after worker representatives met with management and



Some of the workers who were on strike at Colgate-Palmolive.

agreed to having further talks next week. The dispute arose after management was accused of applying "delaying tactics" in the recognition of the Chemical Workers Industrial Union





URBAN  
REGION/  
PLANNING

Cleaners in an office below survey — through the floorboards — the damage caused to offices on the next floor by a fire which broke out in the Benoni offices of the Federation of South African Trade Unions

Picture PIERRE OOSTHUIZEN

RDM 17/7/81 1404

# Fire damages trade union's Reef offices

By RIAAN DE VILLIERS  
Labour Correspondent

THE Transvaal headquarters of the Federation of South African Trade Unions in Benoni were severely damaged by a fire which broke out early yesterday morning

The fire appears to have been started deliberately

The fire, which damaged two of the four Fosatu offices on the first floor of a building in the centre of Benoni, destroyed union records described as "irreplaceable" by a Fosatu spokesman yesterday

The fire almost spread to an office of the Progressive Federal Party next to the Fosatu offices

PFP offices elsewhere in Johannesburg were subject to petrol bomb attacks recently

Fosatu-affiliated unions have been increasingly active on the

East Rand in recent months, and several strikes involving Fosatu unions have taken place recently

A police spokesman said yesterday the fire was noticed by a night security guard about 3am. The fire brigade was called and the fire was extinguished shortly afterwards

A preliminary investigation revealed that the fire had apparently started when papers in a waste paper basket were set alight in the room containing the union records. A hole was burnt in the floor and a table fell through to the ground floor

An inflammable liquid — believed to be petrol or kerosene — had been used to lay trails from the room where the fire had started to the doors of the other Fosatu offices and the PFP office

Another Fosatu office was

damaged, but only carpets close to the doors of the other offices were scorched

Articles in a clothing store were damaged by smoke and water, and the total damage was estimated at R30 000

Mr Taffy Adler, Fosatu's Transvaal regional secretary, said the offices were used by six Fosatu unions and also served as the Fosatu region's head office

Records of the Metal and Allied Workers' Union were entirely destroyed, as were record cards and other documents of the other unions

He described the incident as "extremely strange" and said the destruction of records was a "considerable administrative setback"

However, this would have no effect on union organisation in the field, he added

(Continue)  
SURVEYING  
QUANTITY

RPM 17/7/81  
**One at  
 a time,  
 says  
 Sigma**

**Pretoria Bureau**

ALTHOUGH Sigma Motor Corporation's management was aware of the existence of another workers' union at its plant it recognised only the National Union of Motor Assembly and Rubber Workers

This was said yesterday by Sigma's public relations officer, Mr Phillip Botha, who was commenting on the company's formal recognition this week of the NUMARW

He said he knew that some workers had joined the Motor Assemblers and Components Union of South Africa (Macwusa)

The NUMARW represented the majority of Sigma workers and the company had agreed in August last year that the union would negotiate with management on behalf the workers

"We are aware of the existence of another union, but we have not recognised it because we don't know how many of our workers are members," said Mr Botha

Asked if Sigma would recognise Macwusa if it applied for recognition, he said the company would recognise the union with most membership within the plant

Macwusa, which came into existence after the two-week Sigma strike in April, claims to have more than 400 members in the Sigma plant

The union has its headquarters in Port Elizabeth NUMARW is affiliated to the Federation of SA Trade Unions (Fosatu)

PLANNING  
REGIONAL  
URBAN &

For the best student in each of the courses of Building Economics I, II and III in the third, fourth &

LTA Prizes

P R Swift

Professional Practice.

For the student obtaining the highest marks in

Surveyors' Prize

Cape Chapter of Quantity

The Committee of the Western

P C Key

in any year of study.

For the best all-round student

Bell-John Prize

(Continued)

QUANTITY  
SURVEYING

12/7/81  
**Strike**  
 goes on  
 as more  
 join

Labour Reporter

THE strike by workers at Hendler and Hendler in Boksburg is continuing and has spread to the company's night shift — bringing to 1 800 the number on strike

Meanwhile, a stoppage lasting a day-and-a-half by about 500 workers at Buffalo Salt in Industria was settled yesterday as management agreed to pay workers a R10 a week increase after talks with the Fosatu-affiliated Sweet, Food and Allied Workers' Union

And at Colgate's Boksburg plant, the company confirmed that its 250 workers returned to work as expected and said in a statement that negotiations on union recognition would continue through an official conciliation board

Colgate expressed its "regret" that the strike had caused "further delay in the Conciliation Board proceedings"

At Hendler and Hendler a management spokesman said workers were still on strike and confirmed that the night shift had joined the strikers

He estimated that 1 800 workers were on strike and said the company had negotiated with the Metal and Allied Workers' Union on the dispute yesterday

Workers are demanding an increase over and above that granted to them in the metal industries' industrial agreement. In lengthy negotiations with MAWU yesterday, the company reiterated its refusal to grant an additional raise

A MAWU spokesman said workers had decided to collect their pay today and to return on Monday. They were demanding a 50c an hour rise, but were willing that the company deduct from this the amount it had already paid in accordance with the industrial council agreement, he said

He said workers would return on Monday and expected to meet the company's board of directors

At Buffalo Salt a management spokesman said workers who struck on Wednesday agreed to return yesterday after management had agreed to their demand for a R10 a week raise, which he described as "massive"

The cost of this increase would have to be passed on to the companies which Buffalo supplied

He denied reports that the company had called the police and Department of Manpower officials

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"I don't know who called them. We begged them to leave as their presence could not help a settlement"

Mrs Maggie Magubane, general secretary of the Sweet, Food and Allied Workers' Union, said she had been asked to intervene in the dispute by members at the plant. The union represents a small number of Buffalo workers.

Management had been prepared to meet her and had been "pleased by our role in the settlement"

She said workers had refused to deal with Manpower officials

(Continued)  
 SURVEYING  
 QUANTITY

URBAN &  
 REGIONAL  
 PLANNING



ARCHITECTURE

Mrs. Thornton White Prize  
For the best work in  
first year.

Miss M F J Sandilands

S A Brick Association Prize  
For the student who has made  
best use of bricks in his  
design work.

J G Kirkman

R Stubbs Award

For the best project in  
structure and design.

M R I Ness

National Development Fund

For the Building Industry

Book Prizes

For the best student in each  
year of study of the degree  
course.

BUILDING

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In a statement Colgate

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Workers at the Boks

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Industrial Union next Tues

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Labour Reporter

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Workers at the Boks-  
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**DISMISSAL**

The 250 workers were  
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In a statement Colgate  
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necessary to hold parallel  
talks at the plant when  
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conciliation board level.

Conciliation board talks  
scheduled for yesterday  
were postponed until next  
week because management  
felt it was wrong to hold  
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were on strike, the  
statement said.

Star 12/7/81  
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NEWS

Star 17/7/81

Pay row

1404

strikers

given

197

deadline

By Drew Forrest

The entire workforce at the Bisonbord wood factory in Boksburg has downed tools - the fourth strike to hit the East Rand in a fortnight

The strike was sparked on Wednesday over pay demands, and the 270-odd workers, mostly members of Fosatu's Paper, Wood and Allied Workers Union (PWAU), have been warned by management that unless they are back today they face dismissal

The company had agreed "in principle" to recognise the PWAU, said Bisonbord general manager Mr Ron Lucke, but because the relationship with the union had not been formalised, it was dealing with an elected in-plant committee

Mr Lucke said the R46 a-week minimum wage paid by the company was "well above" the current wage determination for the plywood industry

Workers received a 15 percent increase in January, and were now demanding a similar rise in place of a R3.22 flat rate increase in the weekly wage introduced on July 1

Meanwhile, talks between management and the Metal and Allied Workers Union yesterday failed to resolve the strike by 2000 metal workers at Hendler and Hendler

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student in each of f Building Economics I, the third, fourth & respectively.

The Committee of the Western Cape Chapter of Quantity Surveyors' Prize For the student obtaining the highest marks in Practice.

Bell-John Prize For the best all-round student in any year of study. P C Key

URBAN & REGIONAL PLANNING

QUANTITY SURVEYING (Continued)

Own Correspondent

**JOHANNESBURG** — The Sigma Motor Corporation has signed a recognition agreement with the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers Union which contains a unique system for electing worker representatives.

The agreement provides for wage and work condition negotiations between Sigma and Numarwosa and does away with Sigma's present liaison committee, according to a Sigma statement issued yesterday.

It also contains procedures which could lead to the re-employment of many of the

# CT 17/7/81 Sigma SIGNS WITH UNION

400 workers fired after the recent strike at the company.

Sigma employs more than 4 000 workers at its Pretoria plant. After the recent strike, the company agreed to negotiate with Numarwosa on recognition.

About 400 workers were not taken back after the strike and some have left Numarwosa for the rival Motor Assembly and Components Workers' Union, claiming Numarwosa was not active

enough in securing their re-employment.

Since the strike, about 50 of those not re-engaged have been taken back.

In terms of yesterday's agreement, those workers whose work history had been satisfactory or show only a temporary relapse will be offered employment as vacancies occur.

Yesterday Sigma gave Numarwosa a list of workers it considers suitable for re-em-

ployment. But the union has the right to negotiate on the individual cases of all workers the company says it will not take back.

The agreement also lays down a unique procedure for shop-steward elections which will take place on July 29. Workers will vote in 45 constituencies and non-union members will be able to vote and stand for these posts. If a non-union member is elected, he will have one

month in which to join Numarwosa. If he refuses, a new election is held and the worker originally elected may stand again. If he is re-elected, he does not have to join the union.

A union source said yesterday that Numarwosa had accepted this procedure because there was a substantial number of non-union members in the plant. "This is not a precedent for plants in which we have an overwhelming

ing majority," he added.

The new shop-steward committee will bargain with Sigma on wages and work conditions as long as the union remains representative in the plant. If it lost representation, Sigma would not bargain with it but would not restate its liaison committee. The Numarwosa source said

According to Sigma's statement, the new shop stewards will hold discussions with management on ways of increasing productivity.

Numarwosa has also agreed that neither it nor management will "threaten, harass or intimidate" anyone to join or not join Numarwosa, it adds.

★ The Cape Times, Friday



CT 17/12/181  
140  
Fire damages union offices

Own Correspondent

JOHANNESBURG — The Transvaal headquarters of the Federation of South African Trade Unions in Benoni were severely damaged by a fire which broke out early yesterday morning. Police are investigating the possibility of arson.

The fire, which severely damaged two out of four Fosatu offices, destroyed union records described as "irreplaceable" by a Fosatu spokesman yesterday.

The fire almost spread to an office of the Progressive Federal Party adjacent. PFP offices elsewhere in Johannesburg were the subject of petrol bomb attacks recently.

Fosatu-affiliated unions have been increasingly active on the East Rand and several strikes involving Fosatu unions have occurred recently.

A police spokesman said the fire was noticed by a security guard about 3am. The fire brigade put out the blaze soon after.

# BUT STRIKE AT HENDLER GOES ON

*Sowetan 17/7/81*  
MORE than 2000 *(189)*burgs. who went on strike on Wednesday and Hendler in Boks-*(140A)*ver wage demands,

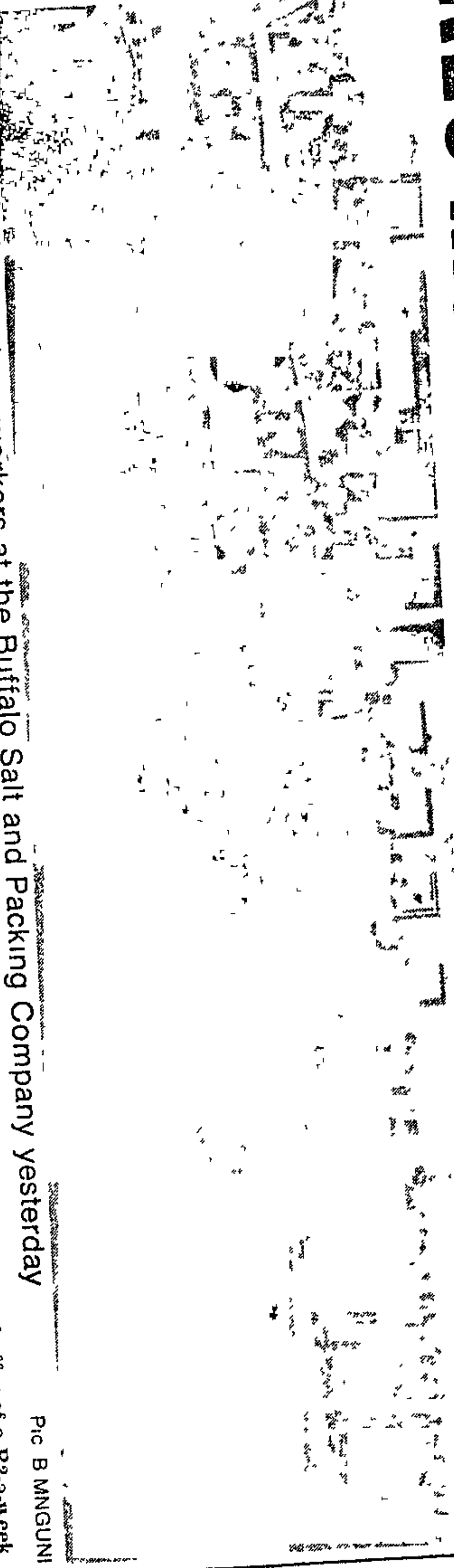
have not yet returned to work.

They downed tools on Wednesday after a demand for a wage increase of 50c an hour. The workers are now getting R1 30 per hour.

Yesterday they refused to go back to work and left the plant saying they will only return today to collect their wages, and will not work until their demands are met.

About 90 percent of the Hendler workers are members of (HAWU)

# R10 increase after one-day strike



**SAWELUN FARR/81 Striking workers at the Buffalo Salt and Packing Company yesterday**

Pic B MNGUNI

**By WILHE BOYATI**

THE 200 workers at Buffalo Salt and Packing Company who struck for higher pay this week went back yesterday after accepting a R10-a-week across the board increment.

The situation was defused when members of the Sweet, Food and Allied Workers' Union intervened and, after holding talks with management and the employees, accepted management's offer of the

R10 increase a week. Management also agreed that none of the workers would be victimised.

Earlier in the morning the workers had refused a R5-a-week offer by management who desperately tried to convince them that they could not pay more than R5, which was going to cost the company R500 000 a year.

The workers downed tools on Wednesday morning after rejecting an initial offer of a R2-a-week increase. Although management claimed the workers had had an increase at the beginning of the year, the employees said some women were earning R23,50 while the men got R25



# Leyland strikers reject settlement proposals

By RIAAN DE VILLIERS  
Labour Correspondent

WORKERS dismissed by Leyland SA during a strike at its Cape Town plants more than two months ago yesterday rejected proposals for a settlement of the dispute

The proposals were formulated at a meeting between the company and the workers' union — the National Union of Motor Assembly and Rubber Workers — this week

Details of the Cape Town talks were disclosed yesterday but union and company spokesmen differed in their accounts of the proposals

Mr Joe Foster, the union's

regional secretary, said the firm had undertaken to re-employ 350 of the dismissed workers by the first week of next month and also to re-employ all the other workers as normal vacancies occurred

These proposals were rejected at a general meeting attended by about 450 of the 520 remaining dismissed workers held yesterday morning

Mr Foster said the union would seek further talks with Leyland to try to improve the proposals

Mr Arn Pitlo, Leyland's public affairs director, denied yesterday that the company had undertaken to re-employ 350

workers by the beginning of next month. The firm had agreed to 'do the best it could' to re-employ the workers but no time limit had been set

Leyland would not dismiss any workers to make way for its former employees but they would be given "preferential consideration"

He said that workers would not necessarily return to the same jobs but would return to their former work sections whenever possible and be in line for promotion as soon as vacancies occurred

He declined to comment on the rejection of the proposals by the dismissed workers

URBAN  
REGION  
PLANNING

Bell-John Prize  
For the best all-round student in any year of study.

QUANTITY  
SURVEYING  
(Continued)

The Committee of the Western Cape Chapter of Quantity Surveyors' Prize  
For the student obtaining the highest marks in Professional Practice.  
P R Swift

LTA Prizes  
For the best student in each of the courses of Building Economics I, II and III in the third, fourth & fifth years respectively.  
I : N D G Sessions  
II : A R Low Keen  
III : No award

S A Brick Association Prizes  
For the best student in the subject of Building Construction.  
C W von Düring

For the second best student in the subject of Building Construction.  
K Strong

# One strike ends in strife-hit industries

By Drew Forrest

Hundreds of singing, foot-stamping and slogan-chanting metal workers from strike bound Hendler and Hendler in Boksburg voted at a meeting yesterday for a provisional return to work after the weekend.

But labour unrest is believed to have spread to the nearby Langeberg canning factory — the fourth Boksburg company to be hit by strike action in a week.

Worker sources reported that about 800 day-shift workers at Langeberg walked out at lunchtime yesterday over a pay demand. Confirmation could not be obtained from management or the African Food and Canning Workers Union, which represents the workers and which is party to a conciliation board agreement with the Langeberg group.

## RETURN

The Hendler and Hendler workers decided on a provisional return to work after a four hour emotion-charged meeting in Actonville with officials of Fosatu's Metal and Allied Workers Union (Mawu).

The debate — punctuated by cries of "Amandla" (power) and "Si-

munve" (Unity) — centred on whether to go back before or after next Tuesday's meeting between Mawu and company directors.

About 2 000 workers struck at the enamelware manufacturing company on Wednesday. Their original demand for a 50-cent an hour increase in addition to the 14 cent minimum wage increase under the industry's industrial agreement, has since been reduced to 29 cents.

It was finally agreed to return to work on Monday pending the outcome of negotiations.

## SACKED

Meanwhile, at the Bisonbord wood factory — also in Boksburg — about 270 workers who struck on Thursday for a 15 percent pay rise have been fired. The general manager Mr Ron Lucke, said they had ignored a return to work deadline and would be paid off next week.

A spokesman for the Fosatu-affiliated Paper Wood and Allied Workers Union, said the union had been consistently denied access to the plant, despite having strong support there.

# Sackings are challenged in 2 courts

TWO black trade unions last week went to court to challenge the sacking of members who had gone on strike. They met with mixed fortunes.

In Johannesburg, the National Union of Textile workers on Monday failed in their bid to have the sacking of 90 of their members declared unlawful

And in Cape Town, judgment was reserved on Wednesday after nine Leyland workers and their union had made an urgent application for an order declaring Leyland's dismissal of workers a wrongful breach of their contracts of employment

Both cases were heard in the supreme courts in the two cities.

The National Union of Textile Workers lodged an application after the work force of Stag Packings in Selcourt, Springs, had been dismissed.

### RELUCTANT

In rejecting the application, Mr Justice Nestadt said he was reluctant to foist the former workers on an unwilling employer who had dismissed them on the grounds that they were unproductive

Mr Joe Foster, secretary of the Western Cape branch of the National Union of Motor Assembly and Rubber Workers of South Africa (to which the Leyland workers belong) said in an affidavit that the company had failed to follow disciplinary procedures agreed upon by the union and the company.

The dismissals on May 20 should therefore be regarded as invalid, Mr Foster contended.

But, Mr C Cohen, SC, appearing for Leyland, replied that the agreement between Leyland and the union did not oblige the company to hold a disciplinary inquiry before firing a worker.

### LIST

Strikes were not even covered in the list of offences for which certain disciplinary measures had been provided for in the agreement.

Mr Aubrey Haylett, group personnel manager of Leyland, said in papers before the court that the union had breached the agreement by condoning and supporting the strikers.

Mr Foster said in a replying affidavit that it was not the function of officials of the union to prescribe policy. Officials should serve instead of lead and direct, and management had failed to appreciate this role, Mr Foster said.



Post 20/7/81

# Nine in court on charges relating to U'hage strike

140A

## Court Reporter

UITENHAGE — Nine members of the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa) appeared briefly in two separate courts today on charges of intimidation and calling an illegal strike

The charges were a sequel to the walkout of an estimated 1 000 Dorbyl workers in Uitenhage over a pay dispute last month

Both cases were postponed to August 3

Appearing before Mr G Bruwer in the Magistrate's Court on charges of calling for

or taking part in an illegal strike were Mr Lucky Dendile, 28, Mrs Mary McCarthy, 43, Mr Ronnie Baartman, 25, Mr Hlumile Windvoel, 29, and Mr Pumelelo Ngalwa, 31

Mr Ndzimeni Ntshanyana, 29, Mr Thembile Bob, 31, Mr Buyisile Rasmeni, 21, Mr Mbulelo Somana, 32, Mr Pumelelo Ngalwa, 31, and Mr Lucky Dendile, 28, appeared before Mr M Groenewald charged under the Riotous Assemblies Act

Mr N J du Toit appeared for the State in the case relating to the strike and Mr H van Rooyen appeared for the State in connection with the intimidation case

# Workers return until

MORE than 850 workers on strike at Hendler and Hendler in Boksburg resolved at a meeting held at the St Joseph's Catholic Hall in Actonville to return to work today pending the outcome of a meeting between management and worker representatives

The meeting held at the weekend heard worker representatives saying management agreed to having talks with the shop stewards and members of the Metal and Allied Workers' Union (MAWU) on Tuesday in order to solve the 50 cents an hour increment demanded.

More than 1500 workers at the plant downed tools on Wednesday last week after a demand for a wage increase of 50 cents an hour

The workers are presently earning R1,30 per hour

The workers were told to report for duty at 7,15am and to knock off at 5pm All overtime work has been suspended until after a report-back meeting by the union to the workers

They were also told that if the meeting with the directors fails then workers are to down tools again

Mr Solly Hendler, a director at the firm, was last week quoted as saying the demand for a wage increase over and above that contained in the industry's industrial agreement had been turned down

He said workers were told Hendler and Hendler was not prepared to grant an additional increase despite the strike

# Strikers go back after pay talks

By STEVEN FRIEDMAN and RIAAN DE VILLIERS

ABOUT 1 200 strikers who downed tools on Friday at the Langeberg Co-Operative in strike-hit Boksburg returned to work yesterday.

Management had agreed in talks with their union to pay them a special interim pay rise, the plant's branch manager, Mr Petrus van Zyl, said yesterday.

But he said workers had returned before this was granted.

And management at the Boksburg company Bisonboard, which fired about 300 striking workers last week, yesterday agreed to re-employ all of them.

They started work yesterday afternoon.

A spokesman for the Federation of South African Trade Unions said management had reversed its decision to fire strikers after talks with Fosatu representatives. Many of the workers belong to Fosatu's Paper, Wood and Allied Workers' Union.

But Bisonboard's general manager, Mr Ron Lucke, denied that Fosatu's intervention had prompted the management's decision to re-employ workers. "They came back entirely on our terms," he said.

Fosatu's spokesman said the company had re-employed the workers on condition they accepted a R3,22 weekly increase. The rejection of this had led to the strike in the beginning.

The company had agreed, he added, to discuss its 1982 wage increase with the union and recognition negotiations between it and the company were expected to "move ahead rapidly".

Mr Lucke said he believed management's decision to give workers an ultimatum to return or be fired had persuaded them to return.

He said he had been approached by Fosatu after workers were locked out yesterday and had agreed to re-employ them — provided the request to do so came from the workers' committee which had been active in the plant before the strike and that they accepted the increase which had already been granted.

Mr Lucke said the company had not agreed to negotiate the 1982 increase with the union, but had agreed it could make representations to management on wages before it made its final recommendation to the company's board.

Recognition talks with the union would continue "provided they accept some basic ground rules such as our right to manage", he added.

At Langeberg Mr Van Zyl said management had agreed in principle to an interim rise in talks with the African Food and Canning Workers' Union. He did not say what the increases would be as they had not been finalised.

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ARCHITECTURE



270 E Rand  
 8/21/81  
 workers get  
 21/7/81  
 jobs back

Labour Reporter

Union officials yesterday successfully negotiated re-employment for about 270 workers who had been dismissed at an East Rand factory last week.

Workers at the Bison-bord wood factory in Boksburg downed tools over wage demands and were dismissed after refusing to return to work Friday.

Most of the workers are members of the Paper, Wood and Allied Workers' Union, an affiliate of Fosatu.

Union officials discussed grievances with management yesterday, explaining that there had been a misunderstanding about 1981 wage increases.

A Fosatu official said workers believed they would receive two equal increments while management had decided earlier to grant a larger increase in January and a smaller one in July.

Management agreed to take on all the workers again and to hold wage talks for 1982 in December. A recognition agreement was also discussed.

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II : A R Low Keen

I : N D G Sessions

For the best student in each of  
 the courses of Building Economics I,  
 II and III in the third, fourth &  
 fifth years respectively.

LTA Prizes

P R Swift

Professional Practice.

For the student obtaining  
 the highest marks in

Surveyors' Prize

Cape Chapter of Quantity

The Committee of the Western

P C Key

For the best all-round student  
 in any year of study.

Bell-John Prize

PLANNING  
REGIONAL  
URBAN &

(Continued)

SURVEYING  
QUANTITY

By Drew Forrest  
The National Union of Textile Workers is to press on with a court action against the management of Stag Packings in Springs, in a fight to secure the reinstatement of 90 union members it claims were unlawfully dismissed from the company.

A union application on July 2 for an interim order declaring the workers' dismissal null and void and restraining the company from victimising or locking them out of its premises was dis-

22/2/81  
Union to press on with its case

missed with costs in the Rand Supreme Court.

According to a union statement, the NUTW decided at an executive committee meeting in Springs at the weekend to appeal against the decision.

"The union resolved to give financial support to

its 'locked-out' members and to pursue various legal claims against the company," the statement said.

The statement deplored the action of Stag Packings management.

"It drags labour relations in South Africa back 20 years," it said.

Stag Packings manag-

ing director, Mr D G Grobler today denied there had been a lock out or that workers had been victimised because of their union membership.

"They were dismissed because they weren't prepared to work," he said.

"The court record is there for all to see."

He said he was quite willing to recognise the NUTW if it could prove majority support at the plant.

A meeting between management and union officials had been arranged for Monday.

DOM 23/7/81 (19267) 1404

# Dispute over as sacked workers agree to terms

THE ten-week dispute between Leyland SA and workers fired after striking at its Cape Town plants was settled yesterday as dismissed workers voted to accept company proposals for their reinstatement

The dispute, which began when Leyland fired 2 000 strikers in May, had attracted the interest of British trade unionists who had threatened to take action on the fired workers' behalf and organise a community campaign in support of them

Mr Joe Foster, general secretary of the National Union of Motor Assembly and Rubber Workers, which represents about 500 of the strikers, said yesterday dismissed workers would begin returning to Leyland plants today

## Labour Reporter

He said the proposals accepted by workers yesterday had "differed slightly" from those rejected by them at a meeting last week

The proposals meant 170 workers would be taken back at Leyland's Elsie's River and Blackheath plants before the end of the month

He said the company had also agreed to take back an additional 200 from August 3, when new vacancies will occur. "It will take a few days for these workers to return as the company will have to process them," he added

The remaining workers would be taken back when vacancies arose

Repeated attempts to reach Leyland's public affairs director, Mr Arn Pitlo, were unsuccessful yesterday

But last week he disputed the union's version of Leyland's proposal

The dispute began when Leyland fired its entire workforce at the Blackheath and Elsie's River plants after they struck in support of wage demands

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ck Association Prizes  
best student in the  
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During  
second best student in the  
of Building Construction.

Bell-John Prize  
For the best all-round student  
in any year of study.  
P C Key

The Committee of the Western  
Cape Chapter of Quantity  
Surveyors' Prize  
For the student obtaining  
the highest marks in  
Professional Practice.  
P R Swift

LTA Prizes  
For the best student in each of  
the courses of Building Economics I,  
II and III in the third, fourth &  
fifth years respectively.  
I : N D G Sessions  
II : A R Low Keen  
III : No award

PLANNING  
REGIONAL  
URBAN &

QUANTITY  
SURVEYING  
(Continued)



# Leyland promise

Apr 24/7/51

not kept  
UNION

## Labour Reporter

THE trade union representing Leyland SA workers says the company agreement intended to end the 10-week strike

At a meeting on Wednesday, strikers agreed to accept an offer of phased re-employment, said Mr Joe Foster, Western Cape branch secretary of the National Union of Motor Assembly and Rubber Workers of South Africa (Numawosa)

The plan was similar to that rejected by strikers last week

He said workers were to be taken back in order of seniority and placed in positions as near as possible to those previously held

Leyland would take back 100 at the Blackheath plant and 70 at the Fishes River factory by the end of the month

## CONTINUED

From August 3 a further 200 would be re-employed at Blackheath

The remainder of the 520 still on strike would be employed at the rate of between 10 and 30 a week

Mr Foster said that when the first workers reported to Leyland yesterday they were not taken back in order of seniority. Nor were they all placed in positions at rates of pay similar to their former wages

In view of this, Mr Foster said, the strikers would have to reconsider their position and the dispute continued

One only recourse is to appeal to the British unions to block all parts coming to South Africa

He hoped to meet the managing director of Leyland SA, Mr David Beck today

Neither Mr Beck nor Leyland's director of communications and public affairs, Mr Arne Paflo, was available for comment

Star 24/7/81  
 Union appeal against  
 dismissal of workers

Labour Reporter  
 An appeal was lodged in Pretoria today against a ruling in the Rand Supreme Court earlier this month which did not find the dismissal of workers from a Springs company illegal

Ninety workers, many of them members of the National Union of Textile Workers, were dismissed from Stag Packings over the issue of union membership.

The union attempted to have the dismissal declared illegal and also accused the firm of a lock-out

When the Rand Supreme Court dismissed the case with costs the union's attorney was instructed to draw up an appeal

Union officials and management from Stag Packings are expected to meet on Monday to discuss the dispute

For the student award  
 Student Planners Award

K Strong  
 For the second best student in the subject of Building Construction.

C W von Düring  
 For the best student in the subject of Building Construction.  
 S A Brick Association Prizes

III: No award  
 II: A R Low Keen  
 I: N D G Sessions  
 For the best student in each of the courses of Building Economics I, II and III in the third, fourth & fifth years respectively.  
 LTA Prizes

P R Swift  
 For the student obtaining the highest marks in Professional Practice.  
 Surveyors' Prize  
 Cape Chapter of Quantity  
 The Committee of the Western

P C Key  
 For the best all-round student in any year of study.  
 Bell-John Prize

URBAN &  
 REGIONAL  
 PLANNING

QUANTITY  
 SURVEYING  
 (Continued)

50/247/81  
**E Cape  
 workers  
 to discuss  
 boycott**

Labour Reporter

Workers in component factories in Uitenhage in the Eastern Cape meet at the weekend to decide whether to launch a boycott of products from the strike-hit Dorbyl plant

About 1000 workers at Dorbyl were dismissed last month following wage demands and the company has since taken on a new work force

The organiser of the National Union of Motor Assembly and Rubber Workers (NUMARW) in Uitenhage, Mr Edwin Maepe, said former Dorbyl workers and workers from other component factories in the area would meet on Sunday to discuss a possible boycott

NUMARW represents most of the former workers Mr Maepe said talks this week with Dorbyl management failed because the firm was unwilling to negotiate the dispute again

The union has already warned the nearby Volkswagen firm and Ford in Port Elizabeth of a possible boycott of Dorbyl component parts

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 Engineering Student  
 K W Strickland

Second Year (Bronze Medal)  
 A H Dabrowski  
 Third Year (Silver Medal)  
 C L E Swartz  
 Fourth Year (Gold Medal)  
 L Flach

Malan Chemical Engineering  
 Medals  
 For the best student in each of  
 the following years:-

CHEMICAL  
 (Continued)

CIVIL



# Leyland, strikers settle dispute

CT 24/7/81

Own Correspondent



**JOHANNESBURG.** — The 10-week dispute between Leyland SA and workers fired after striking at its Western Cape plants has been settled, according to the workers' union, with dismissed workers voting to accept company proposals for their reinstatement

The dispute, which began when Leyland fired 2 000 strikers in May, attracted the interest of British trade unionists, who threatened to take action on the fired workers' behalf and organize a community campaign in their support

Mr Joe Foster, general secretary of the National Union of Motor Assembly and Rubber Workers (Numarwosa), which represents about 500 of the strikers, said dismissed workers were due to begin returning to Leyland plants yesterday

He said the proposals accepted by workers yesterday had "differed slightly" from

those rejected by them at a meeting last week

The proposals meant 170 workers would be taken back at Leyland's Elsie's River and Blackheath plants before the end of the month

He said the company had also agreed to take back an additional 200 from August 3 when new vacancies will occur. "It will take a few days for these workers to return as the company will have to process them," he added

The remaining workers would be taken back when vacancies arose

Repeated attempts to reach Leyland's public affairs director Mr Arne Pitlo,

were unsuccessful. Last week he disputed the union's version of Leyland's proposal

He said Leyland had agreed to "do the best it could" to re-employ the fired workers but that it had set no time limit for doing so

Mr Pitlo added then that workers would not necessarily return to their previous jobs but would return to their former work sections "where possible" and be in line for promotion as soon as vacancies occurred

## Selection

No existing workers would be fired to make way for those dismissed, but the fired workers would be given 'preference consideration', he said

The dispute began when Leyland fired its entire workforce at the Blackheath and Elsie's River plants after they struck in support of wage demands

The company said it would re-employ workers selectively and the majority returned. However, about 500 workers, most of them skilled, refused to return on these terms and have been attempting to win reinstatement ever since

Leyland says that production returned to normal after the strike although Numarwosa disputes this

C. Herald 25/7/81  
**Arson suspected in  
union office blaze**

ARSON may have been the cause of the fire that gutted the offices of the Federation of South African Trade Unions (Fosatu) in Benoni early last Thursday morning

\* Benoni detectives are investigating the possibility that inflammable liquids were used in the blaze

Two of the union's second floor offices were completely gutted by the fire and the floor in one office was completely burnt through

**DELIBERATE**

Police have sent samples to be tested to determine whether the fire was deliberate

The security police are also investigating

Damage was also done to an adjacent clothing store as well as to the Progressive Federal Party office in the building.

# Unions to get tough over sackings

By STEVEN FRIEDMAN  
Labour Reporter

OVER 100 worker representatives from 30 East Rand factories yesterday committed themselves at a meeting to a campaign against a Springs company, Stag Packings, which recently dismissed 90 workers

The meeting — of shop stewards from five unions affiliated to Fosatu — decided to try to persuade other workers not to take jobs at the company and to raise money to support the fired workers

Representatives of Stag could not be contacted last night for comment

Fosatu believes that the 90 workers were fired because of their membership of the National Union of Textile Workers. The company says the workers were fired because they were unproductive

Recently the NUTW took the company to court alleging that it had "locked out" the workers but lost when Mr Justice Nestadt ruled against it on a point of law

The union has since an-

nounced that it will appeal against this decision and will institute other legal actions against Stag

A Fosatu statement issued last night said that a shop stewards council of Fosatu unions on the East Rand had met in Benoni yesterday and had been addressed by dismissed Stag workers

"The majority of these workers are still out of work and requested support from Fosatu shop stewards in the area," the statement said

It added that the meeting had "unanimously condemned Stag Packing management and pledged their support to the workers"

They would follow through this support by advising other workers in their communities

not to take (the fired workers' jobs" and by collecting donations from Fosatu workers in the area on behalf of the dismissed workers

According to the statement the meeting also demanded "that Stag Packing management re-instate the workers immediately"

The East Rand has been a centre of increased worker militancy of late and was hit by six strikes in the space of two weeks

Unions in the area appear to be forging closer links with black community organisations

The NUTW has attempted to mobilise a community campaign on behalf of the dismissed Stag workers

ROOM 23/7/81  
197  
194  
140A



sell more if "people came to ask" more often. At Umthi for example, 2 members said that it was not difficult to sell while they had vegetables rotting in their plots

5. Some people have managed to get around marketing problems to a certain extent. 5.1 It is interesting that in Abalimi one of the people who says marketing is not a problem is Mr S Burgambo who sells R150-R200 worth of vegetables a year (This is substantially more than any body else) He puts a great deal of time and effort into marketing. Some vegetables he sells locally, some at the Idolophu market. In the tomato season he organises that he, or a relative, goes into Idolophu by bus to sell there. He has an advantage over other people in Abalimi in that he was the first person to sell vegetables which he has been doing since 1958 when a doctor started sending patients to buy vegetables from him. He has thus built up clientele. Another thing to consider in looking at Burgambo's great success relative to people from other areas is that Abalimi is on a main through road and that it is a very big location which spreads into others as opposed to the very much more isolated Umthi, Inyomo, and Umlambo.)

5.2 In Ipoti as part of a fund-raising project for a clinic committee a nursing sister organised a vegetable hawking "business". She bought sacks of potatoes and tomatoes in a nearby white town and these were divided into small quantities. A woman was employed to hawk them in the villages within walking distance and in any place where the sister went with her truck. The sister estimates that using transport to get to out of the way places and with a full-time seller, they were selling R5.00 worth of vegetables a day (The woman's salary was R1.00 a day)

Some poor women asked the sister to buy pockets of potatoes or onions for them. From one pocket of potatoes and one of onions, a woman could make R1.50-R2.00 profit a week by selling locally.

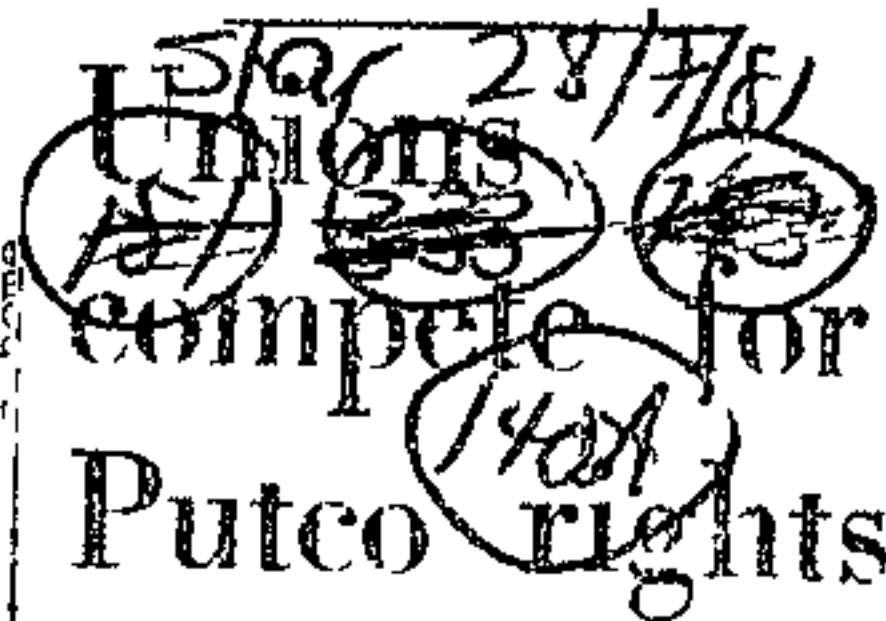
This scheme was an important motivation in getting people to join the Ipoti garden. Whether they will be able to sell as successfully from the garden depends on whether they will undercut the prices of the imported vegetables sold in the local café and whether they glut the market

4.3.2 LABOUR

1 While it is difficult to determine whether shortage of labour stops people from actually joining communal gardens it seems obvious that the amount of labour available is important in determining the extent to which gardens are used.

2 At Abalimi it is only families where a man is at home and involved in the garden that produce vegetables all year round, and get an income of R100 or more a year. Crifstopner Board in his survey of rehabilitated and un-rehabilitated areas around King Williams Town found that planting up gardens (gardens) could be associated with big families. He also found that crop sales of peas and tobacco could be associated with families where there are more than 10 people.

3 There is some purely as a result of the joined and women gave had had si Women often have to interrupt their period at the garden due to bearing children



Labour Reporter

An agreement was signed this afternoon between the Putco bus company and the Transport and Allied Workers' Union (Tawu) in Wynberg, Johannesburg.

The agreement gives the union negotiating rights with Putco at any bus depot where it represents more than 50 percent of the work force.

The Transport and General Workers' Union has already signed the agreement with Putco.

The two unions are competing at various depots for recognition.

Occasionally people gave as their reason for not joining that they were too busy but not more than one quarter of the people I spoke to mentioned this

4.3.3 SUPPLEMENTARY OR PRIMARY PRODUCTION

There are two basic groups of people to consider here

- a) Those members who use their plots basically as a supplementary source of food and earn less than R10 per year from selling vegetables they produce
b) Those earning a P100 a year or more (This is a small group at Abalimi)

a) While most of the members said that they had jointed the gardens because they wanted to sell some of their produce (many said half), very few are able to realise this goal. Labour is obviously significant here as

(29)

Monthly income

- R60,00 single;
- R100,00 Married, surjle with 1 dependent
- R140,00 Married with 1 dependent; single with 2 dependents.
- R185,00 Married with 2 dependents; single with 3 dependents.
- R235,00 Married with 3 dependents, single with 4 dependents.

(28)

n request): R16,00 (plus primary fee applicable to taxpayers).

The fees for seru-private and private wards at o'n request are fixed tariffs.

TABLE 11  
THE PRIMARY FEES PAYABLE FOR IN-PATIENTS ARE THE FOLLOWING.

Single persons without dependents	Married persons and single persons with dependents.
R 2	R 2
6	4
8	6
10	10
	12

Teaching hospitals include: Groote Schuur hospital, Tygerberg, Maternity hospital, Red Cross Childrens hospital, Maternity hospital, Karl Bremer hospital (partly).  
 persons whose nett assessed tax per year is less than R100,00 are entitled to a rebate on the maximum daily assessed tax of the relevant tax assessed at 5% of the total assessed tax is et R15,00 (Daily tariff will then be: teaching hospitals between R255,00 and R240,00 per year (Daily tariff all hospitals R13,30 and non-teaching hospitals. R11,00)

This way of calculating a rebate takes into account the income of a person as well as the number of dependents he/she has. This is because tax payment decreases with the number of dependents a person has. We therefore see that the less tax the person pays that is the lower his or her income or the greater number of dependents he/she has, the greater the rebate.  
 This rebate will be calculated in the following manner: For e.g. Single with one dependent Monthly income R200,00; Annual tax (P A Y E.) R16,10 x 12 = R193,20; percentage rebate 20%.  
 In-patients are either classified as 'hospital patients' or as 'private patients'. This is according to the gross family income of the family. If a family's income is less than the income ceilings below, the person is classified as a 'hospital patient'.

# LABOUR

## Significant pay boosts won at metal firms

Star 28/7/8

1404

By Drew Forrest  
 The wages of about 2000 black metal workers at Hendler and Hendler in Boksburg have been significantly boosted after the recent industrial dispute at the plant.  
 The trade union involved, the Fosatu-affiliated Metal and Allied Workers Union (Mawu), has also won increases after plant-level negotiations at two other companies - Vaal Metal Pressings in Boksburg and Tensile Rubber in Wynberg.

At Hendler and Hendler, where workers staged a 3-day stoppage a fortnight ago shareholders agreed to an effective 13 cents an hour increase across the board after a series of meetings last week with Mawu representatives. Further wage negotiations are scheduled for November.

At nearby Vaal Metal Pressings a subsidiary of the powerful Abercom,

group, negotiations with the union have yielded an hourly increase of 14 cents for about 180 black workers.  
 The increases are in addition to the new statutory levels laid down by the metal industry's industrial council, effective from July 1. Mawu was not party to the industrial council negotiations and has repeatedly stressed the crucial importance of plant-based bargaining.

In a statement yesterday, the union praised the three companies for their "realistic attitude in negotiating with their employees at plant-level."

"To refuse to negotiate on an issue such as money at this time of rampant inflation would only lead to frustration and increase the possibility of establishing a credible industrial relations framework for the future," the union added.

- Teaching & non-teaching hospitals
- State clinics
- Pathological examinations R5, per examination.
- Daily examination R2 per plate
- Balance fees equal to 1 day's stay at the relevant rate. (i.e. between R4 and R12 for teaching hospitals and between R12 and R16 for non-teaching hospitals, if not rebate is given)
- Dental services: extract at more Street, and Tyerberg
- Contractor, 2,00 - filling 50x extraction of tooth for children; full set of dentures: R40,00
- Optical clinic: at Heideveld, Bishop Lavis and Epping. Testing for spectacles.



Appendix D

INDUSTRIAL STANDARDS SURVEY CARRIED OUT BY THE INDUSTRIAL COUNCIL MEDICAL BENEFIT SCHEME FOR THE CLOTHING INDUSTRY (1963)

Under 16	a) with defective sight: 17.8%
	b) of a) 10.7% needed spectacles.
	c) " " 7.1% had spectacles: 5.3% - satisfactory 1.8% not satisfactory.
<u>16-20 yrs</u>	a) 17.2%
	b) 10.6%
	c) 6.6% - 45% satisfactory: 2.1% not satisfactory.
<u>21-25 yrs</u>	a) 20%
	b) 10.7%
	c) 9.3%: 7.3% - satisfactory; 2% not satisfactory.
<u>26-30 yrs</u>	a) 19.5%
	b) 10%
	c) 9.5%: 7.4% satisfactory; 2.1% not satisfactory
<u>26 - 30 yrs</u>	a) 19.5%
	b) 10%
	c) 9.5% - 7.4% satisfactory, 2.1% not satisfactory.
<u>31-35 yrs</u>	a) 23.2%
	b) 9.4%
	c) 13.8% - 11.4% satisfactory; 2.4% not satisfactory.
<u>36-40 yrs</u>	a) 26.8%
	b) 14.4%
	c) 14.4% - 10.4% satisfactory; 4% not satisfactory.
<u>41-45 yrs</u>	a) 45.2%
	b) 22.6%
	c) 22.6% - 17.8% satisfactory; 4.8% not satisfactory.
<u>46-50 yrs</u>	a) 66.2%
	b) 31%
	c) 35.2%: 17.6% satisfactory; 17.6% not satisfactory
<u>51-55 yrs</u>	a) 82%
	b) 27.5%
	c) 55%, 25% satisfactory; 30% not satisfactory
<u>56-60 yrs</u>	a) 92.6%
	b) 14.8%
	c) 77.8%: 29.6% satisfactory; 48.2% not satisfactory.

Appendix D Continued/...

<u>61-65 yrs</u>	a) 100%
	b) 33.4%
	c) 66.4%: 33.3% satisfactory; 33.3% not satisfactory
<u>66-70 yrs</u>	a) 100%
	b) Nil
	c) 100% required change.

72% of the labour force was under 31.

STAY 28/9/81  
Leyland takes on more ex-workers

Labour Reporter

The two Leyland plants near Cape Town which were the scene of strikes and mass dismissals in May have started to re-employ former workers

Company officials met union representatives of the National Union of Motor Assembly and Rubber Workers last week and worked out an agreement about worker re-hiring

About 100 staff were taken on last week - half of them former workers - but now there are claims that Leyland is not holding to its agreement

Union officials have accused Leyland of victimising union members and being selective about re-hiring

Union shop stewards and strike support committee members were being "overlooked" during rehiring, they claim

The NUMARW-Leyland agreement provides for re-employment according to seniority and wages similar to scales held before the dismissals

A Leyland spokesman has denied that former workers were being victimised and in turn said the union may have misled workers about the agreement

Leyland was unwilling to dismiss new workers in order for former workers to obtain jobs the spokesman said

Another 300 workers would be taken on by the end of August, he added



INKOMO

Name	Sources of Income
D. Gunundu (1)	Café owner
A. Magahla (2)	Husband sends R40 per mon
N.M.'s brother (3)	Husband a teacher locally. Lot of stock
G. Homendlini (4)	Headman Children migrant They send R72 per month Farms field and stock
A. Bukula (5)	One field Dairy only inc
J. Guda (6)	One field and stock Migr son sends R17. 11 people i family
J. Sidzamba (7)	Small field lives by odd j Very poor woman
IDA. M- (8)	Pensioner R12,33 per month 1 field
F. Mvimbi (9)	1 field but no other income
O. Mabusela (10)	R12,33 pension but 7 people family - 1 field

- Note**
- The distinction between no better off than 5-10
  - A Bukula & N M 's brother 1977 He says that N M ta locally but there is no na
  - O Mabusela (no 10) had to get nothing or very little

28/7/8  
**Workers strike in Brakpan**

Fresh labour unrest has flared on the East Rand with a strike at Plant Protection, a small Brakpan rubber company.

Demanding pay increases and the reinstatement of two colleagues, 68 workers refused to man their posts yesterday morning. The strike continued after management yielded on the second demand but said there would be no review of wages.

At a meeting outside the factory premises with officials of Fosatu's Chemical Workers Industrial Union, workers decided to return to work today on the understanding that the wage issue would be discussed.

Management had agreed to talk to workers in groups of five, a union spokesman said, but would not deal with the union. The company's managing director, Mr Phil Myburgh, said about 40 strikers earned between R1 and R1,90 a hour, and almost all employees had been granted increases in March.

Current income from milk		Income when sold to hospital		Change to present	Where milk now	which comp now
Summer	Winter	Summer	Winter			
R15,50	-	R18,50	-	R3 less		DAIRY
R4	R20	R57	R2,50	R17 less in summer	Home	Home
R4-10		R20		R14 less	DAIRY	DAIRY
R36	-	R40		R4 less	DAIRY	DAIRY
R60	R30	R60	R30	same	DAIRY	DAIRY
R30	-	R30	-	same	DAIRY	DAIRY
R8	-	R6	-	R2 more	Home	Home
-	-	R10	little	All income gone	Home	Home
-	-	R6		No income now	Home	DAIRY
-	-	R5	little	No income now	-	-

most do have some income, those in 1-4 are substantially with N M N M 's brother's income has gone down since July money There is no paper accounting  
 4 IDA M- & F Mvimbi say that they tried to sell money.  
 hey 6 Note that even when N M did take the milk 4 out 10 people got R10 or less per month

3 32 VIABILITY OF CO-OPERATIVES

1. For people earning under R5,00 and R10,00 a month one must consider the inputs they have to pay to cover the costs of the co-operatives services. In some cases - particularly Amathole the profits do not cover the payments. This leads to the poorest members leaving or to the services being scrapped often both happen.

In early 1977 the members at Inkomo hired a person to herd and milk the cows and a woman to wash the dairy. Their combined salaries came to R20,00. There were 12 participants at that time so each had to pay R1,70 towards the salary. They also had to pay R1,00 a month for transport costs and R4,00 a year subscription. Thus a person earning R5,00 a month would take more than 54 years of all his milk income going to the dairy to pay off his share in the dairy building (R136,60). Only after this would he be able to start realising his monthly profit of R2,00.

At Amathole 10% of the cheque from the Bloemfontein co-op is deducted each month to cover transport costs and pay the salary of the woman who cleans the equipment. These two overheads come to R7,50 a month but an average of the 10% figure taken over a year is only R3,19. Thus one sees why the woman's salary has not been paid for more than three months.

At Amathole too, members decided to club together to pay a herder, but like Inkomo they dropped the system because the overheads were too high. In both places they reverted to individual herding and milking with all the waste of labour time this involves. For people getting a very small amount of milk the labour time is not justified and lack of labour is the most common reason cited for leaving the dairy.

At both Inkomo and Amathole there is a pattern of people just stopping using the dairy although they still consider themselves members. As members leave the low and uneven production becomes even worse and so marketing problems increase. It is interesting to note that at Amathole many people have started to sell their milk locally after seeing dairy members do this, but only 2 people have joined the dairy since 1952. It seems from the above evidence that the others are making a logical decision in not joining.

# Blacks get

# wage boost

# after talks

1404

Argus  
30/7/87

Argus Correspondent

JOHANNESBURG. — The wages of about 2,000 black metal workers at Hendler and Hendler in Boksburg have been significantly boosted after the recent industrial dispute at the company.

And the workers' trade union, the Fosatu-affiliated Metal and Allied Workers' Union (Mawu), has won increases after plant-level negotiations at two other companies — Vaal Metal Pressings, also in Boksburg, and Tensile Rubber in Wynberg, Johannesburg.

At Hendler and Hendler, where workers staged a three-day stoppage a fortnight ago, shareholders agreed to an effective 13 cents an hour across the board increase after a series of meetings last week with Mawu representatives.

#### TALKS GO ON

Further wage negotiations are scheduled for November this year.

And at nearby Vaal Metal Pressings, a subsidiary of the powerful Abercorn group, negotiations with the union have yielded a 14 cents hourly rise for the 180-odd black employees.

# Firm leads the way with nod to union

By STEVEN FRIEDMAN

THE first in an expected spate of union recognition agreements on the unrest-hit East Rand was announced yesterday when a General Tire subsidiary — Piggot, Maskew and Company — revealed that it recognised the Fosatu-affiliated Chemical Workers Industrial Union (CWIU)

## Top chess champions check in today

Mail Reporter

FOUR of the world's top chess players arrive in South Africa today for the Oude Meester Grand Prix in the SABC auditorium at Auckland Park, Johannesburg

They are Viktor Korchnoi, John Nunn, Robert Hubner and Ulf Andersson.

A spokesman for the sponsor said participation of the four — regarded as the world's most accomplished players — was finalised without any adverse political pressure

The players are all within 100 rating points of each other — the equivalent to one stroke in golf.

Korchnoi, the world's number two player, is well known to chess fans in South Africa. He won the Oude Meester tournament in 1979.

John Nunn, 26, is Britain's number one player and became an international master in 1974 and an international grandmaster in 1978

Ulf Andersson, from Sweden, and Robert Hubner, from Germany, both have impressive international chess victories to their credit

## Early gifts anyone?

Mail Reporter

THE Wildlife Society of South Africa is thinking well ahead — with five months to go before Christmas they have issued a catalogue of 175 gifts and cards to "avoid last minute rush and possible disappointments"

The mail-order catalogue, which is valid until May 31, 1982, offers the public a new range of gifts such as candles, coasters and calendars

The catalogue, which is available now, can be ordered from PO Box 1373, Maritzburg, 3200

Piggot Maskew — which employs about 500 workers at its Boksburg plant — is General Tire's largest industrial rubber manufacturing company and the second of the company's subsidiaries to recognise a predominantly black union

Reliable sources say the agreement is expected to be followed shortly by several more involving Fosatu unions.

A formal agreement between CWIU and Colgate-Palmolive, the scene of a bitter union recognition dispute which attracted widespread employer and union interest, is expected soon

A number of other companies have been negotiating with Fosatu unions on wages and other issues. Although the talks have not yet resulted in formal recognition agreements, these are expected shortly

## Upsurge

Three formal recognition agreements between employers and Fosatu unions have been signed on the East Rand — at Kellogg, Putco and Fargesta — but yesterday's was the first to be signed since the recent upsurge of union activity in the area

It is also CWIU's first East Rand agreement and the first in Boksburg — the scene of much of the recent East Rand labour unrest

A statement issued yesterday by General Tire says the agreement was concluded last week and would be signed by a union representative and the company's managing director, Mr V T Pretorius

"The negotiations between the two parties have been amicably conducted and both hope the relationship between them will be of mutual benefit," the statement quotes Mr Pretorius as saying

## Dispute

It is understood that the agreement provides for full negotiations between the company and the union on wages and working conditions — a stipulation which has been the subject of intense dispute at some plants

CWIU representatives were unwilling to comment on the agreement yesterday as the union agreed not to expand on the company's statement

The first General Tire subsidiary to recognise a predominantly black union was Tensile Rubber, which recognised the Fosatu-affiliated Metal and Allied Workers Union at its plant in Wynberg, Johannesburg



NH 30/7/51 (14/0-4)  
**Union recognised**

BOKSBURG—Pigott Mack  
kew and Company Ltd the  
largest industrial rubber  
manufacturing company in  
the General Tyre and Rub  
ber Company group has  
agreed to recognise the  
Chemical Workers Indus  
trial Union. The compan  
is the second in the group  
to recognise a black trade  
union. — (Sapa)

8/23/78  
 Strikers  
 return  
 to work  
 Labour Reporter

Striking workers at the Henred Fruehauf trailer plant in Wadeville near Germiston returned to work today as management met union officials to discuss the dispute.

About 400 workers downed tools on Wednesday in protest over the dismissal of one of their colleagues who had allegedly struck a white employee.

The company agreed to discuss the dispute as long as workers returned to their jobs.

Talks started again today between management and the Metal and Allied Workers Union, an affiliate of the Federation of South African Trade Unions.

Henred Fruehauf — a multinational firm — has been conducting recognition talks with the union.

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S A Brick Association Prizes  
 For the best student in the  
 subject of Building Construction.

I : N D G Sessions  
 II : A R Low Keen  
 III : No award

For the best student in each of  
 the courses of Building Economics I,  
 II and III in the third, fourth &  
 fifth years respectively.

LTA Prizes

P R Swift  
 For the student obtaining  
 the highest marks in  
 Professional Practice.  
 Surveyors' Prize  
 For the student obtaining  
 the highest marks in  
 Professional Practice.

The Committee of the Western  
 Cape Chapter of Quantity

Bell-John Prize  
 For the best all-round student  
 in any year of study.

URBAN &  
 REGIONAL  
 PLANNING

QUANTITY  
 SURVEYING  
 (Continued)

INDUSTRIAL RELATIONS —

WORKERS ORGANISATIONS —

FOSATU.

1/8/81

—

31/12/81



# Wadeville strike finishes

## Labour Correspondent

THE strike at the Henred Fruehauf trailer plant at Wadeville, near Germiston, ended yesterday

About 400 workers at the plant downed tools on Thursday after the suspension of a Black worker who allegedly hit a White employee with a spanner

Negotiations followed with officials of the Fosatu-affiliated Metal and Allied Workers' Union, which represents a majority of workers at the plant, in a bid to settle the dispute

A management spokesman said all workers had returned to their jobs yesterday morning. An inquiry would be held

A union spokesman confirmed that workers had returned and negotiations concerning the suspended worker were continuing.

C. Herald 1/8/81

# Leyland accused of not keeping promise

192 140A 752

**LEYLAND South Africa has been accused of going back on undertakings it made to its striking employees during a settlement negotiated last week.**

The main features of the settlement were that 170 workers would be reinstated by the end of July, another 100 by the end of August with the balance to be taken back as vacancies occur. They would be paid their old rates or close to that.

The workers would also be taken back in order of seniority.

But when the first batch reported for duty on Thursday they found management had not reinstated many of those with the longest service and only 64 were accepted.

**NOT SUITABLE**

Also, many were offered rates well below those they earned before the strike, said Mr M Samboer, one of those not re-employed.

Mr Arne Pitlo, the Leyland director of communications and public affairs,

was not available for comment.

Mr Joe Foster, secretary of the National Union of Motor Assembly and Rubber Workers of South

Africa (Numarwosa), to which the strikers belong, said meetings would be held with Leyland management this week to sort out the problems.

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these imbalances in production rate  
If some machines operate at different  
Inventories must be large enough to  
As far as production is concerned inventory control is ve  
errors will occur in forecasting.  
ntories to maintain will depend on expected fluctuations  
of the forecast, will result in fluctuation in inventories  
isolated function within the larger firm. Errors in for  
Inventory control should be considered in the light of th

these levels is the heart of the inventory control system.  
The determination of desired levels and maintaining inventories at  
products.  
levels, whether they be raw materials, work-in-process, or finished  
"The techniques of maintaining stock keeping items at the desired  
Inventory control has been defined as:

few percent can result in considerable savings.  
tories. With such large investments of money being tied up, any efforts which can reduce costs by a  
duct. Added to this the sum of controlling the inventory can be as high as 25% of the cost of inven-  
capital. The amount invested has been calculated to represent as much as 50% of the cost of the pro-  
Has as already been mentioned for many companies the sums invested in inventories represent large sums of

DESIGN OF INVENTORY CONTROL SYSTEM

# Union, company agree to bypass council

BY STEVEN FRIEDMAN

TRADE union demands to negotiate wages and work conditions with employers outside the official industrial council system have received a major boost.

A Barlow Rand company, Premier Paper, has decided to negotiate on these issues directly with a Fosatu-affiliated trade union

Premier, which is covered by an industrial council agreement, has confirmed that it took this decision against the urgings of other paper employers and the industry's employer association

The agreement to negotiate wages and working conditions directly — taken after Premier had originally wanted these issues to be negotiated through the industrial council — is contained in a recognition agreement between it and the Paper, Wood and Allied Workers Union

Premier's general manager, Mr Mike Walmsley, describes the decision as a "major concession". The agreement was signed on Friday and covers Premier's Kliprivier plant, where it employs more than 300 black workers

A union representative hailed it as an "important breakthrough for all paper workers," adding "We hope Premier's decision will convince other employers in the industry to negotiate directly with representative unions"

PWAWU said it would intensify efforts to win similar agreements from other companies

It added that workers saw attempts to force unions to bargain solely through the councils as "a bid to foist toothless bargaining on them — which they reject"

The paper industry's employer association has insisted that PWAWU join the industrial council before receiving recognition from employers

But it refused, charging that the council is "unrepresentative"

Mr Walmsley said yesterday that the agreement had followed "months of tough negotiations with several concessions being made on both sides"

The company had proposed a clause stipulating that pay and working conditions be negotiated through the council "in support of the industry as a whole" and the employer association, Mr Walmsley added

It had decided to drop this clause while reserving the right to discuss matters of concern to the whole industry with the council and employer association

It is understood that Premier took this decision after it became apparent that the union would not join the council

Mr Walmsley added that PAWAWU had made concessions to the company on the role of shop stewards, a disciplinary code and its "right to manage its own affairs"

room  
3/18/81

LEON  
AT



Star 3/8/81 (140A) (151)  
Shop stewards elected at Sigma

Forty one shop stewards have been elected by a majority of workers at the massive Sigma plant near Mamelodi. The elections last week followed months of negotiations between Sigma management and representatives of the National Union of Motor Assembly and Rubber

Workers (Numarw) in the wake of a major strike at the plant in April this year.

The shop stewards — the majority of whom are union members — will represent the plant's 4000 workers in wage negotiations and grievance matters with management.

Over 70 percent of the

work force voted in the elections. Both union and non-union members were allowed to vote.

The elections were supervised by Numarw and an election committee composed of two management members and two union members.

⊙ The April dispute saw a walkout by the entire work force over wage demands, their subsequent dismissal and eventual rehiring.

Sigma did increase wages for the 1981-82 term, although the increases did not match union demands.

The following manuals/handouts supplementary to the terminal manual are for sale in the Computing Service Library:

Using the Univac is Easy  
Using Files on the Univac  
ED Processor  
DOC Processor  
GDP (Graphics Display Package)  
SACLANT (SGP)  
QCLUS  
GENPLOT  
EXEC8 Hardware/Software summary  
CTS summary  
Introduction to CTS  
CTS PRM

# Strike and a walkout

Labour Reporter

Workers at the Auto Industrial firm in Isando went on strike yesterday afternoon, over wage demands. The Metal and Allied Workers Union, which represents many of the workers, said it was unable to hold talks with management after union officials were sent off the premises.

A walkout has also been reported at Gundle Plastics in Bedfordview

# Workers down tools in E Rand labour unrest

Own Correspondent  
 JOHANNESBURG — Hundreds of workers have downed tools in renewed incidents of labour unrest on the East Rand

And yesterday afternoon, Dr Bernie Fanaroff, organizer of the Fosatu-affiliated Metal and Allied Workers Union (Mawu), claimed he had been assaulted in the yard of one of the strike-hit plants, Auto Industrial in Isando

He said he had been "manhandled and slapped" and threatened with further physical violence

"I am considering laying charges following the incident and will take legal advice on the matter," he said

Dr Fanaroff was also questioned by two security policemen about the current wave of industrial unrest in the area yesterday morning

About 100 striking workers at Gundle Plastics near Germiston lost their jobs yesterday morning after ignoring a management ultimatum to return to work

Mawu members have been involved in both stoppages

Dr Fanaroff said yesterday workers at Auto Industrial had decided to ask for a wage increase of 50 cents an hour during a lunch-hour meeting on Tuesday

According to Dr Fanaroff the managing director, Mr Dean Fragale, later addressed workers and told them he was not prepared to discuss wage increases with

them  
 He then told them if they did not like their wages, they should leave — which they did" he said

Dr Fanaroff said he had learned about the strike on Tuesday night Yesterday morning, he and another union organizer were let into the company's premises while workers gathered outside

Shortly afterwards, Dr Fanaroff said he was "manhandled and slapped" and also threatened with further physical violence

Later, union shop stewards gathered at the gate were repeatedly told they were "baboons", he said

Two shop stewards were fired Other workers were told they could return but would be let in one by one and that only selected workers would be taken back, he said

Police stood by as union officials reported back to workers gathered outside The workers then dispersed

Dr Fanaroff said he was then invited to go to the Kempton Park police station, where he was questioned by security policemen about the current strike wave on the East Rand

A police spokesman later confirmed that discussions had taken place He said Dr Fanaroff had been "invited" to have a discussion with two security branch men and he emphasized that he had not been detained or arrested

Spokesmen for Auto Indus-

trial were not available for comment

In a statement issued yesterday, the management of Gundle Plastics said a section of the factory's workers walked off their jobs yesterday morning

Management was not informed as to the reason for the stoppage, and therefore approached the workers and called for spokesmen

When none came forth after repeated requests workers were asked to return to work or to leave the premises in which case they would be terminating their services with the company

The workers then left the premises and dispersed

The stoppage did not involve all workers and several departments were still functioning, the statement said

A union spokesman said it would approach management for talks today

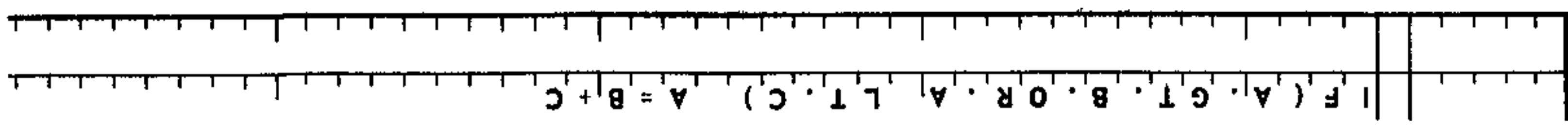
Recently workers at Gundle Plastics struck for two days after the dismissal of a worker The dispute ended when he was taken back

The union has been negotiating with the firm on recognition

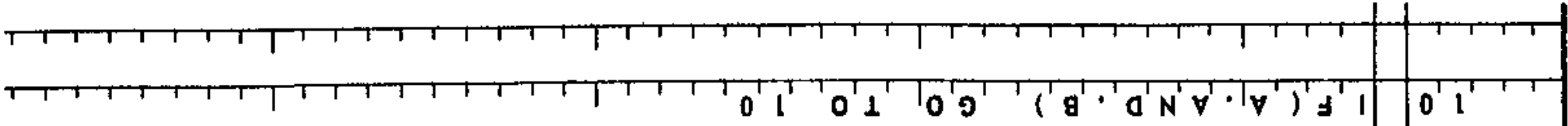
● Meanwhile, the management of Henred Fruehauf has agreed to reinstate two workers whose recent suspension led to a strike at the plant, union sources said yesterday

This came after an inquiry into the circumstances which led to their suspension, in terms of an undertaking given to workers at the time of the strike

(3) Caution must be exercised in the use of the word 'and' in a statement which involves the comparison of two things



(2) Because execution of the statement proceeds in two parts, the same variable may appear in both the logical expression and the statements For example



(1) A logical IF statement cannot refer to itself For example, the following statement is illegal

Rules.



# Production hit in wake of strike

Labour Reporter

Production at Gundle Plastics factory in Bedfordview was affected today as a result of about 100 workers "terminating their services" yesterday after a strike apparently over a dispute with a company official

Police kept a close watch today when more than 120 workers held a meeting about a kilometre from the factory

There was almost an ugly scene when some wanted to confront the police and demand that they move away. This was averted by some of the leaders

The factory director, Mr Bill Golden said today that production was conti-

nuing but under difficult conditions

No decision had been made yet on whether former workers could re-apply for their jobs, he said

All staff at the Auto Industrial plant in Kempton Park were reported to be at work today after a work stoppage yesterday

The Metal and Allied Workers Union said the management had refused wage increases demanded by workers

A company spokesman denied the dispute was over pay. He said it was "political"

The Mawu organiser Dr Bernie Panatoff claimed he was assaulted yesterday when he went to speak to management about the dispute

# Carpet workers strike

Own Correspondent

DURBAN — About 300 workers at Romatex Carpets in Pinetown downed tools today in demand for higher pay

The strikers, who had the option of appointing a spokesman to negotiate on their behalf or vacate the premises, opted for the latter, the groups public relations manager, Mr Seton Thomson said today

“However, the management is now left with the only choice of consulting the liaison committee considering that the workers do not have union representation,” Mr Thomson said

He said they were given to understand that some of the workers were members of the National Union of Textile Workers, which is a Fosatu affiliate

Sources close to the workers said their demands centred on the rising cost of living and this they conveyed to the management yesterday

# Workers return after dispute

Mercury Reporter  
WORKERS from the Regina Carpet factory in Pinetown who downed tools after a wage dispute returned to work yesterday after management agreed to negotiate with them.

The workers were demanding a wage increase to counter the sharp rise in the cost of living because of the increase in the price of bread and expected increase in transport costs.

Mr Seton Thomson, public relations officer for the Romatex Group of which Regina Manufacturers (Pty) Ltd is a member, said management had agreed to discuss the workers' wages with the liaison committee, but only after the workers had returned to work.

Mr Thomson said at this stage the National Union of Textile Workers were not recognised by management so discussions would be carried out with the liaison committee.

Mr Obed Zuma, the secretary of the National Union of Textile Workers, said limiting the discussions to the liaison committee was 'like putting the water on to boil again'.



# Strike halts for talks

*SW-Own Correspondent 7/8/81*

DURBAN — The one-day strike at the Regina carpet factory in Pinetown has ended with all the workers returning to work and their pay demands temporarily suspended.

National Union of Textile Workers organiser Mr Ohed Zuma said: "The employers agreed to hold talks over the workers' grievances"

But the decision to negotiate was conditional upon the workers returning to work, and their grievances being considered when the managing director returned from the United States next month. The workers agreed to the conditions provided nobody was victimised, Mr Zuma said

The strike at the Mooi River textile factory had also stopped pending negotiations.

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# Union row brews at Motorola factory

A major row is brewing over trade union recognition at the Motorola SA plant in Wynberg, Sandton, a subsidiary of a US multinational company

The Fosatu-affiliated Metal and Allied Workers Union (Mawu) complained in a statement yesterday that the company's management has refused consistently to meet the union, despite its claim of 90 percent membership at the plant

The statement said the Motorola management was contacted first in May, and responded by asking for a list of union members at the plant and a copy of the Mawu constitution

But it gave no commitment to talk to the union

The union claimed that after this contact a personnel specialist was flown to South Africa, and since then wages had been increased, promotions given — and “a great deal of effort spent in explaining to the employees the benefits received”

The union claimed that it had heard from two independent sources that it was Motorola policy worldwide to resist unionisation

The company's attitude — which Mawu said it had encountered at only two other multi-nationals in the metal industry — was contrary to the Sullivan Code of Conduct and the guidelines of the industry's employer body, Seifsa

The Mawu statement said Motorola workers would meet at the weekend to decide on further action

# Walkout workers meet at weekend

Labour Reporter

Workers involved in the dispute at Auto Industrial in Kempton Park are to meet over the weekend to discuss their wage demands as well as the dismissal of union shop stewards at the plant.

Shop stewards belonging to the Metal and Allied Workers Union (Mawu), a Fosatu affiliate, were dismissed after a work stoppage when workers demanded wage increases.

Mawu officials' attempts to meet Auto Industrial management failed.

A Mawu spokesman said workers would meet this weekend to discuss the dispute and decide on the course of action to be adopted.

At the Gundle Plastics firm in Bedfordview, where about 100 workers were dismissed this week after a walkout, management said production was starting to run smoothly again today.

The dispute, which appeared to have centred around a company official, saw workers reject a company call to return to work and they subsequently "terminated their services".

Former workers met near the plant again today.

Gundle's factory director, Mr Bill Golden, said the company would start filling the vacancies on Monday.

Mawu is also involved in the Gundle dispute.



Prescribed Books:

- Yeats : Selected Poetry, ed. A.N. Jeffares (Pan)
- Eliot : Collected Poems 1919-1962 (Faber)
- Men Who March Away. Poems of World War I. (Chatto/Windus)
- Lucie-Smith, E(ed): British Poetry Since 1945 (Penguin)
- Eastman : Norton Anthology of Poetry (Norton)

Recommended Reading:

- Unterecker, J : A Reader's Guide to W.B. Yeats (Thames/Hudson)
- Williamson, G : A Reader's Guide to I.S. Eliot (Thames/Hudson)
- Skelton, R(ed): Poetry of the Thirties (Penguin)
- Lawrence, D.H : Selected Poems, ed V. Sagar (Penguin)
- Press, John : A Map of Modern English Verse (OUP)p/b

Note: Students who also take Modern British Poetry may prefer to buy I.S Eliot. The Complete Poems and Plays, (Faber) p/b.

26. CONTEMPORARY BRITISH POETRY

Wed. 3.15 p.m.

Lecturer . Dr. I. E. Glenn

An introduction to contemporary British Poetry, with special emphasis on the work of Seamus Heaney, Ted Hughes, and Philip Larkin.

Prescribed Books:

- Lucie-Smith, E.D.(ed) . British Poetry Since 1945 (Penguin)
- Heaney, Seamus : Selected Poems 1945-1975 (Faber)
- Hughes, Ted : Selected Poems 1957-1967 (Faber)

Larkin, Philip . High Windows (Faber) p/b  
North Ship (Faber) p/b

B. LANGUAGE AND MEDIEVAL OPTIONS

10. \* LANGUAGE AND ATTITUDES

Lecturer: Ms. K. McCormick

In this course we shall be examining language in terms of (1) the range of functions of the language a country relative to one another speakers are perceived as a dialect, register, jargon, for example. We shall look at studies done on those findings to what is observed especially with regard to the Prescribed Books:

- Pride, J B and Holmes, J (eds) Trudgill, P Sociolinguistics (the latter book should be read)

- 10A: Thurs. 11.15 a.m.
- 10B: Thurs. 2.15 p.m.

*Sawetan 7/8/67 640 A*  
**Gundle Plastics strikers fired**

MORE than a 100 workers were fired at an East Rand factory after they had gone on strike apparently over a dispute with a company official this week. The strike at Gundle Plastics is the second to hit the factory in two months. The first was in June, and lasted for two days. The workers were fired after they had ignored an ultimatum by management to return to work. Most of the strikers are members of the Metal and Allied Workers Union (MAWU). The workers were yesterday reported to

have held a meeting near the factory over which police kept a close watch. At the meeting the workers were said to have agreed not to return to work today. Production has been affected at the large plastics factory since the strike began on Wednesday. Workers on the night shift have also joined in the strike, thus rendering themselves unemployed according to the company's ultimatum issued earlier to the other strikers. MAWU officials yesterday held a meeting with the workers.

11. \* THE ARTHURIAN LEGEND

Lecturer: Mrs R Boxall

This course explores the origins in history and in literature of the material in the Middle Ages, tradition of courtly love, under consideration include the relationship between Lancelot and Isolde, supernatural elements of the legend, those of Tennyson (example), seen particularly social and moral attitudes.


Prescribed Books:

- Vinaver, E (ed): The Works of Tennyson . Idylls of the King

Recommended Reading:

- White, T H The Once and Future King (Fontana)
- White, T H The Book of Merlyn (Fontana)
- T H White Mark Court (Penguin or Signet)

**FACTORY DEMOCRACY** (FSA) (UOa)  
Workers at the Sigma motor assembly  
plant near Mamelodi elect 41 shop ste-  
wards to represent them in negotia-  
tions with management, in terms of a  
unique new agreement negotiated by  
their union, the National Union of Mo-  
tor Assembly and Rubber Workers  
FM 7/8/81

NEGOTIATION FACT (1:00)   
Trade union demand to negotiate wages and work conditions with employers outside the official industrial council system receive a major boost as Barlow Rand's Premier Paper agrees to negotiate directly with the Fosatu-affiliated Paper, Wood and Allied Workers' Union at its Kliprivier plant  
FM 27/52 7/8/81



# Nightwatchmen

NY 10/8/81  
get 'disgusting'  
hike in wage deal

## Mercury Reporter

NIGHTWATCHMEN have been given a new wage determination which amounts to only fractionally more than 7 percent on a figure fixed two years ago.

The wage adjustment, which is now in effect, was slammed yesterday by the Federation of South African Trade Unions as 'appalling'.

Mr Ted Frazer of Fosatu said: 'It is the most disgusting determination that I've seen in my life.'

The Natal vice-chairman of the South African National Security Services, Mr Tom Connolly, said it was substantial, although still below the breadline.

But it was 'a salary these men are used to'.

The new wage determination for the trade, the first in two years, was gazetted in July and sets the minimum pay at R147 a month — an increase of R17 over the previous minimum set in 1979.

The South African Institute of Race Relations sets R205 a month as the household subsistence level for blacks in the Durban area.

Mr Frazer said Fosatu was pressing for a minimum wage of R2 an hour.

The maximum hours a security guard may work is set down by the determination at 72 a week.

The possibility of crime and/or disease was bound up with the fear of the unemployed of what might happen if the latter developed "a sense of grievance".

By 14th November, the worst was over. The Labour Bureau was closed, though the soup kitchen utensils were retained.<sup>101</sup> Middle-class Cape Town could relax for a while. Only Canon Lightfoot made the point that winter was always hard for the poor, that something permanent should be set up.<sup>102</sup> With the overt threat removed, middle-class Cape Town no longer listened.

Organisation by the Powerless - the Malay 'Riots' of 1886

It is not intended to give a detailed explanation of the causes of the 'Riots'. But the sense of powerlessness, of lack of control, must be established.

As early as 18th August 1882, Malays expressed the hope that they would be consulted as to a choice of new burial grounds, if their existing cemeteries were to be closed.<sup>103</sup> A leader in the Cape Times of 12th September, noted the fact that the Malays were worried that, if the new cemeteries were far away, they would not be able to observe their graves. On 24th October the Malay representative should be consulted response was that to Cape Town.<sup>104</sup>

Intermittently in 1886, the question of burial grounds was raised in a meeting on the cemetery who professed their having to bury their bodies stressed the urgent need to bury their bodies. On 15th January 1886, at least a postponement of the burial of the Malay workers was raised. On 24th October the Malay representative should be consulted response was that to Cape Town.<sup>104</sup>

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Nov 14/86  
Alberton  
Workers  
down tools  
Labour Reporter

About 200 workers at the Ansol Metal Co. Alberton, stopped work yesterday over a wage demand for a 60c an hour across the board increase. Ansol officials met representatives of the Metal and Allied Workers Union (MAWU) on Wednesday to discuss the demand. MAWU was told that there was already a long-service benefit scheme and that the company was considering the implementation of the Patterson grading system by which individual workers could be paid more than industrial council determinations, depending on their productivity.

5, the question of burial grounds was raised in a meeting on the cemetery who professed their having to bury their bodies stressed the urgent need to bury their bodies. On 15th January 1886, at least a postponement of the burial of the Malay workers was raised. On 24th October the Malay representative should be consulted response was that to Cape Town.<sup>104</sup>

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It is not intended to give a detailed explanation of the causes of the 'Riots'. But the sense of powerlessness, of lack of control, must be established.

By 14th November, the worst was over. The Labour Bureau was closed, though the soup kitchen utensils were retained.<sup>101</sup> Middle-class Cape Town could relax for a while. Only Canon Lightfoot made the point that winter was always hard for the poor, that something permanent should be set up.<sup>102</sup> With the overt threat removed, middle-class Cape Town no longer listened.

Organisation by the Powerless - the Malay 'Riots' of 1886

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Star 14/8/81  
140A

# Teargas used in Richards Bay strike

By Drew Forrest

A strike by about 3 000 building workers over pay has stopped construction work at Alusaf, the giant State-owned aluminium smelting plant at Richards Bay

The workers, employed by a consortium of Grinaker Construction and Murray and Roberts, went home yesterday after talks broke down between management and an elected 10-man committee

Earlier, police in riot gear used teargas twice as workers massed on the building site

Management was not available for comment but a spokesman for Fosatu's Metal and Allied Workers' Union (Mawu) said about 800 workers struck on Monday over demands for

a 45c increase in the 55c-an-hour minimum rate

The strike spread to other depots, and by Wednesday all workers building an extension to Alusaf and housing for white employees were involved

The kwaZulu Government has now been asked to intervene in the dispute

The Mawu spokesman said management was standing firm on a 13c an hour increase

Workers have rejected this because it does not compensate for general price increases and the cost of commuting from the townships of Fsih-haweni and Enseleni 25 km away

The Star's correspondent writes that more than 900 workers at Mool River Textiles have been

out on strike since Tuesday but all white employees are at work and the factory is still operating

Though it could not be confirmed with the factory management a reason given for the stoppage was that a shop steward, Mr R Mlaba, was transferred from the night shift to day shift and told to work a week's notice

The Mool River Town Clerk, Mr D McCallister, said the black workers were at their homes, and no incidents or damage had been reported.

The Star's correspondent was told today that the factory's general manager, Mr P Riding, was at a meeting

No one else at the factory would give information about the strike

not be hit by the section as it was then worded. The 1959 amendment were intended inter alia to bring such transactions within the net of the section and based on the decision in Smith's case (supra) the amendment has achieved this result.



3. Signing on (connecting) to the computer

- \* Turn the POWER switch ON and allow a 30 second warm-up for the blinking cursor to appear.
- \* Press SHIFT with CAPS to allow upper and lower case characters at the terminal.
- \* Press CTRL with X to connect the terminal to the computer.
- \* Enter your USERID/PASSWORD followed by a carriage return: eg. >demo/ztp
- \* Enter the @RUN command then RETURN. eg. >@run,/n wp,al300-c400,wp

where al300-c400 should be replaced by your own account number.

\* Enter the @CTS command:

>@cts,nq wp.

In both the above commands character name of your name must always be use

\* If the q option was not transmitted to the computer

->assume asci

3.1. Changing a password

Your password is the n unauthorised use; thus it

->@passwd ol

where 'old' is the current changed to.

519 14/8/87  
 Strikers at  
 Gundle are  
 paid off

Labour Reporter

About 100 workers who struck at the Gundle Plastics factory in Bedfordview last week have been paid off

The entire day shift laid down their tools last week — apparently because of a dispute with a company official. When they refused to return to work they were told they had "terminated their employment"

Gundle's factory director Mr Bill Golden said production was well under way again and they were employing new workers. None of the day shift strikers would be rehired, and those from the night shift involved in the strike would be rehired selectively

At the Auto Industrial firm in Kempton Park, where there was also a dispute last week, a Mawu Union spokesman said about 90 workers had been dismissed in a dispute centred on wage demands

ing your account against regularly as follows:

is what it will be

# Striking workers teargassed again

By RIAAN DE VILLIERS

POLICE again used teargas to disperse workers in Richards Bay yesterday, where about 800 employees of Ginkler Construction and Murray and Roberts have been on strike since Monday in support of pay demands.

The two firms are engaged in construction work at the giant Alusaf aluminium smelting plant.

A spokesman for the Metal and Allied Workers Union said yesterday the two companies were refusing to negotiate with the union.

However a company spokesman said negotiations were continuing.

## Demands

Meanwhile workers at Anso Products, a metal firm in Alberton, have been fired and re-hired after striking in support of pay demands earlier this week.

A spokesman for the Fosatu-affiliated Metal and Allied Workers Union in the Transvaal said yesterday the strike came after workers demanded a 60c-an-hour increase.

After consulting the company's board of directors, management offered increases from 1c to 20c plus an incentive bonus.

Workers downed tools on Thursday morning after hearing the offer.

They were later fired, but all were re-employed except for about 20 workers, most of them union shop stewards, the spokesman said.

The union and management will meet for talks next week.

Cape Town A Case Study

We have described the financing of accommodation and services for workers. The Peninsula Administration Board affords an example of such financing. The period under review is from September 1973 to March 1978. It was established in September 1973 and took over Langa and Guguletu from the Cape Town City Council and Nyanga, from the Cape Divisional Council.

As indicated above, Pen BAB draws on a narrow range of sources of finance, dependent on the consumption and thus the earnings of residents. The ability of the residents of the Cape Town locations to consume at a level able to sustain both the present quality of, and possible increases in the prices of services, is constrained by the generally low earnings of the areas. Most workers are employed, as shown earlier, in the unskilled sector. Further, because of the high proportion of migrants the population of the townships fluctuates with different levels. A drop means a decrease in the number of consumers, rent and levy payers

The insurrection of August to September 1976 brought about income instability, because of the destruction of liquor and beer outlets.

All immediate capital required for the building of housing and facilities is raised by way of state loans. These are channelled by the Department of Community Development through the National Housing Fund. The interest on these loans has been relatively low, varying according to the project concerned - on average 5% per annum. The period of loan repayment varies from 10 to 30 years (usually 30 years).

A relatively recent means of obtaining capital has been through internal loans. Areas with accumulated resources make loans to other boards in different regions. The interest rate is high, (10%) and the repayment period short. (The board use

Refuse removal constitutes an average of 10% of the expenditure on services per year, which in the light of high water and electricity costs, BAB has tried to reduce. Initially manual refuse removal was scrapped altogether. Large waste-away containers were located on street corners and residents were expected to transport and deposit their own garbage. Often streets in Langa, Guguletu and Nyanga are up to 60 houses long - considerable distances for those living in the centre of streets to carry heavy dustbins

It is noted that the refuse removal component of site rentals was not decreased during this experiment

Street led to a number of garbage accumulations, particularly in certain white areas. Collected, popovers, dressed fly and offensive about 3% of services BAB staffs the salaries and subsidies are subsidised costs are borne All council areas contribute fees, corruption, rent, etc. attendants on the running of the BAB offices (See Appendix B)

**Mercury Reporter**

ABOUT 1000 workers are on strike at the Mooi River Textiles plant following the dismissal of a shop steward on Tuesday, according to the secretary of the National Union of Textile Workers. Mr Obed Zuma

Mooi River Textile management confirmed that a shop steward had been dismissed and that the incident had led to an 'illegal strike', but refused to say how many workers were involved or if they were prepared to negotiate with the Union of Textile Workers, which according to Mr Zuma represents more than 90 percent of their work force

Mr Zuma said a delegation from the Union of Textile Workers met with management on Wednesday, and 'almost arrived at an arrangement which the union believed could have settled the matter'

But, according to Mr Zuma, the company has subsequently indicated that it would not allow any representation to be made in connection with the dismissal of the shop steward concerned

In a Press statement released yesterday, Mooi River Textiles management said no 'employees had been dismissed and they are returning to work of their own accord'

NM 15/8/81  
**Textile workers quit at Mooi River**

197  
140  
192

General expenditure annually, and this excludes the costs of beer and hall administration

The major portion of the expenditure is for the purchase of materials for the white and black townships

Loan charges reflect a high rate of interest



statement.

5. The line was mist  
<BACKSPACE> the whole  
resubmitted. The  
only the user-typed  
(compare note 6).

6. The abbreviation was  
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Finally the line was

7. To put a comment on  
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was rejected and had

8. This command lists  
TEST\*PROGS.

9. Clear the FORTRAN  
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10. Retrieve the program

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12. Print lines 1 to 100  
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13. Change all occurrence

14. Resave 'TEST' in the  
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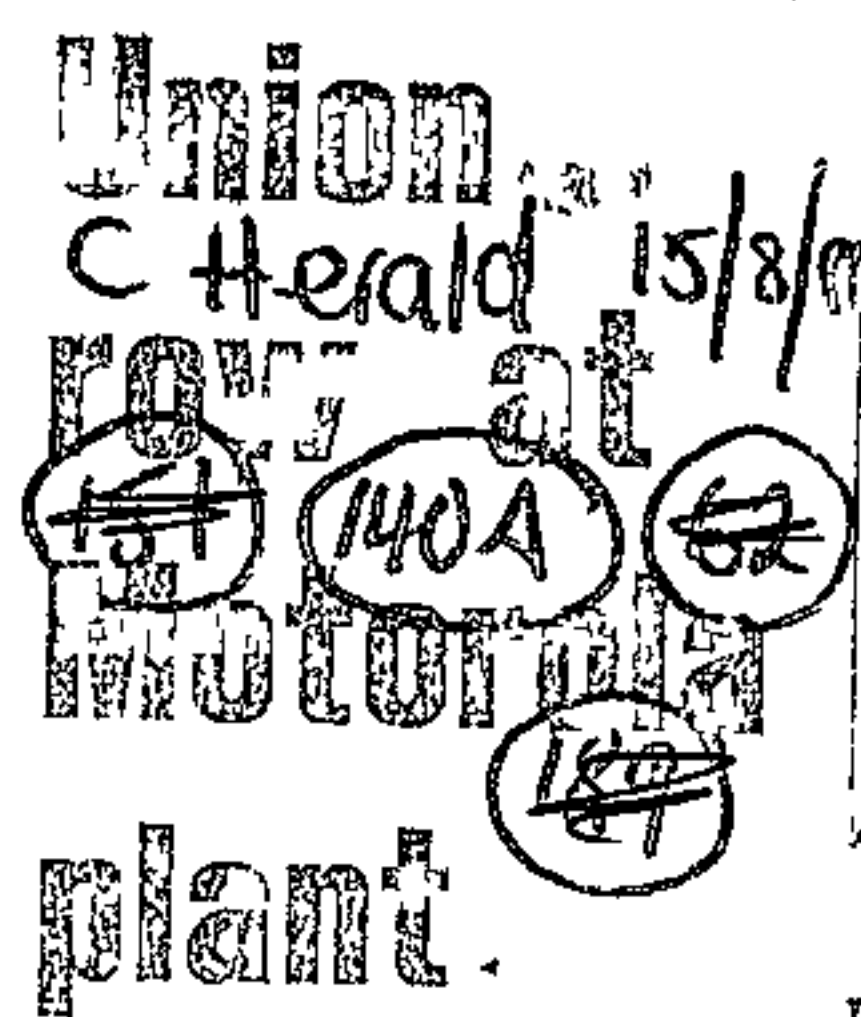
15. Exit from @CTS.

16. Remember to @TERM

6.2.3. Example 3

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M/ >JONES/AFJ  
M \*DESTROY USERI  
M \*UNIVAC 1100 O  
M/ >GRUN, N JONES  
M/ >@@CQUE <CR >



Management would not  
comment on the allega-  
tions

Motorola workers would  
meet at the weekend to  
decide on further ac-  
tion, it states

The company's attitude  
— which Mawu says it has  
encountered at only two  
other multi-nationals in  
the metal industry — was  
contrary to both the Sull-  
van Code and the guide-  
lines of the industry's  
employer body, Sesa,  
according to the state-  
ment

The union claims to  
have heard from two inde-  
pendent sources that it is  
Motorola policy would  
position issues to wide  
tion

Since then promotions  
have been given, wages at  
the plant increased and a  
great deal of effort spent  
in explaining to the  
employees the benefits re-  
ceived from the company.

But it gave no commit-  
ment to talk to the union  
once these requirements  
were met

Motorola management  
was first contacted by  
Mawu in May, the state-  
ment says, and responded  
by requesting a list of  
union members at the  
plant and a copy of the  
Mawu constitution.

The Fosatu-affiliated  
Metal and Allied Workers'  
Union (Mawu) complained  
in a statement this week  
that the company's man-  
agement has consistently  
refused to meet the union,  
in spite of Mawu's claim  
of 90 percent membership  
at its Wynberg plant

A ROW over trade union  
recognition is brewing at  
an American-based multi-  
national company, Mo-  
torola SA in Wynberg,  
Johannesburg

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compare note 5 above).  
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nging and rerunning.

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number 100).

\*SAVE command cannot be  
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A system was being heavily  
used and responses to in

ER.33R1/09 (rsi)\*  
NUP <CR >

(note 2)

# Case crucial to union cash

A COURT action in which the Federation of SA Trade Unions (Fosatu) has challenged the Government's decision last year to ban it from raising money here and abroad has been heard in the Natal Supreme Court.

Lawyers say the court's decision will have crucial implications for all organisations affected by the Fund-Raising Act.

The Act prohibits organisations from raising funds without Government permission unless they are registered welfare organisations

Judgment was reserved by the Natal Judge President, Mr Justice James, after Friday's hearing in Maritzburg

Last year, the Minister of Health, Dr L A P A Munnik, published a proclamation in the Government Gazette banning Fosatu from raising money — from either local or foreign sources

This followed a Fosatu re-

quest to the Government to allow it to continue raising money from overseas unions

As a result of the proclamation, much of Fosatu's cash has been cut off and the organisation has had to reduce offices and organising staff

Fosatu asked the court to set aside Dr Munnik's order, which would allow it to raise funds freely again

By STEVEN FRIEDMAN

17/8/81

Fosatu's counsel, Mr Chris Nicholson, argued that the proclamation was invalid because the authorities had not allowed Fosatu to make representations to Dr Munnik on why such a proclamation should not be gazetted

This, he argued, violated the *audi alteram partem* rule — by which both sides of an issue had to be heard before a legal prohibition was issued.

Counsel for Dr Munnik, Mr Jan Combrink, argued that this rule did not apply because it was overridden by the Fund-Raising Act

The proclamation was thus entirely valid, because it had been gazetted in accordance with the Act, he submitted

Lawyers say, the court's judgment will play an important role in deciding the actual right of organisations banned from raising funds in terms of the Act, which became law in 1979

14019

277

Korn

4. THE JOHANNESBURG STOCK EXCHANGE MONTHLY BULLETIN - JULY 1981

3. STOCK EXCHANGE HANDBOOK

FRAINE & MILLS: Vol 16 Sept 1961 pp. 423-434

R.E. JOHNSON: Term-Risk Structure Vol 22 May 1976 pp. 313-345

2. JOURNAL OF FINANCE:

1. J.C. VAN HORNE: FINANCIAL MARKET RATES AND FLOWS

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- 48. Thunberg, C., Travels in Europe, Africa and Asia performed between the years 1770 and 1779 Vol.1, p.40.
- 49. Theal, RCC, Vol.35, pp.138ff.
- 49a. Cape Archives BRD 17 and B0 154 item 236.
- 50. Cape Archives A602/9 Book 5: Hudson Papers.
- 51. Davids, Mosques of Bo-Kaap, pp.46 and 47.
- 52. ibid.
- 53. Aspling, Malays of Cape Town, p.4.
- 54. Davids, Mosques of Bo-Kaap, p.43.
- 54a. Eybers, Select Constitutional Documents, p.26.
- 55. Rochlin, 'Early Arabic Printing' p.52. Rochlin gives as source the S.A. Commercial Advertiser of 27 December 1828. This could not be traced. The passage, though, is a fair reflection on the political climate of the time.
- 56. Theal, RCC, Vol.28, p.38.
- 57. Thompson, Cape Coloured Franchise
- 58. Ordinance
- 59. Ordinance
- 60. Rochlin, 'E
- 61. Cape Archiv
- 62. Ordinance N
- 63. Cape Archiv
- 64. Cape Archiv
- 65. S.A. Commer
- 66. Cape Archiv
- 67. Bradlow, F.R
- 68. Davids, Mos
- 69. Davids, Mosques gives a description of the hierarchical order which emerged at the Cape: pp.124 - 126.

1/8/87  
5/17/87  
140A

## Decision later on Fosatu fund ban

(Cape Town, 1978).

n of Cape Town  
mpilers were

ardmasters.

Judgment has been reserved in a crucial Supreme Court action by the Federation of SA Trade Unions (Fosatu) which aims to restore its right to raise funds.

The application asks the Natal Provincial Division to overturn the controversial decision of the Minister of Health, Welfare and Pensions, Dr Lapa Munnik, which denied Fosatu the right to receive both local and foreign donations.

The ban was imposed in terms of Section 29 of the Fund Raising Act and was published as a notice in the Govern-

ment Gazette in June last year.

It prompted an outcry by unions in South Africa and international labour bodies.

The application filed in March this year argues that the ban was imposed without reasons being given and that Fosatu was denied the common-law right to make representations to the Minister before the notice was issued.

In his affidavit the Minister contends that under the statute he is not required to give such an audience

Mr Justice James reserved judgment after yesterday's hearing.



140A

# Strikers We were forced to go back

By RIAAN DE VILLIERS

SOME of the 800 construction workers who have been on strike at Richards Bay since last Monday returned to work yesterday

However, a union spokesman said workers claimed they had been forced to return by police. A police spokesman has denied the claim

The spokesman confirmed that 21 workers had been arrested on Friday on charges of being in possession of dangerous weapons

According to the spokesman for the Fosatu-affiliated Metal and Allied Workers' Union, policemen went to the hostels yesterday morning and forced workers into trucks and vans, and took them to work

## Foremen

According to workers, the policemen were accompanied by two foremen from the two strike-hit construction companies, Grinaker and Murray and Roberts, the union spokesman said

The union is seeking legal advice on the issue

Brigadier M J Meyer, Divisional Police Commissioner for North Natal, yesterday denied the allegations

"I would definitely have known about this if it had happened," he said.

Mr O Bornheimer, chairman of Grinaker Construction (Zulu-land), and spokesman for the two strike-hit companies, said about half the striking workers had returned to their jobs

The workers have demanded a minimum wage of R1 an hour instead of the present 55c an hour and have rejected an offered increase to 68c an hour, plus additional bonuses.

forcing single women into domestic service. The limited availability of houses excludes single residents from the most expensive form of accommodation so that their labour is reproduced on the same terms as migrants, that is the cheapest.

Where a married couple have Section 10 rights, they may proceed to apply for a house although they will have very limited choice of type, position or area. Leases are renewed on a monthly basis; in terms of Section 29 of the Urban Areas Act of 1945 no tenant of a family house may remain unemployed for more than thirty days without notifying the board. His lease may be terminated if he remains 'habitually' unemployed or, in the opinion of the board, 'is no longer a fit and proper person to reside in a Bantu residential area'. Housing has therefore become the privilege of a small minority of the population, and tenancy is linked to employment.

The system of allocation of housing therefore reinforces labour control. Further, through the creation of the BAABs the state was able to link labour allocation and worker accommodation directly.

Earlier in this paper the question was posed: 'How may political control of the working class be maintained where all workers, by virtue of their accommodation, have potential access to collective political movements?' South Africa's systems of labour control are closely linked to and dependent on institutions and processes of political repression. Not only are blacks deprived of basic political rights but the primary conditions for the organisation of the working class are undermined. The separate accommodation of migrants and Section Tenners undermines the basic unity of the working class. The location of hostels primarily in Langa and Nyanga and of family housing in Guguletu run uses the possibility of

Table 6: Increases in site - rental components April to October 1978 for the average family house

Components (1)	Costs before April 1978	Cost April 1978	% Increase	Cost Oct 1978	% Increase	Overall % Increase
Administration	R2,03	R3,05	50	R4,06	33	100
Water	R1,95	R2,93	49	R3,90	33	100
Street lighting	R0,13	R0,20	54	R0,26	30	100
Sewerage	R0,20	R0,30	50	R0,40	33	100
Street maintenance	R0,07	R0,11		R0,14	27	100
Refuse removal	R0,88	R1,32				30
Welfare service	R0,69	R1,04				30
Health service	R0,30	R0,45				0
Fire protection	R0,01	R0,02				0
School levy	R0,20	R0,60				0
Total	R6,46	R10,02				3%

Note (1) Sources. GG 30 1 76 No 4971  
GG 10 3 78 No 5911

Table 7 Increases in site - rental components

Component (1)	Cost before April 1978	April 1978 increase
Administration	79c	R1,67
Water	77c	R1,63
Street lighting	5c	R0,11
Sewerage	8c	R0,17
Street maintenance	3c	R0,06
Refuse removal	35c	R0,74
Welfare service	27c	R0,57
Health service	12c	R0,25
Fire protection	-	R0,01
Bed rental	79c	R0,79
Total	R3,25	R6,00

**Mooi River workers return**  
18/8/78  
Mercury Reporter  
WORKERS from the Mooi River Textile Plant who stopped work last week following the dismissal of a shop steward agreed to go back to work yesterday, according to a branch organiser of the National Union of Textile Workers, Mr P Fineke  
Mr Fineke said the about 1 000 workers had decided to go back to work after they had reached a deadlock with management after asking for the reinstatement of the shop steward

113

100

111

111

108

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85

(2) This program finds the values of y for  $y = 3x^2 + 2x + 5$  for values of x between 0.1 and 0.2 at intervals of 0.001, that is,  $x = 0.100, 0.101, 0.102, \dots, 0.199, 0.200$ . This gives 101 values of y, stored in array Y.

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X = FLOAT ( N ) / IE 3	
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101 values because a division operation and the loop, each sample of X will be as processor approximation to a real number might arise if X had been incremented type value, by avoiding possible approximations and offsets

S.4 DO STATEMENT Function: To initiate and

1 000 on strike at Natal plant

Own Correspondent

JOHANNESBURG — Over 1 000 black workers at the Tongaat Group's sugar mill and animal feed plant at Tongaat, Natal, went on strike yesterday morning, as worker action hit several areas of the country. The strike at Tongaat — apparently sparked by work-

ers opposition to planned legislation to freeze pension contributions — was still continuing late yesterday and a management spokesman said the company was trying to find out what had caused it.

In Pretoria about 500 workers at Packaging and Paper Industries downed tools over a pay dispute. Management said white artisans were keeping the plant running and added it hoped workers would return today.

At Richards Bay 800 striking workers decided to return to work and about 20 percent of them had returned by yesterday. A meeting between management and the Fosatu-affiliated Metal and Allied Workers Union, which will be attended by a KwaZulu Government representative is scheduled for today.

In Durban a four-day strike at Moor River Textiles ended after workers agreed to negotiate on wages with the Fosatu-affiliated National Union of Textile Workers.

He said Mr Selby Ntshindo of the Sugar Manufacturing and Refining Employees Union, which is a member of the sugar industry's industrial council, had been notified of the strike and had been asked to intervene.

Union sources said yesterday that three unions were active at the mill. Mr Ntshindo has been lauded as a "man of peace" because he has tried to bring about a settlement.

At PPI in Roslyn, near Pretoria a management spokesman said workers had struck after demanding a 100 percent pay rise which he said would constitute a 100 percent increase on starting rate.

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own Correspondent  
JOHANNESBURG — Over 1 000 black workers at the Tongaat Group's sugar mill and animal feed plant at Tongaat, Natal, went on strike yesterday morning, as worker action hit several areas of the country. The strike at Tongaat — apparently sparked by work-

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8/19/88  
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Production is returning to normal at Grinaker Construction and Murray and Roberts sites in Richards Bay where about 2000 workers struck over pay last week.

But the Metal and Allied Workers' Union (Mawu) claims the return to work after the week-long strike was largely the outcome of strikebreaking tactics by police.

On Monday, workers living in compounds in the townships of Esikhaweni and Enseleni were forced into company trucks by armed police and driven to the sites, she said.

The allegations were denied by a Richards Bay police spokesman.

She also alleged nine workers had been treated in hospital for dog bites after a police swoop on striking workers last week.

In an important breakthrough the companies have agreed to meet Mawu officials and shop stewards today to discuss demands.

Until now all negotiations have been conducted with a works council.

# VW walkout over invite to Minister

By RIAAN DE VILLIERS

SOME workers at Volkswagen in Uitenhage yesterday staged a protest walkout before the firm's new engine plant was opened by the Minister of Industries, Dr Dawie de Villiers

In a statement issued later through the National Union of Motor Assembly and Rubber Workers' Union, the walkout men accused VW management of being "completely insensitive to the feelings of the majority of its employees" in its handling of the ceremony

A union spokesman said the workers objected to a Cabinet Minister opening the plant

The statement said workers walked out at the start of the opening ceremony and refused to re-enter the building until Dr De Villiers had left

## Discussed

A VW spokesman said later the issue had been discussed with the union before the opening

It had been agreed that workers who did not wish to attend could leave beforehand, and about 50 of the 130 workers did so

Production resumed on time, he said

The spokesman said there had been "no protest walkout during the Minister's speech"

# Union status granted

By RIAAN DE VILLIERS

A PROMINENT East Rand firm, Henred Fruehauf, has agreed to recognise the Fosatu-affiliated Metal and Allied Workers' Union

The recognition agreement was signed yesterday after months of negotiations and comes in the wake of a recent strike by workers at the firm's Wadeville plant

In a joint statement, the parties said they regarded the agreement as a "positive step forward" in their industrial relations

The agreement provides for a "mutual commitment to industrial peace", procedures for grievance and dispute resolution, a disciplinary procedure and "joint involvement" in matters affecting health and safety

It also provides for the recognition and accreditation of shop stewards who will be given time off for union business

The union and its shop stewards will be regarded as the sole bargaining agent for union members

The union gains check-off facilities as well as access to company premises and notice boards



# 2 500 out as strike at food company spreads

20/8/81

1400 157 146 194 32

By STEVEN FRIEDMAN

THE strike at the Tongaat Group's food plants in Natal spread yesterday to the egg and mushroom divisions

About 2 500 workers are now involved

The black and Asian workers involved in the strike were yesterday given an ultimatum by management to return to work or face dismissal

The strike follows unrest at the plants over proposed Government moves to freeze workers' pensions, which has prompted unrest in other factories this year

In Pretoria a strike at Paper

and Packaging Industries in Rosslyn was settled yesterday when 500 strikers agreed to return to work pending negotiations with management by their works council on pay and other demands

Fosatu's Metal and Allied Workers' Union yesterday met managements of Grinaker and Murray and Roberts in Richards Bay following a week-long strike by their entire workforce, reports RIAAN DE VILLIERS

A union spokesman said management was willing to recognise Mawu if it proved it was representative

The union has raised several issues, including the position of arrested workers, reinstatement of all workers, worker allegations about police action during the strike and wage demands, which management said it would consider

At Tongaat, riot police stood by yesterday as the company's managing director, Mr Alan Hankinson, addressed strikers and told them that if they were not at work today they would forfeit their jobs

Mr Hankinson said later workers had also been addressed by the general secretary of the Sugar Manufacturing and Refining Employees' Union, Mr Selby Ntsibande, whose members appear to be the movers behind the strike

The union has been accused of being funded by management, which Tongaat denies. Union sources claim it has taken a more militant turn of late.

The strike follows demands by workers that they be allowed to opt out of the company's superannuation fund to avoid Government legislation freezing pension contributions. Tongaat agreed to this

But workers say Tongaat insists they resign in order to remove their pension money. This, they say, means they will lose accumulated benefits.

Mr Hankinson confirmed yesterday that workers would have to resign. But he said this was a legal requirement outside company control

He said the only benefit workers would lose was a long-service bonus bequeathed to them in terms of the will of one of the company's founders

They would have to work another five years to again become eligible for the benefit

# Workers Walk out in protest over guests at engine plant function

Post Reporter

ABOVE half the workers at Volkswagen's new R15 engine plant in Uitenhage walked out before yesterday's official opening ceremony, in protest against the presence of three guests of the firm.

The three guests were the Minister of Industries, Trade and Tourism, Dr Davie de Villiers, the leader of the Labour Party, the Rev Allan Hendrickse, and the chairman of the Uitenhage Community Council, Mr Borana Tam.

According to the secretary of the National Union of Motor Assembly and Rubber Workers of South Africa, Mr Freddie

Sauls the three were invited, "despite the fact that they did not represent the workers' interests."

The protest involved about 60 of the 130 workers at the plant and lasted about an hour.

Mr Sauls said "The workers felt these people did not represent their interests, and were protesting against management's attitude in inviting them without considering their feelings in the matter."

In a statement, Nurrarwosa said the management of Volkswagen was "completely insensitive to the feelings of the majority of its employees."

The public affairs manager of Volkswagen, Mr Ruben Els, said that the company met with the union before the ceremony and agreed that workers who did not wish to attend the ceremony could leave the plant before it began.

"The ceremony started at about 11am and all the machines were switched off for about an hour," Mr Els said.

"Maybe half of the 130 workers in the plant left before the speeches but were back at their posts before the tour of the plant by the guests," he said.

20/8/81  
140A  
18A

# Mawu signs important agreement

By Drew Forrest

The Fosatu-affiliated Metal and Allied Workers Union (Mawu) achieved an important breakthrough yesterday with the signing of a comprehensive recognition agreement with the Henred Fruehauf Trailers firm on the East Rand.

The agreement, concluded after 12 months' negotiations, provides for bargaining for wages and working conditions at the company's Wadeville and Driehoek plants.

It was reached despite fears that the company might withdraw from talks after a strike last month involving 400 of its Wadeville workers.

Also provided for in the accord are

- A mutual commitment to industrial peace, and agreed procedures for grievance and dispute resolution

- Recognition of shop stewards to represent the interests of union members

Henred is the third Transvaal company to recognise Mawu and the second on the strike-hit East Rand to recognise a largely black union in recent weeks.

The East Rand is a Fosatu stronghold. An increasing number of firms there are acceding to demands from its affiliates for plant-level recognition.



Star 21/8/87  
Union may  
sign deal 40A

**Labour Reporter**

A recognition agreement between Colgate-Palmolive of Boksburg and the Fosatu-affiliated Chemical Workers' Industrial Union is likely to be signed in Johannesburg today.

It is understood that the agreement will include procedures for future negotiations and grievances.

Colgate workers struck in July after talks broke down between the CWIU and management over the union's demands for wage negotiations.

Star 21/8/87  
**Strikers  
had  
weapons**

A total of 21 Grinaker Construction and Murray and Roberts workers who went on strike last week in Richards Bay have been convicted of possessing dangerous weapons.

The Divisional Criminal Investigation Officer for Northern Natal, Brigadier Conradie Moggee, said the men were arrested on August 14 and appeared in the Empangeni Magistrate's Court on the same day.

They pleaded guilty and were each sentenced to a fine of R60 or 30 days imprisonment.

The companies have announced that all workers have been reinstated and a general wage increase of 13c an hour is to be introduced.

A spokesman for Fosat's Metal and Allied Workers Union which represents many of the strikers has described Wednesday's meeting with management as "unsatisfactory."

The companies offered to recognise the union if it proved itself representative, but refused to negotiate on the workers' R1 an hour minimum wage demand, she said.

not be hit by the section as it was then worded. The 1959 amendment were intended inter alia to bring such transactions within the net of the section and based on the decision in Smith's case (supra) the amendment has achieved this result.

EV Post 24/8/81  
(40A) (186)

# Seminar on labour laws held in PE

Post Reporter

A SEMINAR on South Africa's labour laws, attended by officials of the National Union of Motor and Rubber Workers of South Africa (Numarwosa), was held in Port Elizabeth at the weekend

The secretary of Numarwosa, Mr Freddy Sauls, said today the assistant director of the Centre for Applied Legal Studies in Johannesburg, Mr Halton Cheadle, conducted the seminar, which was attended by about 35 shop stewards and members of factory committees

Among the topics discussed were laws affecting strikes, common law agreements, industrial councils and the Industrial Conciliation Act

Mr Sauls said Numarwosa had organised a series of such seminars. The subject of the next seminar, in September, would be political economics



# 70 fired after stoppage

Sawetun 24/8/81

1400/195

**ABOUT 70 workers at Plant Protection in Brakpan were dismissed on Monday after the third work stoppage at the rubber factory in less than a month.**

The workers employed in the company's rubber lining plant, sat down on the job in protest against the dismissal of two colleagues last Friday.

In subsequent discussions with management and Department of Manpower officials, they demanded wage increases and the recognition of the Fosatu-affiliated Chemical Workers Industrial Union.

After failing to meet a management deadline for return to work, they were paid off on Monday afternoon.

Last month the same workers struck in support of wage demands. About 30 colleagues from the rubber rolling plant followed suit a few days later.

According to a union spokesman, some dismissed workers were not given their leave pay, which management had said they should collect from their union.

Management was not available for comment.

RDM 25/8/81

# Migrant workers' case resumes in Maritzburg

ABOUT 150 migrant workers yesterday crowded into the Natal Supreme Court in Maritzburg for the resumption of a case with important implications for migrant worker rights

One of the issues in the case is the right of an employer to remove a fired contract worker from a company compound without obtaining a court order.

It has been brought by 180 workers, all members of the Fosatu-affiliated Sweet, Food and Allied Workers Union, who were fired from the Union Co-Operative Sugar Mill at Dalton in Natal after a work stoppage earlier this year.

They are asking the court to order the reinstatement of their compound housing which they lost after being dismissed. They are also asking that it declare the stoppage a "lock-out" rather than a strike.

The case caused a stir earlier this year when Mr Justice Page granted an interim interdict to one of the workers, Mr Cyprian Ngewu, restraining the company from evicting him from the compound.

Lawyers said that this had established the principle that employers could not remove migrant workers from their compounds while their contracts were still in operation.

The case was originally brought by more than 40 workers, but Mr Justice Page found that the affidavits submitted by all but Mr Ngewu were incomplete.

They and 140 other fired workers then brought a new case before Mr Justice Booysens, who set the case down for a hearing on the facts, beginning yesterday.

## Labour Reporter

Yesterday's hearing was taken up with evidence by Mr Ngewu and other fired workers. Mr Anton Mostert is appearing for Union Co-Operative and Mr C Nicholson for the workers.

# Agreement

Star 25/8/81  
ends Colgate

strike

Labour Reporter

The signing of a recognition agreement between the management of Colgate Palmolive in Boksburg and the Chemical Workers Industrial Union (CWIU) has marked an end to several months of protracted dispute.

The agreement which was signed in Johannesburg last week also makes provision for grievance and disciplinary procedures between the parties as well as shop steward elections.

The dispute started over the issue of in-plant negotiations which were demanded by the CWIU while Colgate stuck to its decision to discuss wage issues only at the Industrial Council level.

There was initially a threat of legal strike action by Colgate workers and there was later an illegal strike in July when workers complained that negotiations had bogged down.



Star 25/8/81  
Brakpan (197)  
stoppage (140A)

## 70 fired

About 70 workers at Plant Protection in Brakpan were fired yesterday after the third work stoppage at the rubber factory in less than a month.

The workers, employed in the company's rubber lining plant, sat down on the job in protest against the dismissal of two colleagues last Friday.

In subsequent discussions with management and Department of Manpower officials, they demanded wage increases and recognition of the Fosatu-affiliated Chemical Workers Industrial Union.

According to a union spokesman, some dismissed workers were not given their leave pay, which management had said they should "collect from their union."

# Union leaders accuse SP of infiltration bid

Star 26/8/1 140A #13 257

**Labour Reporter**  
Police attempts to infiltrate black trade unions and entice workers to spy for them have been going on for several years, according to union leaders. The accusations came to light this month after a Kagiso woman claimed the Security Police offered her R250 a month to spy

on the Food, Beverage Workers' Union. Mrs Eneth Senare reported the matter to the union. An official of the union told The Star they were taking the matter up with the company where Mrs Senare was approached. The general secretary of the Council of Unions of South Africa (Cusa), Mr

Phiroshaw Camay, said from time to time union members had been approached by the Security Police in connection with their activities. "The Security Police have also visited our training programmes for union members," Mr Camay said. Other union federations

have also come under police scrutiny. An official of the Federation of South African Trade Unions (Fosatu) said that over the last few years several union members had been approached to spy on their unions. The Metal and Allied Workers Union (Mawu) which operates in Natal and in the Transvaal has also come under close police scrutiny. During a recent dispute at Auto Industrial in Kerinton Park, Johannesburg, a Mawu organiser was briefly held by the police and was warned that the union was being investigated. In the Eastern Cape where executive members of the unregistered South African Allied Workers Union (Sawu) were detained recently and later released, there are also union claims about police "spies".  
Police would not comment on allegations about "spies" and "b-bows".

# Overseas funds to aid local union

NM  
27/8/81  
140A

**Pietermaritzburg Bureau**  
BETWEEN R15 000 and R20 000 had come from overseas for legal proceedings brought against a Dalton sugar company by its former workers, the Supreme Court heard here yesterday

Giving evidence before Mr Justice Booysen, Mr Alec Irwin, former general secretary of the Federation of South African Trade Unions (Fosatu) said the money for the legal action had been raised by the International Food Union secretariat as well as from contributions from church bodies, students and the Sweet, Food and Allied Workers Union

## Courses

Under cross-examination by Mr Anton Mostert, SC, for the Union Co-operative Bark and Sugar Company, he admitted that in terms of legislation his union was banned from collecting funds in South Africa

The donation of money from the Sweet, Food and

Allied Workers Union had not been a contravention of the Government order he said

Fosatu, which brought the action on behalf of the workers after alleging a lock-out of the men after a strike in March, regarded the the support of international trade unions from Japan, America and Europe as 'legitimate', Mr Irwin said

Two courses were open to a South African trade union after a deadlock between workers and employers arose he said

One was a recourse to the courts and the other the bringing of international pressure to bear in an attempt to get workers reinstated or negotiations restarted

He denied that using overseas influence was an attempt to exert 'extortionist pressure' on the company involved in the dispute

There was no need to tell the overseas bodies

that the strike at Dalton had been illegal but he had told them that management had invited the workers to return to work, Mr Irwin said

The offer of management had not been accepted as workers felt they were being compelled to return to work, he said

## Union

Mr Irwin agreed his union had been banned from collecting funds by a Government notice in 1980, but said there was no evidence to suggest Fosatu funds were being used incorrectly

The union had taken the matter to the Supreme Court and the case was still being decided, he said

Mr Wilfred Masondo one of the chief complainants against the company told how the strike had developed

Workers had been told their pay would be increased from a basic 53c

to 62c an hour, but that their free food ration said to cost the company about R24 a month per worker, was to be withdrawn at the end of March

Company spokesmen had told the workers a subsidised shop would be opened on the company's premises where they could buy food at cheaper prices

The workers had not been satisfied, and at the end of March had stopped work demanding reinstatement of rations or the payment of an extra R24 per man

More than 400 workers had been arrested for failing to disperse on the orders of management and had been charged by police for trespassing

Charges were later withdrawn, but the men were told to leave the compounds where they lived and were escorted by police to remove their belongings

The hearing continues today



# Sacked workers get world backing

By STEVEN FRIEDMAN

A SUPREME Court case with important implications for migrant worker rights is attracting international trade union attention

In an unprecedented move, the International Union of Food and Allied Workers' Associations, which represents 175 unions in 62 countries, has sent a telegram to the Natal Supreme Court in Maritzburg which is hearing the case

The telegram comments on the case and supports the sacked workers in the labour dispute from which it flows

## Vital

One of the issues raised in the case is the right of an employer to remove a dismissed contract worker from compound housing without first obtaining a court order

Lawyers say this has a vital bearing on migrant worker bargaining rights

It flows out of a work stoppage at the Union Co-Operative Sugar Mill in Dalton, Natal, by members of the Fosatu-affiliated Sweet, Food and Allied Workers' Union

The workers were dismissed after the stoppage and 180 of them have now asked the court to order the reinstatement of their compound housing and to declare the stoppage a "lock-out" rather than a strike

⊙ In terms of the sub judice rule, which makes it an offence to influence a court's decision, the Rand Daily Mail cannot publish the contents of the IUF telegram

# Boksburg Dairy Limited is 600 back union

Star 28/8/61 (205) (159) (136) (110M)

In the second strike to hit the company this year, the entire African workforce at National Cooperative Dairies in Boksburg downed tools yesterday over a demand for union recognition.

The 600 workers returned to their posts at 2 pm after management had agreed to begin negotiating with the Sweet, Food and Applied Workers Union, said the union's general secretary, Mrs. Mearie Magubane.

NCD chairman Dr. M. N. Hernann claimed a large number of workers had been intimidated into joining the strike and some had been injured.

In another dispute, workers in at least two departments at Colaba

and Applied Workers Union, said the union's general secretary, Mrs. Mearie Magubane. NCD chairman Dr. M. N. Hernann claimed a large number of workers had been intimidated into joining the strike and some had been injured.

The company's managing director, Mr. Kerry Davidson, said a very small percentage of the workforce had been involved. A spokesman for the union registered General and Al-

They were back at work after three hours but were still demanding reinstatement of their colleague and recognition of the union, she said.

The strike over pensions by 250 workers at

Hulett's Mount Edgecombe sugar mill near Durban was unresolved last night.

The workers demanding the immediate liquidation of their pension funds were addressed yesterday by Mr. Selby Ntshande of the Sugar Manufacturing and Refining Employees Union.

# Vaal plants

# recognise Mawu

~~19~~ ~~187~~  
140A

By Z. B. MOLEFE

THE Metal and Allied Workers' Union (Mawu) and a Bergvlei heavy vehicle manufacturing concern, have just signed a recognition agreement which has been described as a "viable document in achieving a sound future".

The agreement concluded after 12 months of extensive negotiations,

which included union shop stewards, provides for the recognition of Mawu at the concern's Wadeville and Driehoek plants

Among other things covered in the agreement, regarded by both parties as a comprehensive document, are

- A mutual commitment to industrial peace
- Agreed procedures for grievance and dispute resolution.
- An agreed disciplinary procedure

- Joint involvement in matters affecting health and safety,
- Comprehensive statements covering the rights of both management and the union
- Procedures for the recognition and accrediting of shop stewards to represent interests of union members
- Time off to shop stewards for union business.
- The union and its shop stewards will be regarded as the sole bargaining agent for union members.
- The negotiations will be in respect of both plants and not for each plant separately.
- Agreement that where an issue was under negotiation or subject to dispute, the only recourse to the Press would be by way of mutually agreed statements

After the signing of the agreement "both company and Mawu regard the agreement as a positive step forward in their industrial relations, and regard it as a viable document in achieving a sound future relationship", their statement said



UNIVERSITY OF CAPE TOWN  
DEPARTMENT OF ACCOUNTING  
TAXATION AND ESTATE DUTY II - 1981  
COURSE OUTLINE/READING LIST 3rd & 4th QUARTER

LECTURE DATE	LECTURE NO.	TOPIC	THE INCOME TAX ACT	MEYEROWITZ	ILLUSTRATIVE EXAMPLES	TUTORIALS
10 August	17	Source	s.1 'gross income' definition paras. (ga), (k), (n), s.9, s.10(1)(w), s.22A(2), s.24A(3)	Chapter 7	-	10.4 10.6 T.1523
		Double Tax Agreements	s.108 and peruse double tax agreements noted below with emphasis on articles listed - United Kingdom Art.1,3,4,6.	Chapter 27 (skim)	Summarised table on D.T.A.	8.10 8.11 8.12

# Dairy men claim firings unfair

By STEVEN FRIEDMAN

SEVERAL of the 600 workers who took part in a strike at National Co-Operative Dairies in Boksburg on Thursday were fired yesterday - despite an undertaking to their union that they would not be sacked without prior consultation, the union's general secretary alleged yesterday

Mrs Maggie Magubane, general secretary of Fosatu's Sweet, Food and Allied Workers Union, also charged that workers had told her that they were "forced to work" yesterday by the dairy's management.

Despite repeated attempts to contact the dairy's manager yesterday, no comment on the allegations was available

The workers at the dairy struck on Thursday in support of a demand that management recognise the union. They returned to work yesterday

## Assaulted

During the strike, two workers were assaulted and seriously injured by "intimidators", according to NCD management and the company originally said it had fired all the workers and would not take back those who had been involved in the incident

Mrs Magubane said late on Thursday, however, that the dispute had been resolved. She said the company had agreed to negotiate with the union on recognition and that it had agreed that it would consult the union before firing workers.

Workers would only be fired if both parties agreed that they had been responsible for the assaults, she said.

24 August	19	Tax Planning	S.1 definition of 'South African Company' 'Republic', 'territory';	1294A, 864A, 193, 1637,	Handout on U.K. Imputation System	T.1423 T.1430
		Foreign Companies/ Foreign Transactions	definition of 'permanent establishment' in various DTA's;	548J - K, 847B.		8.9
		- S.W.A. Income				
		- Walvis Bay Residents				
		- N.R.S.T.				
		- N.R.T.I.				
		- Foreign Exchange				
		- U.K. Imputation System				

29/8/79  
'All clear'  
for Fosatu  
funds (1402)

Own Correspondent

MARITZBURG — The Judge President of Natal, Mr Justice James, yesterday set aside a Government Gazette notice signed by Dr L A P A Munnik prohibiting the Federation of South African Trade Unions from collecting funds

Fosatu had applied in December 1979 to canvass for funds but before the Director of Fund Raising had made a decision the Minister published a prohibition order

The judge said, "Even if the director refused to give Fosatu authority the union could have taken the matter further by requiring the director to state his reasons for refusing the application and the union could have taken the director's decision to an appeal committee"

# Fosatu jubilant over lifting of fund-raising ban

Spw 31/8/81  
140A

**By Drew Forrest**  
Lawyers and unionists have hailed last Friday's Supreme Court judgment setting aside the Government's controversial ban on fund-raising by the Federation of SA Trade Unions (Fosatu).

In a crucial ruling, the Judge President of Natal, Mr Justice James, declared null and void a

Government Gazette notice of June last year which prohibited Fosatu from raising funds.

Jubilant lawyers said that as the first instance in many years of a South African court acting to curb ministerial discretion, the judgment was "constitutionally very exciting"

Fosatu applied in De-

cember 1979 for permission to raise funds but before the director of fund-raising had made his decision, the Minister of Health, Welfare and Pensions, Dr Munnik, published the prohibition order.

Imposed in terms of section 29 of the Fund-Raising Act, the order appeared to cut off Fosatu's right not only to overseas donations, but also to local donations and even affiliation fees.

The order was condemned by local and international labour movements and was an issue at last year's annual conference of the International Labour Organisation.

In his judgment, Mr Justice James ruled that before imposing the ban the Minister should have applied the rule of "audi alteram partem" (hear the other side) by allowing Fosatu to make representations.

In papers filed with the Natal Provincial Division in March this year, Fosatu argued that the statute did not entitle the Minister to act at his sole discretion.

It is believed that Fosatu will now press the director of fundraising for a decision on its application. If refused, it has the right to ask for reasons and to an appeal.

The judgment is binding on single judges in Natal, says lawyers, and will have a "persuasive effect" on other divisions.

not be hit by the section as it was then worded. The 1959 amendment-  
ments were intended inter alia to bring such transactions within  
on and based on the decision in Smith's case  
t has achieved in this result.



# Court boost for Fosatu drive

Labour Reporter

THE recruiting activities of the Federation of SA Trade Unions, the country's biggest independent black union federation, have been given a major boost by a decision in the Natal Supreme Court on Friday

In judgment on an action brought by Fosatu against the Minister of Health, Welfare and Pensions Dr L. A. P. A. Munnik the Judge President of Natal, Mr Justice James set aside a Government proclamation under the Fund Raising Act which prohibited Fosatu from raising money both inside the country and abroad

The proclamation signed earlier this year by Dr Munnik dealt a serious blow to Fosatu. Like other black union groups, it relied heavily on grants from Western European trade unions to fund its recruiting work.

As a result of the proclamation Fosatu was forced to close a number of its offices and retrench several union organisers

## Support

Fosatu sources say that despite the fund-raising ban the federation's unions have shown a steady growth this year as black worker support for trade unionism has increased

They add that, since Dr Munnik's proclamation Fosatu has taken steps to sharply decrease its dependence on money raised from outside the organisation and to become financially self-sufficient

However, Mr Justice James' decision is likely to provide Fosatu with much greater financial leeway and it could herald an increase in its unions organising activity

Dr Munnik's proclamation followed a request by Fosatu to his department to grant it permission to raise money abroad

## Prosecution

The 1979 Fund-Raising Act made it an offence for any organisation which was not a registered welfare organisation to raise money without Government permission. Fosatu applied for permission because it feared prosecution if it continued raising money abroad

However, while its application was still being considered Dr Munnik's proclamation was gazetted prohibiting it from raising money — not only from foreign sources but locally as well

Some lawyers argue that the proclamation could have been used to prevent Fosatu raising money from its own affiliated unions although sources in Dr Munnik's department say that was not its intention

# Sugar mill court

## Case postponed

140A/207/344  
Stor 2/981

The case involving 180 former workers of the Union Co-Operative Sugar mill in Dalton, Natal, has been postponed in the Maritzburg Supreme Court to October 2

The workers, many of them members of the Sweet, Food and Allied Workers Union, had contested the company's decision to evict staff from their hostel after they had been dismissed

The case started in April when the union submitted an urgent application to have the men reinstated at the hostel.

400 NM 3/9/87

workers 1404

back

at plant

Mercury Reporter

THE 400 workers who downed tools on Tuesday afternoon at the International Harvester plant in Willowton, near Pietermaritzburg, returned to work yesterday after accepting a 20 percent wage increase, a spokesman for Metal and Allied Workers Union told the Mercury yesterday.

The workers requested a 30 percent increase on Tuesday to meet the rising cost of living, but after negotiating with management, agreed to accept a 20 percent increase.

Management refused to recognise the registered Metal and Allied Workers Union and the workers appointed a six-man committee which carried out the negotiations, said a spokesman for the union.


He said management first offered workers a 'bonus increase' scheme based on production, but when the workers refused this they offered them a wage increase.

The increase will come into effect in two weeks.

Police were not called out to the plant and the union spokesman said the work stoppage was characterised by the order and organisation of the workers.

A spokesman for International Harvester management confirmed that workers had returned



**UNION VICTORY** (14 Dec)   
Supreme Court judgement sets aside  
the government's ban on fund-raising

by Fosatu In judgement on an action brought by the trade union federation against Minister of Health, Welfare and Pensions Dr LAPA Munnik, Judge-President of Natal Mr Justice James set aside a Government Gazette proclamation of June last year under the Fund-Raising Act, which prohibited Fosatu from raising money inside the country and abroad **FM 4/9/81**

# Unity call at boycott meeting

CT 7/9/81  
NA 182 HSA 140A  
Staff Reporter

UNITY "of all progressive groups" was vital at "this stage of the liberation struggle", four separate speakers told a Wynberg mass rally yesterday

The rally, called by the Cape Town Wilson-Rowntree support committee, was held to muster support for a nationwide boycott of Wilson-Rowntree products and to protest against recent detentions and squatter removals

The theme of the rally was "Unity is Strength" and speakers announced a one-day support fast and a lunchtime, mass meeting to be held in St George's Cathedral today

Mr Sisa Njikalana, vice-president of the East London-based South African Allied Workers' Union, (Saawu), told the non-racial crowd of about 800 that "the people of Cape Town should use this golden opportunity to unite and forge petty differences"

"Genuine co-operation will bring the progressive movement closer together for the liberation of the oppressed and exploited people of South Africa"

## 'Worked together'

Outlining the causes and progress of the February strike and resultant sacking of 500 Wilson-Rowntree workers which led to the current boycott, he said the State, Wilson-Rowntree management and "the so-called government of the Ciskei" had worked closely together to "break the workers' solidarity"

His own detention, that of Saawu president Mr Thozamile Gqweta and of their co-workers had been part of this co-operation

He described as "nonsense" Wilson-Rowntree management statements that the 500 workers had sacked themselves by striking

He said the boycott was effective and gaining strength and Saawu had information that production had declined

since Wilson-Rowntree began employing "scab" labour

The vice-president of the National Union of Motor and Rubber Workers of South Africa Mr Jack Dumpies, said trade unions could be effective only if they were "ruled by the workers and not the bosses"

The Cape branch of the Garment Workers' Union was one of these "puppet unions" and would never be "part of the liberation struggle until the workers took the decisions"

The president of the University of the Western Cape Students' Representative Council, Mr Mike Mulligan, greeted the rally in the "name of Nelson Mandela and all prisoners of apartheid"

He said detentions and deaths in detentions were a symptom of a government which "ruled in fear and panic" but would not stop the "people from marching forward to liberation"

## 'Inspiration'

The workers at Wilson-Rowntree and "our leaders languishing in prisons throughout the country and on Robben Island" would be an "inspiration to us", he said

A spokesperson for the Nyanga squatters said "If you ask me to speak about the squatters you are asking me to relate my life history, because I have been a squatter from birth"

She said squatters "do not come out of the blue, they are created by the government and its laws"

Citing sections of the Freedom Charter, she said South Africa must "prepare for a situation where the workers will govern and there will be houses and security for all"



UNIVERSITY OF CAPE TOWN  
DEPARTMENT OF ACCOUNTING

TAXATION AND ESTATE DUTY II - 1981

COURSE OUTLINE/READING LIST 3rd & 4th QUARTER

LECTURE DATE	LECTURE NO.	TOPIC	THE INCOME TAX ACT	MEYEROWITZ	ILLUSTRATIVE EXAMPLES	TUTORIALS
10 August	17	Source  Double Tax Agreements	s.1 'gross income' definition paras. (gA), (k), (n); s.9, s.10(1)(w), s.22A(2), s.24A(3) s.108 and peruse double tax agreements noted below with emphasis on articles listed United Kingdom Art.1,3,4,6,9,10,11,14,22. United States Art. IV, V, VI, Germany Art.4,7,8,9,12,20. Switzerland Art. X, XI, XII, XXII.	Chapter 7	The Fosatu-affiliated Metal and Allied Workers Union (Mawu) has taken another important step forward by winning clear victories in referendums aimed at testing its support at two East Rand firms.  Of the 324 votes cast by workers at Chloride Batteries in Benoni more than 70 percent favoured representation by the union, according to an Mawu spokesman. The company had tested the paid-up membership of the union and had agreed to begin recognition talks, he said. Chloride, a British-based multinational, has already recognised the rival SA Allied Workers Union (Saawu) after referen-	10.4 10.6
17 August	18	U.P.T. (including foreign companies)	ss. 48 - 53, 28bis, 37A		dums at two of its Eastern Cape plants. And at the Boksburg-based Light Castings, 68 out of 88 workers gave their votes to Mawu in a referendum	8.9
24 August	19	Tax Planning Foreign Companies/ Foreign Transactions - S.W.A. Income - Walvis Bay Residents - N.R.S.T. - N.R.T.I. - Foreign Exchange - U.K. Imputation System	S.1 definition of 'South Company' 'Republic', 'territory', definition of 'permanent establishment' in various DTA's; ss.28bis,37A,30,31,24B.	Chapter 25, 25A, Chapters 25, 25A, 548J - K, 847B.	SUCCESSSES The union has had a steady run of successes this year on the East Rand, where it boasts half its national membership. Mawu recently signed a formal recognition agreement with Henred Fruehauf Trailers and has won referendums at three other companies - Hendler and Hendler, Vaal Metal Pressings, both in Boksburg and Stonestreet and Mandeen in Elandsfontein	8.9

Star 7/9/81  
Union scores two clear victories



ST. 10/9/51  
Union campaign  
to expose Ciskei  
Staff Reporter

TRADE unionists are to launch a campaign in Cape Town this month aimed at exposing the true meaning of 'freedom' in the Ciskei

This follows the arrest of 205 East London trade union members by the Ciskeian authorities on Sunday — the biggest swoop ever on South African trade unionists

Four trade unions yesterday issued a joint statement accusing the South African Government of "orchestrating the campaign being waged against trade unions in East London"

The unions called on the Minister of Manpower Utilization, Mr Fanie Botha, to issue instructions for their release

In a joint statement the General Workers Union, the Federation of South African Trade Unions, the Food and Canning Workers Union and the South African Allied Workers' Union, announced that a meeting would be held in Cape Town on September 26 to mark the beginning of "an active campaign to expose to our members and the general public what 'freedom' in the Ciskei really means"

Representatives of the unions met on Tuesday night and expressed their 'strongest condemnation' at the arrest of the trade unionists, who were returning to Mdantsane in the Ciskei after attending a report-back meeting on the recent trade union summit in Cape Town

160.  
 $\bar{X} = 119.81$   
 $\bar{X} = (1,98)$   
 The mean of the pay R1-m pensions

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 $UCL = \bar{X} +$   
 $= 2,01 +$

$$LCL = \bar{X} - 3\bar{r} / (d_2 \sqrt{n}) = \bar{X} - A_2 \bar{r}$$

$$= 2,01 - 3(0,16) / (2,326 \cdot \sqrt{5}) = 2,01 - 0,58(0,16)$$

$$= 1,92$$

**Labour Reporter**  
 The Ford Motor Company in Port Elizabeth may have to distribute about R1-million in pension payouts as the result of labour unrest earlier this year.

Companies in the Eastern Cape have been hit by pension-related disputes because workers fear proposed pension legislation being introduced by the Government. Ford workers also struck at the Cortina plant in Port Elizabeth in May over a dispute with

the nearby Firestone plant. Hundreds of workers at Ford chose to withdraw their pension funds.

**GRACE PERIOD**

However, under the rules of Ford's pension fund, workers have a six-month period of grace to return to the fund without any loss of benefits.

Ford's industrial relations officer, Mr Fred Ferreira, said it could cost the company about R1-million in pension payouts if workers chose not to reapply

value of  $\bar{r}$ .

$$\hat{\sigma} = 0,16 / 2,326 = 0,0688$$

$$= (7.3)$$

TABLE 7.2 FACTORS GIVING UNBIASED ESTIMATE OF  $\sigma$  FROM  $\bar{r}$ †

Number of observations in subgroup			Factor for estimating $\sigma$ from $\bar{r}$ (multiplies $\bar{r}$ by $1/d_2$ )		
$n$	$A_2$	$d_2$	$n$	$A_2$	$d_2$
2	1,880	1 128	22	0,167	3 819
3	1,023	1 693	23	0,162	3 858
4	0,729	2 059	24	0,157	3 897
5	0,577	2 396	25	0,153	3 931
6	0,483	2 534	30		4 086
7	0,419	2 701	35		4 213
8	0,373	2 847	40		4 322
9	0,337	2 970	45		4 415
10	0,308	3 078	50		4 498
11	0,285	3 173	55		4 572
12	0,266	3 258	60		4 639
13	0,249	3 336	65		4 699
14	0,235	3 407	70		4 755
15	0,223	3 472	75		4 806
16	0,212	3 532	80		4 854
17	0,203	3 588	85		4 898
18	0,194	3 640	90		4 939
19	0,187	3 689	95		4 978
20	0,180	3 735	100		5 015
21	0,173	3 778			

† Adapted by permission from E. L. Grant, "Statistical Quality Control," 3rd ed., McGraw-Hill Book Company, New York, 1964

The values of  $\bar{X}$ , the UCL and the LCL and the sample means are plotted in Figure 7.2

Sowetan 13/7/81 20  
140A

# Labour course for workers

TEN black trade unionists have completed a labour studies course at the University of the Witwatersrand run by the university's Centre for Continuing Education for the Federation of South African Trade Unions.

Fosatu said in a press statement it had contracted with the centre to establish the course which it intends to run twice annually.

"Fosatu believes it is an important development in a country where educational activities are divided unequally on a racial basis.

"Fosatu believes that by pioneering this course, the kind of education which is normally reserved for the sons and daughters of management is now available to workers.

"The course is designed to give active trade unionists a theoretical background to the social, economic and political dimensions of

trade unionism and the working class movement.

"In the introductory section of the three weeks, participants deal with the development of the factory system, the growth of trade unions in Europe, America and South Africa and look at some of the problems associated with the growth of the union movement.

"The advanced course of one week looks at the development of the South African economy and at the interaction between the State and the union movement since the Second World War."

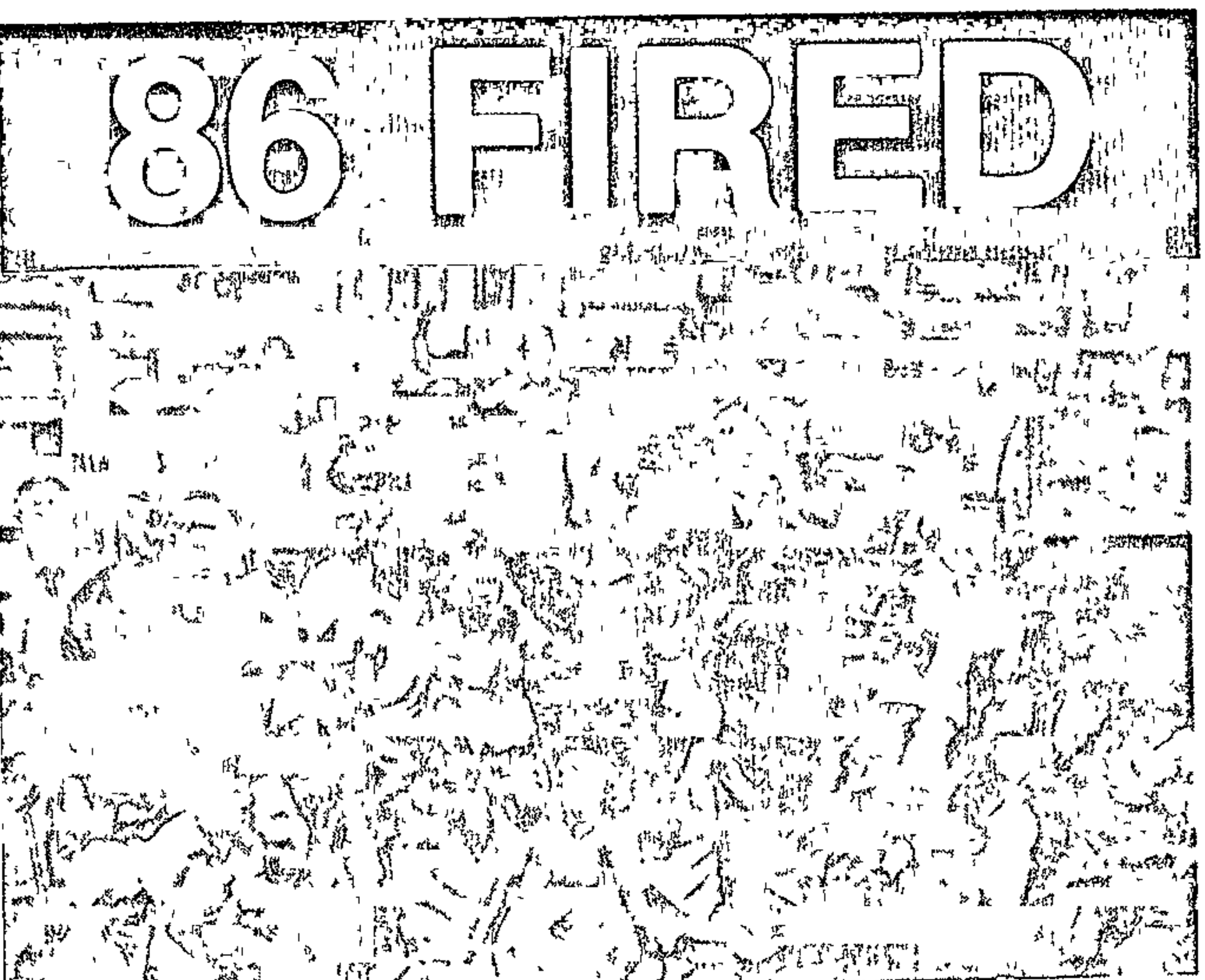
Fosatu said 10 participants, selected on a regional basis by each Fosatu region, would attend each course. The participants use the university residences.



SOC

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**DISMISSED:** The 86 dismissed workers assembled outside the offices of Fosatu in the city. *Photo: JURAS NGWENYA*

**EIGHTY-SIX** workers at Poolquip Industries in Bramley were dismissed this week for downing tools in protest against the firing of 11 colleagues.

The workers said they were removed from the company's premises in 11th Street, Kew, in a police kwela-kwela and driven to the Bramley police station where they were warned to stay away from the firm.

The chairman of the workers' committee, Mr Caiphus Seromo, said the mass dismissal was a sequel to the management's refusal to cooperate with the committee.

He said a director, a Mr Horn refused to allow the printing of sufficient copies of the committee's constitution, and when he was pressed to meet the workers, he "decided to fire 11".

Mr Seromo, who was among the first to be dismissed, said Mr Horn told him he was not interested in the committee's activities but only in

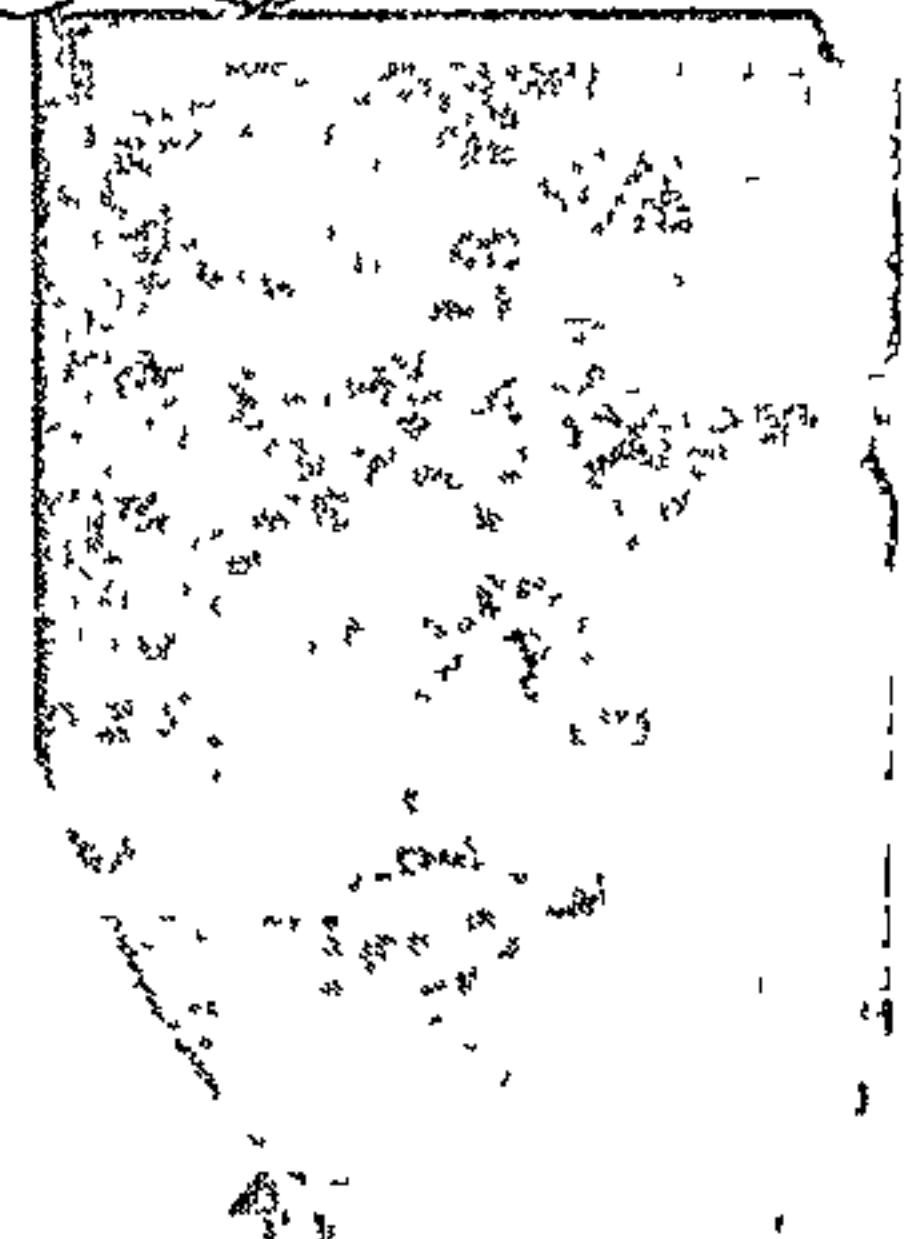
**BY CHARLES MOGALE**

production  
 "I was also told that management was not aware that it had to contact the Industrial Council if it wanted to fire us. I am sure that the first 11 to be fired were marked because of our open support for the workers' committee." Mr Seromo said.

One of the workers, Mrs Martha Day, said that when a group of workers demanded an explanation for the dismissal of their colleagues, they were told that there was nothing that could be done. All employees then decided to down tools.

They were later driven out of the premises and told they were "fired".

An official of the Federation of South African Trade Unions



**CHAIRMAN** of workers' committee Caiphus Seromo: "They refused to cooperate"

(Fosatu) said that when he approached the manager, Mr F Linda, yesterday, he was told that interested employees could start work again next week. Those who did not feel like it could pick up their pay packets.

Mr Linda told SOWETAN: "We have no comment."

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11. Discuss in the South African context, what you consider to be the meaning of "women's emancipation".

# Strikers fired and company 'closes'

RDM 18/9/81 1407  
189

A WYNBERG firm, Poolquip, has fired its entire workforce after a strike and told workers it is closing down, a Fosatu spokesman claimed yesterday. But he said workers doubted this as management had said it would re-hire workers on Monday.

A Fosatu workers' spokesman said the workers — about 90 — were fired after a stoppage on Tuesday and Wednesday in protest at the retrenchment of workers and disbanding of their works committee.

He claimed that the retrenchments had been carried out in violation of an industrial council agreement and said some of them were members of the project, which aims to organise workers and then channel them to Fosatu unions.

## Petition

Attempts to reach the company's managing director for comment were unsuccessful yesterday.

The Fosatu spokesman, Mr Aaron Thlobejane, said Poolquip workers had signed a petition in August asking for the establishment of an official works committee.

He said the company had

## Labour Reporter

agreed and a committee had been elected.

However, he alleged that when workers asked for additional copies of the committee's constitution, management had refused.

The company had then disbanded the works committee 'a move which angered workers

Last week some of the workers were retrenched.

"The other workers refused to accept this and they were sent home early on Tuesday. But on Wednesday they were told that they were all being fired and that the company was closing.

"We are not sure about the closing down story as management has said that any worker who wants to continue working can claim his job back on Monday," Mr Thlobejane said.



STA 19/9/87  
**Boksburg**  
**strike**  
**is over**

Eight dismissed workers have been reinstated and their workload reduced after a strike by the 130-strong workforce at Mine Steel Products, Boksburg

The dispute began when pairs of workers were required to carry 80 kg boxes of sand to the moulding line, instead of the 42 kg boxes previously used, said a spokesman for the Metal and Allied Workers Union (Mawu).

When four workers refused to carry the boxes — saying that extra hands were needed — they were dismissed, the spokesman said. Replacement workers were dismissed in similar circumstances, and, on Wednesday morning, the workforce downed tools.

The spokesman said the strike ended four hours after the reinstatement.



# 2000 down tools at Secoy spate of unrest

Pitch labour unrest has erupted on the state's East Coast, with strikes involving about 2300 metal workers at two separate factories in Wadeville, near Germiston.

A spokesman for the South African Workers Union said more than 2000 workers at Secoy Metals, an Anglo American subsidiary, walked off the job yesterday.

Management refused to comment, but the union spokesman said the strike appeared to be a sequel to a work stoppage in one department last Friday. This had been sparked by the dismissal of a worker after a fight involving a white foreman.

Management had agreed to review the dismissal, and workers had clocked in as usual yesterday. Shortly afterwards, all

departments had downed tools, the spokesman said.

At National Spring Manufacturers about 300 workers — also mainly Mawu members — returned to work yesterday afternoon after a two-day review of the dismissal of two colleagues.

A company spokesman said the strike had been the result of a "misunderstanding". Talks with workers' representatives were under way.

Thousands of workers at the Volkswagen plant in Uitenhage today continued their boycott of the company's canteen as management held further talks with union officials.

The boycott which started last Wednesday, involves Volkswagen's entire black and coloured work force who are dissatisfied with the use of the giant catering firm, Fedics, to operate the canteen.

## ADVISORY

Workers apparently fear canteen staff will be laid off and prices for meals will be increased as a result of the catering firm's presence.

But a Volkswagen spokesman told The Star that Fedics was taken on solely in an "advisory" capacity.

He said workers were told that canteen staff would not lose their jobs and rumours that meal prices would increase to 60c a plate were "unfounded".

The Star's Durban correspondent reports that about 150 workers today downed tools at a brick-maker construction site in Sarnia, in a dispute over wages.

A spokesman for the firm said the dispute was over a wage increase which had been granted last week.

Workers felt that it was unsatisfactory but had not discussed the matter with management since stopping work today.

UNIVERSITY OF CAPE TOWN

DEPARTMENT OF ACCOUNTING

TAXATION AND ESTATE DUTY II - 1981

COURSE OUTLINE/READING LIST - 3rd & 4th QUARTER

LECTURE DATE LECTURE NO. TOPIC

THE INCOME TAX ACT

MEYEROWITZ

ILLUSTRATIVE EXAMPLES

TUTORIALS

513 - 524,	-	T.1319
765 - 786,	-	T.1409
534 - 537,	-	T.1411
1423 - 1426	-	

# Workers get access to knowledge

*Sowetan*  
160A  
23/9/81

THE Federation of South African Trade Unions (Fosatu) has signed a unique contract with Wits University to provide courses on worker economics and politics for members of their unions.

**SOWETAN REPORTER**

In the most recent edition of Fosatu Worker News the move was hailed as "a breakthrough for workers, as university resources which have so far been reserved for the sons and daughters of management, will now be available to the workers"

the history of workers in Europe, America and South Africa  
The advanced course looks at the South African economic system, Government labour policy and worker reaction to it, the newspaper reported

Each course will consist of an introductory section lasting three weeks and a one-week advanced course

The courses have been designed by a joint committee of Fosatu and university representatives

Participants will stay on the campus and will have access to all university facilities such as the libraries

Any worker interested in attending the courses should apply to Fosatu through his union

The first course deals with the development of the factory system and the history of worker organisation It examines

The relevant paras. in Chapters 9, 11, 12 and 26	-	16.10 T.1051 (b) and (c) T.1401
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21 September

REVISION

T.1424, T.1425
T.1431, T.1432
T.1525, 14.5
16.7, 16.9

EXAMINATION - OCTOBER 1981

N.B. THE TUTORIALS REFER TO 'QUESTIONS ON S.A. INCOME TAX 1980' AND THE SOLUTIONS ARE PREPARED ON THE BASIS THAT THE QUESTIONS ARE UPDATED BY ONE YEAR.

# striking workers return to work

By RIAAN DE VILLIERS

A STRIKE by more than 2 000 black workers at Anglo American's giant Scaw Metals plant in Wadville has ended following a decision by management to reinstate a black worker who was fired after assaulting a white

A company spokesman said yesterday all 2 200 of the workers returned to work on Monday night. The work stoppage started in one department on Friday and spread to the rest of the plant on Monday.

It followed an incident in which a black worker assaulted a white worker who had verbally abused him.

After an inquiry the white worker was suspended and the black worker dismissed.

## Biased

The decision was interpreted by the black work-force as being racially biased and this led to the stoppage, the spokesman said.

After consultations with the workers, management agreed to re-employ the black worker and to give him the same punishment as the white

This decision was accepted by the black workers who then returned to work, he said.

This was confirmed yesterday by a spokesman for the Metal and Allied Workers' Union, who said workers had demanded that the two workers receive the same punishment.

The union claims a membership of 1 600 at the plant.

He said the union would meet with management soon to discuss demands by the workers that the union be recognised, that the liaison committee be scrapped and that management should discuss grievances with the union shop stewards' committee instead.

Management had indicated it would not recognise the union outside the Industrial Council structure, but it seemed it might be prepared to deal with the shop stewards' committee, he added.

The company spokesman declined to comment on this.

## Conditions

The union spokesman also confirmed that all workers had returned to work at National Springs, another Wadville firm, after striking on Friday and Monday.

But he said workers had decided not to work overtime until certain conditions had been met.

One of them was that the company review the dismissal of two workers which sparked off the strike.

A company spokesman said management had had discussions with the union and would have further discussions with it and worker representatives.



**Varsity**  
Star 24/9/81  
**course for**  
**unionists**

A R20 000 contract providing courses in labour studies has been signed between the University of the Witwatersrand and the Federation of SA Trade Unions (Fosatu).

In terms of the contract, the university will stage two four-week long courses annually for Fosatu unionists — mainly shop-stewards.

About 30 men and women had already passed through the courses, a Fosatu spokesman said yesterday.

The courses cover areas such as trade union history, the development of the factory system and South African industrial law.

# Fosatu opposition to

# councils slammed

RDM 25/9/81

(34A) 140A

By STEVEN FRIEDMAN

OPPOSITION to the official industrial council system by Fosatu unions has been slammed by the director of the Confederation of Metal and Building Union, the biggest registered metal union bloc in the country, as the row between supporters and critics of the system continued

Mr Ben Nicholson of the confederation also said that although registered unions were prepared to support adaptations to the Metal Industries' Council — the biggest in the country — "we are not doing this to placate Fosatu".

His comments come after reports that Seifsa, the industries' employer federation, is considering support for adaptations to the industrial council in order to make it easier for black union critics — such as Fosatu's Metal and Allied Workers' Union — to join

Among the proposals being discussed is allowing agreements to be negotiated in smaller bargaining units and allowing some degree of direct bargaining between employers and unions

Mr Nicholson repeated earlier statements that registered unions were prepared to see changes to the council, but were opposed to factory floor bargaining outside the council system

But he said: "The changes employers are considering were suggested by us eight years ago. The fact that they are coming round to our view has nothing to do with Fosatu"

Mr Nicholson said registered metal unions "have accepted the need for changes in the system for years — we are anxious to avoid the impression that organisations like Fosatu have anything to do with our attitude"

He also attacked Fosatu unions' reluctance to join the metal council

"One of Fosatu's biggest unions sits on an industrial council in the motor assembly industry. Why are they prepared to sit on councils only when it suits them?"

Fosatu was applying "double standards", said Mr Nicholson

## Muscle

A Fosatu spokesman said yesterday that Fosatu "had never made any attempt to hide" the fact that the motor union sits on an industrial council

"But have said repeatedly that Fosatu unions will only go on to the councils when they are representative and strong enough to do so

"The motor union represents more than half the workers in the entire industry and can therefore bargain on the council with real muscle

"Another reason why the union takes part in the council is that it also has agreements with employers enabling it to negotiate directly on wages and work conditions on the factory floor, the spokesman said"

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not taken up.

DM 25/9/87  
**Sarnia  
workers  
return  
to work**

1408

**Mercury Reporter**  
THE 150 workers from a Grinaker Construction site in Sarnia near Pinetown who downed tools on Tuesday following a wage dispute returned to work yesterday.

Mr Peter Lait, the managing director of Grinaker, confirmed that the workers had returned to work and said a meeting would be arranged with the workers' committee to discuss their grievances.

The workers claimed that the management had not fulfilled promises in the recent wage increases.

They said they had been promised a 20 c-an-hour increase but had received only a 10 c increase and in some cases only 8 c.

Mrs June Nala, the secretary of the Metal and Allied Workers' Union, which claims to represent the workers, said they had returned to work only when management had agreed to negotiate with them.

She said Grinaker Construction had refused to recognise the union until they could prove they represented all the workers at all Grinaker sites in Natal.



CT 26/9/81  
Mass union  
rally today  
140 Staff Reporter

FOUR City trade union organizations have joined to convene a public meeting today to protest against continuing Ciskeian security police activity against Eastern Cape unionists

The General Workers' Union, Food and Canning Workers' Union, Cape Town Municipal Workers' Association and the Federation of South African Trade Unions (Fosatu) announced yesterday that the rally would be held at 2pm in the St. Francis Cultural Centre, Langa

# Trade unionists attack Ciskei independence

Staff Reporter

BLACK people who accepted the independence of the Ciskei were "accepting national suicide", the general-secretary of the Port Elizabeth Black Civic Organization (Pebco), Mr Sandile Manasse, said at a rally in Langa at the weekend.

The meeting was held in protest against the detention and alleged harassment of trade unionists by the Ciskei security police. About 300 people attended. It was organized by four City trade union organizations and held in the St Francis Cultural Centre.

Mr Manasse said people in Port Elizabeth had decided to ignore the Ciskei independence celebrations on December 4 and hold a morning church service instead. No buses would leave Port Elizabeth for the Ciskei.

"The Sebes and Matanzimas are the extension of our oppression. They are the puppets of the Pretoria regime. The so-called indepen-

dence of the Transkei and Ciskei has been completely and totally rejected by the majority of the people.

## 'Oppression'

"The winds of liberation are blowing in our favour. We are prepared to pay the price, no matter how great, to liberate our country. Nelson Mandela has paid the price. Steve Biko has paid the price. Only the black man can now liberate himself from the chains and shackles of oppression," Mr Manasse said.

Several speakers described harassment of trade unionists and workers in the Ciskei and called for a united front to oppose the actions of the Ciskei authorities. The detention of 205 trade unionists was condemned.

Mr Leon Mqhakayi, general secretary of the Catering and Allied Workers Union, said: "We are appealing to frustrated workers not to go to the polls to vote for

the Ciskei independence. By voting you are supporting this government."

Mrs Zola Mehlomakulu, an organizer of the General Workers' Union, said: "The government of Sebe will not mean freedom to us, but death."

## 'Choked'

She said working class people were being "choked" by homeland leaders.

Journalists were shown copies of a pamphlet distributed throughout Cape Town's black townships on Friday night indicating that the venue had been shifted to a Wynberg cinema.

The notice was signed African Food and Canning Workers' Union and General Workers' Union, but the general-secretaries of both unions denied any knowledge of the leaflet. The secretary of the Food and Canning Workers Union, Mr Jan Theron, said a number of people had been turned away from the cinema.

# Durban strike hits ships

## Labour Correspondent

A WILDCAT strike yesterday by stevedores employed by South African Stevedores Company (Sassco) could affect as many as half the vessels shipping and discharging in Durban Harbour.

At least one ship has decided to "cut and run" and instead of returning from the container terminal to her berth at Maydon Wharf, the ship was yesterday sailing for Richards Bay.

Shipping sources could not confirm the number of stevedores involved nor give details of the strikers' demands.

No-one at Sassco was available for comment.

Meanwhile, black workers at Power Steel Construction in Wadeville returned to work yesterday afternoon after striking since Friday.

The firm is the third metal plant in Wadeville to be hit by strike action within a week.

A spokesman for the Metal and Allied Workers' Union said yesterday the strike was sparked off when a foreman fired a worker after a quarrel last Thursday.



400 metal  
workers  
29/9/81  
strike in  
Boksburg

In the latest outbreak of labour unrest on the East Rand, about 400 metal workers at the Dorbyl Railway Products plant in Boksburg went on strike yesterday

Management could not be contacted, but a spokesman for Fosatu's Metal and Allied Workers Union (Mawu) said the workers were demanding a 60 cents across the board increase in their hourly wage. Most workers earned in the region of R1,18, he claimed

The demand was first raised early this month by Mawu shop stewards, but was turned down. A brief work-stoppage took place on the issue last Friday.

Workers clocked in as normal yesterday morning, then refused to leave the change-rooms, said the spokesman. He added that all the men were back on the job in the afternoon, and that management had agreed to reopen negotiations today with union officials and stewards.

The East Rand has been hit by a succession of strikes for wage increases over and above the recent industrial council award.

In June, about 1 000 workers at two Dorbyl motor component plants in Uitenhage were fired after striking in support of a R2 minimum wage

# 500 workers strike over dismissal

Sowetan 29/9/81  
152 1404 189

MORE than 500 workers went on strike yesterday at Power Steel in Wadeville, Germiston, demanding the reinstatement of a colleague they claim has been unfairly dismissed.

Mr Moses Mayekiso, organiser of the Metal and Allied Workers' Union (Mawu), of which sixty percent of the workers are members, said the trouble at the factory started on Friday, last week.

Mr Mayekiso said "The employees decided to down tools after the dismissal of a colleague by a foreman who accused him of not greeting him (the foreman) in the morning.

"The worker is said not to

By SELLO  
RABOTKATA

have greeted the foreman in the morning and when the foreman asked him why he did not greet, the worker apologised and told the foreman that he had not seen him. He was later called to the office and told that he was fired," he said.

Mr Mayekiso said the other workers had then

decided to go on strike demanding the reinstatement of the dismissed worker as they felt that it was unfair to dismiss a worker for not greeting.

Mr Mayekiso said MAWU officials were due to meet management later in the afternoon yesterday to settle the dispute.

SOWETAN could yesterday not get a comment from management as the spokesman, a Mr Pu. chip, was said not to be in

It was a spectacle far removed from the sedate meetings typical of established trade unions in South Africa.

Sixteen shop stewards and officials of the Metal and Allied Workers Union snaked on to the platform of the packed church hall, fists raised, singing — and the tumultuous four-hour dialogue with a thousand Hendler and Hendler strikers was on.

With passionate argument between platform and floor, and singing and chanting, the meeting bore striking testimony to the surge of worker militancy which has swept the East Rand in recent months.

The decisive event in raising the temperature in the area appears to have been the breakthrough of the Chemical Workers Industrial Union in the protracted Colgate-Palmolive dispute. Since then, there have been at least 20 strikes on the East Rand, many unreported.

The mood has been caught by all affiliates of the Federation of SA Trade Unions — but none more emphatically than the Metal and Allied Workers (WU).

# Worker militancy is surging on the local labour front

There has been a massive upsurge in recent months of worker militancy in the industrial areas of the East Rand. Riding the crest of the wave has been a key affiliate of the Federation of SA Trade Unions, the Metal and Allied Workers Union. DREW FORREST reports . . .

Bay and East London — not to mention the customary forms of labour dissidence on the mines.

Events on the East Rand have gone some way towards allaying criticism of Fosatu as an "economistic" body, preoccupied with shop floor issues to the exclusion of all else. After consolidating their position in the factories, all its affiliates in the area are driving roots into the townships and forging links with local community organisations.

Mawu's attitude to involvement in community issues is clear. "Community problems are workers' problems," says Mr Sebabi. He stresses, however, that the union will not take up civic grievances until it is strong enough to make its voice heard.

## Bending

The steady run of the union's successes

would enable it to negotiate with individual employer associations — some of which are more prosperous than others — rather than

one all embracing umbrella body. But the basic demand is for complete freedom to "reach house agreements" on wages and conditions with individual companies. In terms of Selfsa's controversial labour relations guidelines, all such bargaining must take place at council level.

The dramatic rise of black unions like Mawu has prompted greater employer willingness to bargain at

plant level and defy the guidelines which are now under review.

Recent negotiations between Mawu and Vaal Metal Pressings, for example, yielded a wage increase over and above the industrial council award, and Selfsa is known to have been displeased at this.

Mr Sebabi is sceptical that the revised Selfsa guidelines will meet the union's demands. Some form of plant-level bargaining will no doubt be provided for, but he fears it will be through the medium of multi-racial liaison committees, dubbed "joint consultative committees".

"African workers have special needs, and we are not interested in the JCC idea," he says. "We want shop steward recognition." He also doubts that the registered union parties to the council will concede to significant change.

Black unions assert that the existing industrial council system is unsuited to black workers' needs, and Mawu is pressing this claim with the most powerful registered union grouping — and one of the most powerful employer bodies — in the country.

The outcome of the dispute will have a crucial impact on South Africa's labour relations future.



Mawu's card-carrying membership on the East Rand has leapt by 40 percent since February, says union general secretary, Mr David Sebabi, who estimates that just under half its national membership of 25 000 is concentrated there. From its Benoni base, it has swept through Boksburg, and is increasingly a presence in Wadeville and Isaacsoort.

### "Populist"

An obvious factor in Mawu's soaring membership figures is the heavy concentration of metal and engineering concerns on the East Rand.

But of equal importance has been its distinctively "populist" style of operation, which has led one labour relations executive — who knows both unions — to compare it with the East London branch of the SA Allied Workers Union.

included at least five victories in secret ballots to test its support, recognition of shop steward committees at 12 companies and the union's third formal recognition agreement, with Herred Freuhauf Trailers

A growing number of employers are bending before the wind — but there are reservations about Mawu's performance. A spokesman for a major engineering group complained this week that the union lacks "backup power," and that "too much power is devolving from officials to shop stewards untrained in negotiating skills."

He also warned that white metal workers were feeling "insecure" because of Mawu's burgeoning influence, and that a white backlash in the factories was on the cards.

Certainly, metal workers in the Fosatu Worker Project, who are not fully organised, are known to have struck at three factories — Harvey Tiling, Eclipse Engineering, and Telephone Manufacturers of SA — and to have demanded shop steward recognition at others.

"Mawu seeks the mass participation of its membership through the general meeting, and the involvement of shop stewards in all negotiations," says Fosatu's Transvaal secretary, Mr Taffy Adler.

Stressing that strong rank and file control is a feature of all Fosatu affiliates on the East Rand, Mr Sebabi says: "Our offices are open to workers every day — and they come seven days a week, until a late hour."

Mawu's style is in part a function of its leadership. As one of Fosatu's oldest affiliates (it moved to the Transvaal from its Durban springboard in 1975) it has gone furthest in drawing factory workers into leadership positions.

### Reflex

Until his dismissal after the 1979 strike, Mr Sebabi was himself a warehouse worker at Toyota Marketing in Sandton.

But the union's approach is also a reflex to conditions in the metal industry, with its mass factories and relatively unsophisticated, volatile African workers, many of them migrants living in compounds.

Experts see a close parallel between its eruption to prominence on the East Rand and the upsurge of union support in areas like Richards

### Negotiate

Mr Sebabi acknowledges the union's manpower problem, but insists that its most daunting hurdle is the metal industry's industrial council — the largest and most powerful in the country.

Every year, registered metal unions and the Steel and Engineering Industries Federation of SA (Seifsa) — (South Africa's largest employer body outside the mining sector — meet to negotiate legally binding agreements setting minimum wages and conditions for half a million metal workers.

Now that Mawu is registered, both Seifsa and the established unions have insisted that it enter the council, which it refuses to do.

### Freedom

"How can we negotiate for the whole metal industry while representing a minority of its workers?" asks Mr Sebabi. The council, he says, must be "dismantled and rebuilt from the bottom" before the union would consider entering it.

At present, Mawu would have one vote in a 15-strong union bloc on the council, he says, which would not reflect either its strength or influence.

The union is also looking for a decentralisation of council bargaining, which

Star 30/9/81  
Stevedores

return to  
work in  
Durban

Labour Reporter

Negotiations between the South African Stevedores Services Association (Sasaco) and stevedores in Durban were held yesterday in a bid to resolve grievances which led to a one day strike on Monday

Sasaco's work force of 950 returned to work yesterday on condition management met the stevedores' liaison committee.

Eleven ships were tied up in the harbour at the Sasaco docks as a result of the work stoppage

Sasaco's chairman, Mr M Graham, said talks continued throughout the day yesterday and were scheduled again for today. He said most of the grievances centred around a "misunderstanding" about earlier agreements

The yards are also the scene of competition for union members by the General Workers Union and the Fosatu-affiliated Transport and General Workers Union

810/29/9/81  
145 1484 385 132

# Stevedores return to work after a shutdown at Durban harbour

**Labour Reporter**  
Striking stevedores employed by the South African Stevedores Services Company (Sassco) in Durban have agreed to return to work today after a shutdown at the docks yesterday.

The black workforce of about 950 workers went on strike yesterday, leaving 11 ships lying idle in the harbour.

Sassco is one of the Durban harbour's employer associations.

The stevedores agreed to return to work this morning on condition that management met their liaison committee to discuss grievances.

Sassco's chairman, Mr M Graham, said the "work stoppage" was a result of the workers' attempt to draw management's attention to their grievances, although the company did not know what these grievances were.

The Sassco yard has been the scene of much inter-union rivalry for union membership among the stevedores.

Competing for membership are the General Workers' Union, the Transport and General Workers' Union and the South African Allied Workers Union (Saawu).

The General Workers' Union (GWU) has already

obtained agreements with stevedore employer bodies in Cape Town, East London and Port Elizabeth, and Durban is seen as a key point to establish its control in this labour field.

The GWU opened its Durban office about five months ago.

The Transport and General Workers' Union, an affiliate of the Federation of South African Trade Unions (Fosatu) has recognition agreements with another Durban stevedore employer firm and is at present organising at the Sassco yards.

Saawu also has some

members and has been closely linked with the GWU in other organising drives.

The struggle for membership could end as a direct confrontation between the GWU and Transport and General

Mr Graham said the liaison committee was an elected body and could not confirm grievances relating to weekly wage demands.

Union sources in Durban said the Sassco stevedores were not happy with the committee system because it had not proved effective in representing their grievances to management.

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MR R EVANS  
R100 winner in birthday game

Test in by the end of  
MR Pat POOVS  
ident's Council con-

SK

RDM 30/9/81  
Firm 140A  
hit by 189  
wage 52  
strike 35

By RIAAN DE VILLIERS  
IN THE latest incident in a re-  
newed wave of labour unrest  
on the East Rand, workers  
have downed tools at a Derby  
plant in Boksburg in support  
of wage demands.

According to a union spokesman,  
the black work force of about  
600 went on strike last Friday  
but conditionally returned to  
work on Monday after man-  
agement had agreed to nego-  
tiate with union shop ste-  
wards and officials.

However, management turned  
down the demands yesterday  
afternoon and workers said  
they would not work today, he  
added.

The spokesman for the Fosati-  
affiliated Metal and Allied  
Workers' Union said the de-  
mand for an across-the-board  
increase of 60c an hour was  
first submitted to manage-  
ment last month.

Workers at Power Steel Con-  
struction in Wadeville struck  
on Friday and Monday after a  
worker had been dismissed.

### Stoppages

These strikes have come in the  
wake of stoppages at two oth-  
er Wadeville metal plants,  
Anglo American's Heavy Met-  
als plant and National Spring,  
an Abercom subsidiary, at the  
beginning of last week.

Meanwhile, several stoppages  
have occurred in Durban.  
About 250 black stevedores  
employed by the SA Steve-  
dores Services Company in  
Durban reportedly agreed to  
return to work yesterday  
after striking on Monday.

More than 100 workers are re-  
ported to have stopped work  
at Game discount stores in  
Durban yesterday, demand-  
ing higher wages.

According to worker sources,  
about 50 black workers at  
Crago in Durban struck yes-  
terday after management de-  
mands that they resign and  
apply for re-employment if  
they wanted to withdraw  
their contributions from the  
company's pension fund.

They said the workers returned  
to work yesterday afternoon.

Machel

frees RDM

700 (218)

LISBON - Admitting his Marx-  
ist government "made some  
mistakes" Mozambique's Presi-  
dent Samora Machel has ordered  
nearly 700 detainees to be freed  
from "re-education camps".

Quoting unspecified sources in  
Maputo, the Portuguese national  
news agency reported Mr Ma-  
chel had made the decision after  
reviewing several cases of peo-  
ple detained on a variety of  
charges.

The report said that...

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AV, SEPTEMBER 30, 1981

WIT!

fusal to stop the tour contra-  
vened the 1977 Gleneagles  
Agreement, which urged Com-  
monwealth countries to discour-  
age links with South Africa but  
stopped short of calling for an  
outright ban on sporting  
contacts.

Mr Muldoon said New Zealand  
had made it clear when the  
agreement was signed that it  
would preserve the right of  
sportsmen to make the final de-  
cision on whether to play against  
South Africans.

Mr Muldoon said it was essen-  
tial Commonwealth leaders  
knew precisely what they had  
agreed to at the exclusive Glen-  
eagles Hotel in Scotland.

"We undertook to try to per-  
suade our sportsmen to stop  
sporting contacts with..."

DD 1/10/81

# 700 walk out over CDA dismissal

EAST LONDON — About 700 workers quit the Car Distributors Assembly (CDA) plant here yesterday

Spokesmen for the National Union of Motor and Rubber Workers said the action followed the dismissal of a fellow worker

They said there had been negotiations between the union and the management of CDA, the manufacturing and assembly plant for all Mercedes-Benz vehicles in South Africa

A spokesman for the union, which is affiliated to the Federation of South African Trade Unions (Fosatu) said Mr Today Dayimani had been dismissed following a scuffle with a white worker who was not dismissed

He said that, following a

mass meeting of the union in the Kadalie Hall on Tuesday night, it was agreed to approach management with the demand that Mr Dayimani be reinstated

Workers in B plant — the truck assembly division — had downed tools from 7.30 am yesterday and refused to work until they had heard the outcome of the approach to management. The union spokesman said he had been told by management that the matter would not be reconsidered until the return of Mr Leo Borman, the managing director of CDA, who was away and who was due to return next week

At 10.30 am the full workforce in B plant, numbering about 700 workers had walked out of the factory

A spokesman for UCDD in Pretoria, of which CDA

is a subsidiary, said it would be unfair to comment until the directors had all the facts. It is understood Mr Borman will be returning to East London today

A shop steward of the union said the workers in B plant were determined to remain on strike until their demand had been met or until Mr Borman had investigated the matter

He said there had been a similar incident on Wednesday last week in which workers in the engine department had downed tools for two and a half hours following the dismissal of a colleague, who was not reinstated

A shop steward in the engine department said another 30 workers were sent home in his department yesterday after they had downed tools — DDR

140A



Star 1/10/81

# Pension pay-out 104 1404 200 150 strikers back at

## work in Mandini

Labour Reporter

Striking workers at the South African Pulp and Paper Industries (Sappi) plant in Mandini, Zululand, returned to their jobs early today after management agreed to look into their pension grievances.

The workforce of about 1 650 workers went on strike on Wednesday demanding that management repay their pension contributions

However, Sappi told workers that they could collect their contributions only if they were fired or had resigned

A return-to-work deadline was extended by Sappi until today and workers returned to the early shift on the basis of management's promise to negotiate the pension issue

Workers apparently fear impending legislation affecting pension pay-outs and the transfer of pensions

A spokesman for the Fosatu-affiliated Paper,

Wood and Allied Workers Union which represents a large part of Sappi's workforce, said workers feared and mistrusted the legislation and also criticised the presence of police at the plant.

### DEMANDS

Sappi has reportedly agreed to look into three worker demands

- Bank guarantees for the pension contributions which would be paid out when workers leave the company
- For union representatives to travel to Pretoria to meet the Registrar of Pensions and discuss legislation
- No worker dismissals as a result of the strike.

Sappi officials from the company's five Natal paper mills are meeting to discuss the pension issue

Pension-related strikes have also hit other firms in the Eastern Cape and Natal and more recently several plants in the KwaZulu group.



# Food company workers on strike over sacking

star. 1/10/81

By Drew Forrest

Labour unrest has spread to Kempton Park where the entire 550-strong African workforce of H Lewis and Company, a milling and edible oil manufacturing company in the Tongaat group has gone on strike

A spokesman for the unregistered African Food and Canning Workers Union, which claims 70 percent membership at the plant said the strike was triggered on Tuesday by the dismissal of a union committee member, allegedly for forging a clock-card

Workers decided yesterday not to return to work until management met their demand for his reinstatement, or the dismissal

of another worker accused of the same offence but not dismissed, he said

The chief executive of Tongaat Foods Mr A G Crosby, denied union charges that factory management had refused to deal with an unregistered union and that workers had been told to report for work by 8 am today, or face dismissal

"No decision has yet been taken," he said

"We met the workers' committee today and the members agreed that correct dismissal procedures had been followed," he said "It's the union which can't accept this"

Meanwhile, at Dorbyl Railway Products in Boksburg, about 400 workers went on strike yesterday

for the third time in a week in support of a demand for a 60c increase in their hourly wage

In a meeting on Tuesday with shop stewards and officials of the Metal and Allied Workers Union management had made it clear that it could not accede to the demand said Dorbyl's group industrial relations adviser, Mr Mike Beaumont

In another dispute about 170 black employees at four Game discount stores in Durban have refused to accept their dismissal after a strike yesterday

The workers are demanding the recognition of the Commercial, Catering and Allied Workers Union and a wage of R220 a month

140A

# New labour unrest flares on East Rand

By STEVEN FRIEDMAN

LABOUR unrest continued on the East Rand yesterday, with two new strikes reported in the Kempton Park area and the stoppage at Dorbyl Railway Products flaring again after workers had returned to work on Monday.

East Rand industries have experienced more than 20 strikes so far this year.

Yesterday, at-milling firm H Lewis and Company, a Tongaat group subsidiary in Kempton Park, about 560 workers, most of them members of the African Food and Canning Workers' Union, downed tools in protest at the dismissal of a colleague, according to an AFCWU spokesman

The spokesman said workers believed union members had been victimised by the company and had downed tools after a member of the union committee at the plant had been fired

Management had refused to negotiate with an unregistered union, but yesterday afternoon, a Tongaat group executive agreed to hold talks with the union and worker representatives if the workers returned, the spokesman said

## 'Threats'

"Workers have refused and want their demands met before they return. The company has now threatened to fire them, send migrant workers back to the homelands and call in police," the spokesman said

Company spokesmen could not be reached for comment

At SA Breweries' Isando plant, a management source confirmed drivers had struck briefly on Tuesday, but added "The problem has been sorted out"

At Dorbyl Railway Products' plant in Boksburg East, the 400 workers downed tools yesterday in support of demands for a 60c-an-hour increase

They had struck in support of this demand on Friday and part of Monday, but returned after management agreed to negotiate with shop stewards and officials of the Metal and Allied Workers' Union

Then negotiations broke down and workers downed tools again yesterday

Dorbyl's group industrial relations manager, Mr M S Beaumont, would not comment on yesterday's stoppage, although he confirmed it had occurred

But Mr Beaumont added Dorbyl had not been prepared to accede to demands for an increase. He said the company had already granted workers 15%-22% increases in July in terms of the metal industrial council agreement

## Training

"We pay above the statutory minimum. In addition, the company provides extensive on-site training facilities, and this year more than 80 workers have won promotion and increased earnings from this scheme. We have therefore not acceded to the request for an increase," he said

A MAWU spokesman said last night that management was to address striking workers today and the union would ask that its officials be allowed to address workers, who are remaining on company property

# Fears of more strikes hitting in Natal

Labour Reporter

ABOUT 1 700 workers at a Kwa-Zulu paper mill went on strike yesterday in reaction to the Government's proposed pension legislation

Labour unrest in Natal has spread to rural areas amid fears that the province is to be hit by a wave of strikes

At Sappi's paper mill at Mandini, KwaZulu, workers struck early yesterday and have been told they will be fired if they miss two consecutive shifts

Sappi's managing director, Mr C van As, said yesterday it was "likely" all 1 700 black workers at the mill had struck

Mr Van As said workers had demanded to withdraw from the company pension scheme as they wished to avoid the effects of planned legislation to preserve employee pension fund contributions

## No guarantees

Management had held talks with shop stewards of Fosatu's Paper Wood and Allied Workers Union and had assured workers that until the Bill became law they could withdraw paid pension contributions

"The law allows for this. But we obviously can't give any guarantees about money paid in after that because we don't know what the law will stipulate," Mr Van As said

He added that workers who missed two shifts would "dismiss themselves"

Our Durban correspondent reports that more than 300 workers at the Vryheid municipality struck yesterday in support of wage demands, but the strike was settled after a few hours

In Durban, a strike at a chain-store Game Discount World spread to a second branch and now involves about 170 workers, according to Mr Vivian Mtwa, Durban organiser of the Commercial, Catering and Allied Workers Union (CCAWUSA)

The strikers were defying an ultimatum to return to work or be fired. Mr Mtwa said the Beare group, which owns Game, had said it refused to deal with unregistered unions. Workers were demanding recognition of the CCAWUSA and wage increases

"They want a minimum of R220 a month and R60 a month increase for all workers. Management claims no worker earns less than R160, but workers dispute this," he said

A company spokesman referred queries to Game's managing director, who was not available

Five strikes have been reported in Natal this week and, although a strike by stevedores at the Durban harbour has ended, management and union sources have warned it could flare up



# Metal union alleges bid to impede talks

BY STEVEN FRIEDMAN

THE Metal and Allied Workers' Union charges it is being prevented from holding meetings with workers at Telephone Manufacturers of SA in Springs because schools and churches in the townships say police have told them not to lease their halls to the union.

Mawu also claimed in a statement yesterday that TMSA — the largest non-mining employer in Springs — was co-operating "hand-in-glove" with the police to "bust a democratic union out of the factory".

TMSA was recently hit by a strike in which Mawu unsuccessfully attempted to negotiate on behalf of workers.

Both the company and police yesterday denied the Mawu allegations.

The TMSA strike ended with the company sacking its 1 600-strong black workforce. However, all but about 200 have now returned to the plant.

In the wake of the strike, police banned all weekend meetings in KwaThema several weeks ago and arrested several workers on charges of assault.

The union said it had scheduled meetings in KwaThema with TMSA workers twice in the past 10 days — first at a church, then at a school hall.

The owners of both halls had said that since the meetings ban, police had told them not to lease the halls for meetings of TMSA workers.

## Demands

Mawu said the meetings had

## Demands

Mawu said the meetings had been called for workers to decide whether they wanted to continue to pursue demands for union recognition.

"Management is clearly trying to avoid workers making this choice, because it will mean total rejection of their favoured unions."

A police spokesman denied the union's allegations.

"We have no information of any meetings or intended meetings in halls in KwaThema. If the owners refused permission for meetings to be held, they must have done so for their own reasons," he said.

A spokesman for TMSA said the company "has absolutely no knowledge of these allegations" and added, "We categorically deny them."

In its statement, Mawu disclosed that workers charged with assault were scheduled to appear in court in several East Rand areas next month.

The union said it would assist 142 sacked TMSA workers in applications for Unemployment Insurance Fund benefits.

# 1 200 stop work over pension fund demands

Own Correspondent

DURBAN — More than 1 200 workers at Sappi Kraft's largest pulp and paper mill at Mandini, Zululand, refused to work yesterday in support of a demand to have their pension contributions paid out, according to the group's managing director, Mr E van As

If by midnight last night the final shift had not reported for duty, the total workforce of more than 1 600 men would be on strike

Mr Van As said both the 8am and 4pm shifts had refused to start work. During the afternoon management and representatives of the Fosatu-affiliated Paper, Wood and Allied Workers' Union held meetings at

which Sappi management arranged for a bank to guarantee refunds of all pension contributions to all black workers as of yesterday

'It appears that workers had been led to believe that their pension fund contributions would be frozen from today. This is not the case — it is company policy that pension contributions are paid out when workers resign, and in the last three days eight men have resigned and have been paid their pension contributions.'

In terms of the R1 500 000 guarantee from the bank whatever happens in the future, pension fund contributions paid up to yesterday's date will be paid out together with accumulated interest

to anyone who leaves the mill before retirement age

Mr Bernard Chamberlin, general manager of the mill said in a statement yesterday that the mill was operating with a skeleton staff

He said negotiations between workers, representatives of the Paper, Wood and Allied Workers Union and management had taken place over the past three weeks concerning the Government's draft Preservation of Pensions Interests Bill. Workers were concerned that the legislation would prevent them withdrawing their pension contributions if they left their jobs

The union could not be contacted for comment yesterday



# 5000 still away from work

Star 2/10/81

## Labour Staff

Nearly 10 000 workers have been involved in a wave of strikes this week. More than half of these were still away from work today, either on strike or because factories have been closed.

The centres for the unrest are Natal—where workers at three sugar mills in the Hulett's group went on strike yesterday over pension related demands — East London and the East Rand

The majority of strikes relate to proposed pension legislation affecting contribution payments, retirement and transfer of funds

Workers have demanded immediate pay-outs, mistrusting the Government proposals

Other strikes have involved issues of union recognition, worker dismissals and wage demands.

## Springs

About 1 400 workers at the Telephone Manufacturers of South Africa (Temsa) plant in Springs lost their jobs today as the result of work stoppages over the dismissal of three of their colleagues

The three were dismissed on Wednesday for playing cards while on duty and yesterday about 500 workers stopped work and called for their reinstatement

They refused to meet management's return-to-work deadline and were told they had dismissed themselves. Early today more workers joined the

# 5000 are still away from work

Star 2/10/81

## Iron Works

touched off the strike and other union allegations of white worker mistreatment of black staff at the plant

A spokesman for Hulett's expressed surprise

"We accept that workers have very real fears about possible pensions legislation," he said, "but they have pre-empted a meeting this afternoon of the industry's industrial council on the pensions issue

"This involves the Sugar Manufacturing and Refining Employees Union which represents them"

On the East Rand most of the 400 workers who struck on Tuesday at Dorbyl Railway Products in Boksburg are back at work

At another East Rand firm, H. Lewis and Com-

pany in Kempton Park, about 550 food workers who struck on Tuesday in protest against the dismissal of a union committee member have been fired

stoppage and were also told to leave the plant

Temsa's managing director, Mr Fred Williams, said the plant would probably be closed on Monday and re-engage staff on Tuesday. He added that about 2 000 workers were still at their jobs

The Hulett's walkouts at the Darnall, Amatikulu and Mount Edgecombe mills on the Natal North Coast follow hard on the heels of the pension-related strike by 1 650 workers at Sappi's Mandeni plant which was settled yesterday

## Sent home

Other outbreaks of labour unrest in Natal this week include strikes by 950 Sarco workers at the Durban docks and 170 employees at four branches of Game Discount World in Durban

In East London the production of Mercedes-Benz vehicles at Car Distributors Assembly (CDA) came to a standstill yesterday as the plant's 1 600 black workers struck and the rest of the 3 300-strong workforce was sent home.

The dispute began on Wednesday when 288 workers in the CDA truck assembly department downed tools in protest against the dismissal of a workmate

A four-hour meeting between management and representatives of Fosatu's National Union of Motor Assembly and Rubber Workers failed to settle the strike and the plant will be closed today

A joint management-union committee has been appointed to investigate the incident, which



# White Ev Post fired in 2/10/81 bid to settle 140A strike at plant

By KEITH ROSS

EAST LONDON — A white worker was fired and a dismissed black worker reinstated today in an effort to bring "justice" to the strike-hit Car Distributors Assembly plant at East London.

The strike escalated yesterday when the entire black workforce of about 1 600 men downed tools, forcing the factory to close.

The workers decided to remain on strike while the National Union of Motor and Rubber Workers of South Africa negotiated about their grievances with management.

The union is claiming that there was unjust discrimination against blacks when disciplinary measures were taken after five violent incidents at the factory in the past 20 days.

The incidents were investigated last night by the managing director of CDA, Mr Leo Borman.

A company spokesman said Mr Borman agreed with the apportionment of blame in each of the cases but felt that the disciplinary measures taken in two instances had been inappropriate.

He decided that a white man who had been suspended for three days for attacking a black should be dismissed. A black worker who had been fired for attacking a fellow black had been too severely treated, Mr Borman decided.

The worker would merely be suspended for two days.

Workers involved in all five incidents will be able to appeal today to a special committee set up at the factory after a four-hour meeting last night between CDA's management and the union.

It will have eight members, four each from the union and management.

The management team will be led by Mr Borman and the union representatives will have

Mr Cornelius Fazzi at their head.

A company spokesman said both CDA and the union had agreed to abide by the decisions of the committee investigating the incidents. All workers would be paid at 4 30pm today, but only for time worked.

White and coloured workers who had been unable to work because of the strike would also not be paid for shifts missed. The spokesman said the committee was under pressure to reach decisions today.

If no decision was reached today, the factory would remain closed on Monday.

# CDA CLOSED AS 1600 STRIKE

DD 2/10/81

140A



**EAST LONDON — Almost the entire black workforce at the Car Distributors Assembly (CDA) factory here — about 1 600 workers — went on strike yesterday afternoon.**

Following discussions between management and the National Union of Motor Assemblies and Rubber Workers a decision has been taken to close the plant today and further negotiations are due to begin this morning.

The strike followed a walk-out by workers at B plant — the truck assembly division — on Wednesday morning over the dismissal of a black worker who had been involved in a scuffle with the white senior technical foreman. Workers alleged that the man — Mr Today Dayamani — was unfairly dismissed.

The workers who struck on Wednesday gathered in the factory canteen yesterday morning and walked out again at about tea-time. A spokesman for management confirmed that they were joined by about 60 employees from the engine department who also went home.

Following consultation between the union and workers the entire black workforce walked out in the afternoon and, according to

Representatives of management and the union met late yesterday afternoon and have decided to meet again this morning as a committee consisting of four representatives of the union and four representatives of management. The management spokesman said the committee would investigate specific matters regarding the case of Mr Dayamani which had triggered the strike.

**By  
PHILLIP  
VAN NIEKERK**

It is believed that the case of Mr Wellington Tolenci Macanda who was allegedly involved in an altercation with security guards at the factory on Tuesday will also be considered. The management spokesman said a rumour had spread to the effect that Mr Macanda had died after being assaulted by the security men but this was not so.

“Mr Macanda was among

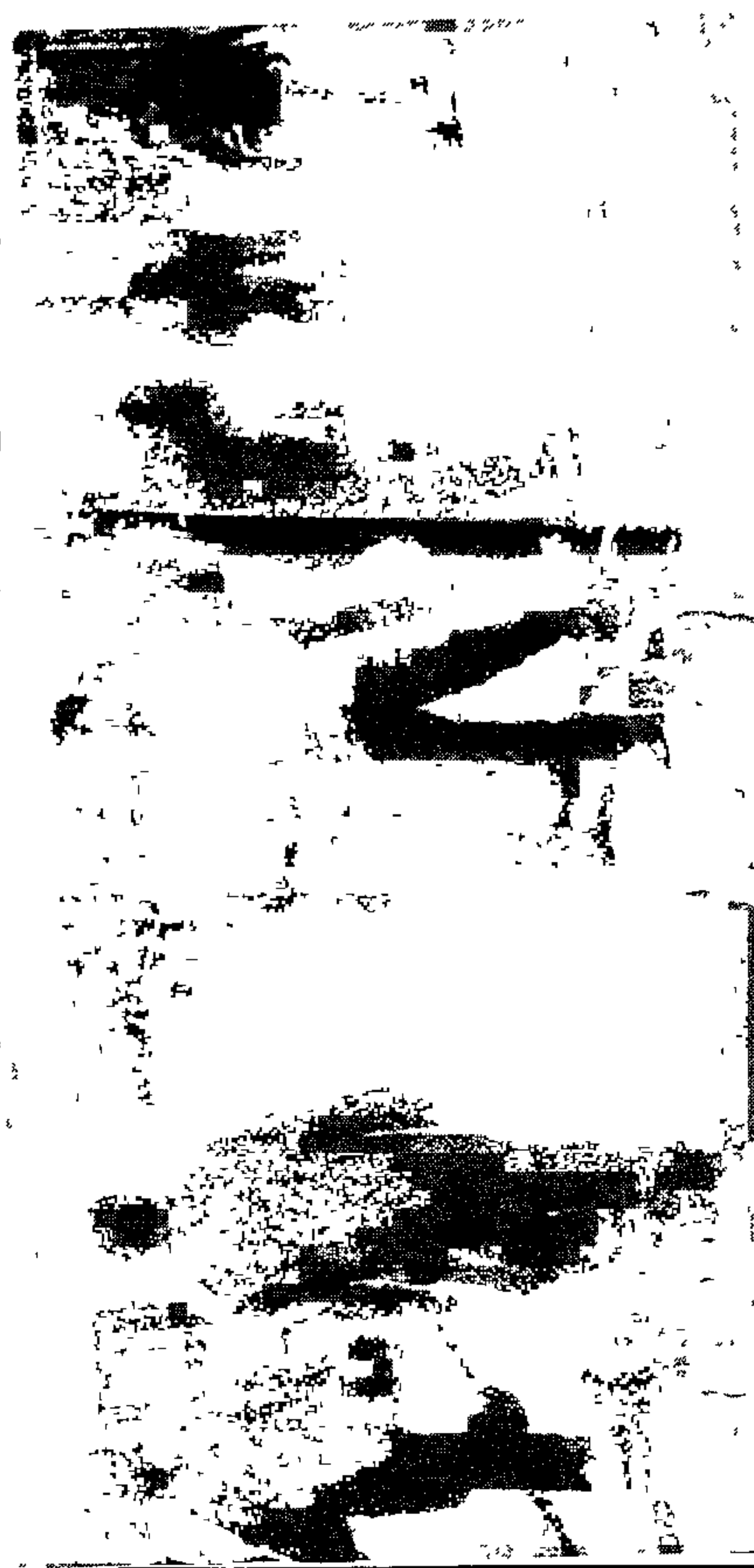
security guard who defended himself with a rubber baton.

“He was taken to Frere Hospital where he later discharged himself and, contrary to rumours that he had died, was having his bandages changed in the hospital yesterday.”

Several workers interviewed yesterday said they had attended a mass meeting at the Kadaitse Hall at 1 30 pm where it had been decided to go on strike until the issues had been resolved. They said workers had not walked out as a body but had left in dribs and drabs throughout the day until mid-afternoon when the remaining black workforce had walked out.

The management spokesman said the decision to close the plant today had been taken by the union officials who wanted no one at work while investigations were going on.

He said both management and the union had undertaken to abide by the decisions of the committee that will be meeting today.



A group of workers walk out of engine department at CDA yesterday morning

spokesman, the remaining  
1 700 coloured and white  
workers were sent home as  
well

end of last month. He was  
of redundancy. He was  
asked to leave the plant  
but refused and attacked a

the managing director of  
CDA, and three manage-  
ment officials as well as  
Mr C J Fazzie, the branch  
organiser of the union and  
three members of his ex-  
ecutive

"The union has under-  
taken to have all necessary  
witnesses available and  
management has agreed to  
reverse any decisions  
taken in the past should  
they prove unjust."

He said nobody would  
be paid for time not work-  
ed and this would include  
those who had been on  
strike since Wednesday.

There were no spokes-  
men for the union avail-  
able after the discussions  
last night



FOSATU SLAMMED

(H.D.)

Head of the biggest registered metal union, the Confederation of Metal and Building Unions, Ben Nicholson, slams Fosatu for opposing the industrial council system, saying his union's acceptance of modifications to the system is not to placate Fosatu

FM 2/10/81

# Probe as 1 600 down tools at EL car plant

The Argus  
02 OCT 1981

Argus Correspondent

140A

EAST LONDON. — A white worker was fired and a dismissed black reinstated today in an effort to bring 'justice' to the strike-hit Car Distributors' Assembly factory in East London.

The strike escalated yesterday when the entire black work force — about 1 600 men — downed tools, causing the factory to close.

The workers decided to stay on strike while the National Union of Motor and Rubber Workers negotiated their grievances with management.

The union is claiming unjust discrimination against blacks when disciplinary measures were taken after five violent incidents at the factory in the past 10 days.

The incidents were investigated last night by the managing director of CDA, Mr. Leo Borman.

## DISMISSAL

A company spokesman said Mr Borman agreed with the apportionment of blame in each of the cases, but believed the disciplinary measures taken in two instances had been inappropriate.

He decided that a white employee who had been suspended for three days for attacking a black should be dismissed.

A black worker who had been dismissed for attacking a fellow black was too severely treated, Mr Borman decided. The worker would merely be suspended for two days.

Workers involved in all five incidents will be able to appeal today to a special committee set up at the factory after a four-hour meeting last night between CDA management and the union.

## EIGHT MEN

It will consist of four members from the union and four from management.

A company spokesman said both CDA and the union had agreed to abide by committee decisions.

The committee was under pressure to reach decisions today, otherwise the factory would remain closed on Monday.

All workers would be paid at 4.30 today, but only for time worked.

White and coloured workers, who had been unable to work because of the strike, would not be

Argus Correspondents  
JOHANNESBURG.

Nearly 10 000 workers have been involved in a nationwide wave of strikes this week. Of these, more than half were still away from work today, either on strike or because factories have been closed.

Centres of the unrest are Natal, where workers at three sugar mills in the Hulett's group went on strike yesterday over pension-related demands, East

# 10 000 workers in wave of strikes

The Argus  
02 OCT

London and the East Rand

Most of the strikes are over proposed pension legislation affecting contribution payments, retirement and transfer of funds.

Workers have demanded immediate payouts, mis-

trusting the Government legislation, and in some cases companies have had to restructure pension schemes and provide guarantees.

Other strikes have involved union recognition, dismissals and wages demands.

The Hulett walkouts — at the Darnall, Amatikulu and Mount Edgecombe mills on the Natal north coast — follow on the heels of the pension-related strike by 1 650 workers at Sappis Mandini plant, which was settled yesterday.

Other outbreaks of labour unrest in Natal this week include strikes by Sassco workers at Durban docks and 170 employees at four branches of Discount World in Durban.

And in East London the production of Mercedes



05 3/10/81 (19)  
**Workers**  
**RETURN** (1407)

DURBAN — Workers returned to Sappi's Tugela pulp and paper mill at Mandini, Zululand yesterday, ending the work stoppage over pension fund contributions which started on Wednesday

A spokesman for the mill said both the morning and afternoon shifts reported for work and that the mill was fully operational

A statement released by Sappi Kraft management said the Fosatu-affiliated Paper, Wood and Allied Workers Union put forward management's proposals to workers on Wednesday night

Sappi has agreed to arrange a bank guarantee to refund pension fund contributions paid up to Wednesday to any black workers who leave the mill before retirement age

# Motor

# firm

# hit by

# all-out

# strike

By STEVEN FRIEDMAN

LABOUR unrest escalated in various parts of the country yesterday as all 1 600 workers at an East London motor plant and more than 1 000 workers at three Hulett's sugar mills in Natal struck.

On the East Rand, police stood by at the strike-hit milling company of H Lewis and management said all 560 striking workers had been fired.

In Durban union sources said a strike at Game Discount World had not been resolved. However, all 1 700 strikers at Sappi's paper mill in Kwa-Zulu have returned to work, according to the company, and strikers at Dorbyl Railway Products in Boksburg East returned to work late yesterday after a four-day strike.

Thirteen dismissed strikers at Cobra Brassworks in Krugersdorp were arrested yesterday and are expected to appear in court today, charged with "intimidating" workers in an attempt to prevent them from returning to work.

## Sent home

In East London, all 3 300 workers at the CDA plant, which manufactures Mercedes-Benz cars, struck or were sent home yesterday.

A company spokesman said the strike by about 800 workers on Wednesday had spread and all 1 600 black workers had downed tools yesterday afternoon. The 1 700 white and coloured workers were sent home.

The strike is a protest against the dismissal of a black worker who was involved in an altercation with a white foreman.

In a statement yesterday, CDA's managing director, Mr Leo Borman said he hoped the dispute could be "defused" in discussions with the union, scheduled for late yesterday.

In Natal, a Hulett's spokesman, Mr Ron Phillips, said about 1 100 black workers at three mills, Mt Edgcombe, Amatikulu and Darnall had struck yesterday in protest against proposed Government pensions legislation.

At H Lewis, a Tongaat group subsidiary, management said it had fired workers in terms of an ultimatum to return yesterday or be dismissed.

"We are already engaging new staff," Mr A G Crosby, chief executive of Tongaat Foods, said yesterday. He said management had been prepared to negotiate with the African Food and Canning Workers

Union, but only after strikers returned to work. This had been turned down.

An AFCWU spokesman said, however, that none of the strikers had yet been replaced. They still regarded themselves as company employees and refused to collect their pay, he said.

## Demanding

Workers were still demanding that a fired worker, who they believed had been victimised, be reinstated. But the spokesmen said workers decided they would return before raising two other issues — wages and union recognition.

At Dorbyl Railway Products, workers returned yesterday after management had refused to accede to their demands for a wage increase over and above that granted in terms of the metal industries' industrial council agreement.

A spokesman for Fosatu's Metal and Allied Workers Union said MAWU attempts to gain access to workers yesterday had been unsuccessful. "We believe the strike has once again demonstrated that workers reject industrial councils and other bodies foisted on them by employers," the MAWU spokesman said.

At Sappi's Mandini mill in Kwa-Zulu, all workers returned yesterday, according to Sappi managing director Mr C van As. The strike was sparked by the proposed pensions legislation.

# MERCEDES WORK GET INTO GEAR AG

~~485~~ ~~139~~ ~~135~~ ~~300~~ ~~191~~ ~~192~~ ~~152~~ ~~140A~~

Argus 3/10/81

## Weekend Argus Correspondent

JOHANNESBURG — Striking workers at the Mercedes car plant in East London will return to work on Monday after negotiations between the management and the union

The CDA Mercedes plant was one of at least six strike-hit firms across the country yesterday. More than 5 000 workers were on strike.

A spokesman for the National Union of Motor Assembly and Rubber Workers, which represents many workers at CDA, said the union agreed to call on workers to return to work.

Talks would be concluded on Monday morning, said union leader Mr Cornelius Fazzi.

About 2 600 workers were on strike at the plant, resulting in its closure. The management has warned that those who not return to work face dismissal.

Production remained at a standstill at six strike-hit factories yesterday as at least 5 000 workers in various centres continued their industrial action.

## Pensions

At the Hulett's Amatuku, Darnall and Mount Edgecombe sugar mills about 1 100 workers are still on strike in a demand for the immediate return of their pension contributions.

The industrial council for the sugar industry has decided to appoint a sub-committee to discuss the dispute on Monday.

The management of Telephone Manufacturers of South Africa (Temsa) in Springs reversed an earlier ruling that the 1 400 workers on strike at the plant had 'dismissed themselves' by ignoring return-to-work deadlines.

The dispute was touched off by the dismissal of three men on Wednesday, allegedly for playing cards on duty.

A Temsa spokesman said the plant would be open on Monday and that talks would be held with the Electrical and Allied Workers' Union and the Tucs-a-affiliated Radio, Television, Electronic and Allied Workers' Union.

## WEEKEND ARGUS CORRESPONDENT

And at the H Lewis Food Company in Kempton Park, where 560 strikers were dismissed on Thursday, the unregistered African Food and Canning Workers' Union is still seeking talks with the management.

An AFCWU spokesman appealed to the management to follow the example of other milling companies by negotiating conditions for a return to work.

The company has said it will negotiate with the union if there is a return, but has reportedly warned that 150 workers may be permanently laid off.

Thirteen workers dismissed after the recent strike at Cobra Brassware in Luipaardsvlei appeared in Krugersdorp Magistrate's Court yesterday charged with incitement to strike.

SWORRERS  
GET INTO GEAR AGAIN

140A

Argus 3/10/81



140A  
3/10/81

# Back-to-work call by union

DD 3/10/81  
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~~10/12~~

**EAST LONDON —** The local branch of the National Union of Motor Assembly and Rubber Workers has backed a call by management at the strike-hit Car Distributors Assemblies (CDA) plant here for a full return to production on Monday morning.

Yesterday Mr Leo Borman, the managing director of CDA, said full production would resume on Monday and anyone not returning to work would be regarded as having dismissed themselves.

In a statement following an all-day hearing of a joint management-union appeal committee which has been set up to look into alleged cases of unfair labour practices, the local branch organiser, Mr C Fazzi, and three members of the local union executive have recommended that workers return to work.

A spokesman for CDA said there had been a miscalculation of figures and that 2 600 workers had walked out on Thursday afternoon and not 1 600 workers as was earlier reported. He said that in the pressure of the moment management had underestimated the black workforce by a thousand.

Mr Fred Sauls, the general secretary of the union in Port Elizabeth, said the union fully backed the stand taken by the

workers in the dispute. He said the basic issue was that management had been using different criteria in dealing with black workers from those used when dealing with white workers.

It is understood that the appeals committee meeting yesterday was inconclusive as only two out of five cases involving disciplinary actions taken against workers involved in incidents of violence over the past two weeks were dealt with. The hearings will be continuing.

Mr Borman said that in two cases the guilty parties had been incorrectly disciplined and it had been decided to reinstate a black worker and fire a white worker. These cases were also subject to appeal.

He said, however, that in one case — that of Mr Wellington Mcalla — charges of assault had been laid both by Mr Mcalla and by the company security officer and that there could be no ruling until the legal aspects had been cleared up.

"Whatever the recommendations of the appeal committee CDA will commence full production on Monday morning and anybody not reporting for work will be regarded as having dismissed himself from the employ of the company.

"The practice of wildcat strikes cannot be lightly regarded as they are costly to workers as well as to the company and such strikes will in future constitute a dismissal for all concerned" — DDR

UNION -  
WELLINGTON  
McALLA -  
CHARGES  
OF ASSAULT  
LAI  
BOTH BY  
MR McALLA  
AND BY  
THE  
COMPANY  
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COULD  
BE NO  
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THE  
LEGAL  
ASPECTS  
HAD  
BEEN  
CLEARED  
UP.

# Country hit by wave of strikes

Star 3/10/81  
152  
192  
140A  
302  
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189  
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137

Union leaders have recommended that about 2 600 striking workers in East London should return to work on Monday, according to management spokesmen

The workers were among at least 5 000 who brought production to a halt at six strike hit factories in various centres of the country yesterday

A statement released last night by the management of Car Distributors Assembly in East London said the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers had re-

commended a full return to work. Union spokesmen could not be reached for comment on the management statement.

**Dismissal**  
Management announced yesterday that 2 600 workers had brought the plant — which employs 3 300 — to a standstill and that those not back at work on Monday would face dismissal

A joint committee representing management and the NUMRW sat all yesterday to hear appeals against disciplinary measures taken after five recent instances of

violence at the plant

At the start of the session, CDA Managing director, Mr Leo Borman, announced that after examining the records in the five cases, he had decided to dismiss a white worker originally suspended for attacking a black colleague, and to commute another black worker's dismissal to suspension

And at the Hulett's Amatikulu, Darnall and Mount Edgecombe sugar mills, about 1 100 workers are still on strike in a demand for the immediate return of their pension contributions

After a meeting in Durban yesterday, the industrial council for the sugar industry decided to appoint a sub-committee to discuss the dispute on Monday.

Management at Telephone Manufacturers of SA (Temsa) in Springs yesterday reversed an earlier ruling that the 1 400 workers on strike at the plant had "dismissed themselves" by ignoring return-to-work deadlines

A Temsa spokesman said the plant would open on Monday, and that talks would be held with the Electrical and Allied Workers Union and the Tucsa-affiliated Radio, Television, Electronic and Allied Workers Union

### APPEAL

At the H Lewis food company in Kempton Park, where 560 strikers were dismissed on Thursday, the unregistered African Food and Canning Workers Union is still seeking talks with management

Stressing that the workers still considered themselves in the employ of the company, an AECWU spokesman appealed to management to follow...

other milling companies by negotiating conditions for a return to work

Thirteen workers dismissed after the recent strike at Cobra Brassware in Luipaardsvlei appeared in the Krugersdorp Magistrate's Court yesterday charged with incitement to strike under the Industrial Conciliation Act



CT  
3/19/81

# Plant closes as strikes in SA escalate

Own Correspondent

JOHANNESBURG — Strikes in the country continued to escalate yesterday as Telephone Manufacturers of SA, the biggest Springs employer outside the mines closed its 3 400-worker plant after a strike in protest at dismissals

Meanwhile, the strike at Mercedes Benz manufacturers CDA in East London continued, with management disclosing that 2 600 were on strike

It was announced late yesterday that Fosatu's National Union of Motor Assembly and Rubber Workers was to recommend a return to work after talks with CDA

The 1 100 workers at three Hulett's sugar mills continued their strike over the Government's proposed pension legislation

And most of the strikers fired by Durban chainstore Game Discount World were refusing to apply for re-employment, although a management spokesman told Sapa 23 of 141 sacked workers had done so

## 'Playing cards'

At TMSA the dispute began when three workers were fired for allegedly playing cards during working hours

A TMSA spokesman confirmed that "most" black workers had refused to work, but said management believed that only the 200 had downed tools voluntarily

A spokesman for the Federation of SA Trade Unions, whose Worker Project claims a membership of 500 at the plant, disputed this account

He said worker representatives had established that the three workers had not been playing cards as alleged and that all departments joined the strike voluntarily

He alleged that workers attempted to return to the plant yesterday morning, but were prevented by company officials, and that three strikers were assaulted in the process.

"Workers asked us to negotiate on their behalf but management has refused to speak to us until Monday. We will try to talk to them then," he said

TMSA's spokesman denied any knowledge of assaults by company officials on strikers

At CDA in East London, the 2 600 black workers striking in protest at dismissals again refused to return and the 3 300-worker plant remained closed

Mr Leo Borman, CDA's managing director, said production would resume on Monday and any worker who did not report for work would have 'dismissed himself' and would have to apply for re-employment

In future, workers engaged in "wildcat strikes" rather in official union sanctioned disputes, would be fired he said

## Dismissal

Workers struck in protest at a dismissal and the NUMARW has since raised four other sackings with the company. The union's decision to recommend a return to work came after management and NUMARW had convened a joint appeals committee to examine the cases of the dismissed workers

Mr Borman announced that he had found that all the dismissals had been 'correctly carried out' but that two workers had been incorrectly disciplined. As a result one worker has been reinstated

The appeals committee was still sitting late yesterday and management was hopeful that workers would heed the union call and return

At Hulett's, hopes that an industrial council meeting would end the stoppages at the three mills were dashed as the strikes — over proposed Government pension legislation — continued yesterday

The general secretary of the National Union of Sugar Refining and Manufacturing Employees, Mr Selby Ntsibande, told Sapa the strikes appeared to have been sparked when pensions contributions were deducted from workers' September pay packets

The strikes are the second on the pensions issue to hit the three Hulett's Mills — at Amatikulu Dairfield and Mount Edgecombe, in a month



100 25/10/81  
**CDA hearings  
resume today**

~~102~~  
~~103~~  
140A

**EAST LONDON —** The joint management-union appeals committee which is investigating alleged incidents of discrimination and unfair dismissals at Car Distributors Assemblies (CDA) here will resume proceedings this morning

The committee, which comprises four members from management and four members from the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers, was set up last week following a walk-out at the plant of 2 600 workers.

Mr C Fazzi, the branch organiser of the union, said yesterday that Mr Les

Kettleas, the East Cape regional secretary from Port Elizabeth, would be joining the hearings today

Mr Fazzi said all workers would be returning this morning and that the union would report back to them on the negotiations at 5 30 pm in the Kadalie Hall in Duncan Village

He also said that the coloured workers at the plant were solidly behind the black workers and had marched out with them on Thursday. "I just want to clear up any impression that there was racial division between African and coloured workers," he said — DDR

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11

# Strikers close down major Reef factory

RDM 3-10 81  
By STEVEN FRIEDMAN

THE strike wave gripping the country this week continued to escalate yesterday as Telephone Manufacturers of SA, the biggest Springs employer outside the mines, closed its 3 400-worker plant after a strike in protest at dismissals

Meanwhile, the strike at Mercedes Benz manufacturers CDA in East London continued with management disclosing that 2 600 black workers were on strike. It was announced late yesterday that Fosatu's National Union of Motor Assembly and Rubber Workers is to recommend a return to work after talks with CDA.

The 1 100 workers at three Huletts sugar mills continued their strike over the Government's proposed pension legislation.

And most of the strikers fired by Durban chainstore Game Discount World were refusing to apply for re-employment, although a management spokesman told Sapa 23 of 141 sacked workers

had done so

At TMSA, the dispute began when three workers were fired for allegedly playing cards during working hours.

About 200 workers struck in protest on Thursday and were later fired. The strike then spread to most of the company's 1 700 black workers.

A company statement said the decision to close the factory had been taken after the 200 fired workers had refused to leave company premises and workers had become "unruly".

Yesterday morning all but one factory gate was locked and the 200 were "screened out". But they ignored management instructions to collect their pay. The factory was then closed "for safety reasons", the statement said.

A TMSA spokesman confirmed that "most" black workers had refused to work but said management believed that only the 200 had downed tools voluntarily.

According to TMSA, only the

To Page 3

Strike  
shuts

Reef  
RDM 3 10 57  
plant

From Page 1

200 workers have been fired "We will have to see what happens on Monday," its managing director, Mr Fred Williams, said

A spokesman for the Federation of SA Trade Unions, whose Worker Project claims a membership of 500 at the plant, disputed this account

He said worker representatives had established that the three workers had not been playing cards as alleged and that all departments joined the strike voluntarily

He alleged that workers attempted to return to the plant yesterday morning, but were prevented by company officials, and that three strikers were assaulted in the process

"Workers asked us to negotiate on our behalf, but management has refused to speak to us until Monday. We will try to talk to them then", he said

TMSA's spokesman denied any knowledge of assaults by company officials on strikers

At CDA in East London, the 2 600 black workers striking in protest at dismissals again refused to return and the 3 300-worker plant remained closed

Mr Leo Borman, CDA's managing director, said production would resume on Monday and any worker who did not report for work would have "dismissed himself", would have to apply for re-employment

In future, workers engaged in "wildcat strikes" rather in official union-sanctioned disputes, would be fired, he said

Workers struck in protest at a dismissal and the NUMARW has since raised four other sackings with the company. The union's decision to recommend a return to work came after management and NUMARW had convened a joint appeals committee to examine the cases of the dismissed workers

Mr Borman announced that he had found that all the dismissals had been "correctly carried out" but that two workers had been incorrectly disciplined. As a result, one worker has been reinstated

The appeals committee was still sitting late yesterday and management was hopeful that workers would heed the union call and return

At Hulett's, hopes that an industrial council meeting would end the stoppages at the three mills were dashed as the strikes — over proposed Government pensions legislation — continued yesterday



# Strikers will return to work

Sunday Tribune 4/10/81  
Tribune Correspondent

STRIKING workers at the CDA car plant in East London will return to work tomorrow after extensive negotiations between management and the workers union.

The CDA Mercedes plant was one of at least six strike-hit firms across the country yesterday. More than 5 000 workers were on strike.

A spokesman for the Fosatu-affiliated National Union of Motor

Assembly and Rubber Workers, which represents many workers at CDA, said the union agreed after talks with management to call on workers to return to work tomorrow.

Talks would be concluded tomorrow morning, Union organiser Cornelius Fazzi said.

About 2 600 workers went on strike at the car plant, resulting in its closure.

Management has warned that those who do not return to work face dismissal.

# Wildcat strikes hit car plant

Argus 5/10/81 (1400) ~~1400~~ ~~1400~~ ~~1400~~ ~~1400~~ ~~1400~~

Argus Bureau  
PORT ELIZABETH. —  
Wildcat strikes by 330  
workers disrupted the  
troubled plant of Car Dis-  
tributor Assemblies  
(CDA) in East London  
today.

Most of the 2600  
workers at the large Mer-  
cedes plant, who went on  
strike last week over staff  
dismissals, returned today  
after they had been  
warned to return to their  
jobs as management was  
reviewing the cases and  
hearing appeals.

The Fosatu-affiliated  
National Union of Motor  
Assembly and Rubber  
Workers (Numerwosa)  
had also called on workers  
to return to work today.

But a spokesman for the  
company said from Johan-  
nesburg that 280 workers

of a section of the truck  
assembly plant gathered in  
the canteen today after  
clocking in. Another 50  
workers in the car body  
shop were on a 'go slow'  
strike.

The Argus correspon-  
dent in Johannesburg re-  
ports that at the Tele-  
phone Manufacturers of  
South Africa (Temsa)  
plant in Springs only  
about 100 out of 1400  
striking workers had re-  
ported for work early this  
morning.

Workers stopped work  
at the plant late last week  
in protest against the dis-  
missal of three of their  
colleagues.

At Triomf's Chloorkop  
fertiliser plant in Kempton  
about 500 workers went on  
strike over wage demands  
on Friday.



Workers from Telephone Manufacturers of South Africa express solidarity at a meeting at the KwaThema Civic Centre, addressed by officials of Mawu.

# Car men due back

A FULL return to work today is being recommended by the National Union of Motor Assemblers and Rubber Workers at the Car Distributors Assembly Plant in East London.

Some 2600 black workers at the plant went on unofficial strike last week bringing the plant to a standstill

The back-to-work announcement came from Mr Cornelius Fazzi, union organiser in East London, and three members of the East London union executive who had been sitting with CDA management hearing appeals against disciplinary actions taken against five workers involved in separate incidents over the past two weeks

The CDA Mercedes plant was one of at least six strike-hit firms across the country. More than 5000 workers were on strike

A spokesman for the Fosatu-affiliated union said they agreed after talks with management to call on workers to return to work today.

- Talks would be concluded

this morning, Fazzi said. Meanwhile about 1100 workers are still on strike at the Huletts Amatikulu, Darnall and Mount Edgecombe sugar mills, in a demand for the immediate return of their pension contributions

After a meeting in Durban, the Industrial Council for the Sugar Industry decided to appoint

a sub-committee to discuss the dispute today

And at the H Lewis food company in Kempton Park, where 560 strikers were dismissed on Thursday, the unregistered African Food and Canning Workers Union is still seeking talks with management

Stressing that the workers still considered themselves in the employ of the company, an Afewu

spokesman appealed to management to follow the example of other milling companies by negotiating conditions for a return to work

• Thirteen workers dismissed after the recent strike at Cobra Brassware in Lupaardsvlei appeared in the Krugersdorp magistrates court last week charged with incitement to strike

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# Strikers back—but not all at work

**Labour Reporter**  
There were two wildcat strikes at Car Distributor Assemblies in East London when workers returned to their jobs after last week's strike. A company spokesman said 280 workers in the truck assembly plant gathered in the canteen today instead of working. Another 50 workers in the car body shop were on a "glow slow". The workers in the can-

teen were demanding the reinstatement of a man whose dismissal last week led to a strike of 2 600 black workers. Work in the rest of the plant was normal today. The managing director, Mr Leo Borman, said today disciplinary hearings were suspended pending an official management meeting with the trade union involved, the National Union of Mo-

tor Assembly and Rubber Workers. No spokesman for the union could be contacted this morning. The Mercedes plant strike began last week over staff dismissals. The management warned the strikers to return to work today and the NUMARW also appealed for a return to work. At the Telephone Manufacturers of South Africa

(Temsa) plant in Springs, only about 100 out of 1 400 strikers reported for work early this morning. The strike began late last week in protest against the dismissal of three workers. They have been given until the end of today to return to work or they will have been seen to have dismissed themselves, a Temsa spokesman said. Production was still continuing as about 2 000 workers had not gone on strike. At Triomf's Chlorokon fertiliser plant in Kempton Park about 500 workers went on strike over wage demands on Friday. And at four Hulett's sugar mills in Natal — Amatikulu, Darnall, Mount Edgecombe and Felixton — about 2 000 workers continued their stayaway over pension demands.

# Workers claim assault by COPOS

A NUMBER of workers claimed that they were assaulted by riot police when about 1 000 workers at Telephone Manufacturers of South Africa in Springs went on strike last week.

The strike started on Thursday at about 5pm after the three workers had been fired for allegedly playing cards. Workers claimed that the three had already knocked off work.

A spokesman for the workers said that at about 4 45pm on Thursday workers were already getting ready to knock off and the three were just shuffling cards when a foreman called them and told them they were fired.

## LOCKED OUT

On Friday morning, workers were allowed into the company premises, but those who worked in departments 26 and 27 were locked out. All workers then refused to work and gathered outside singing freedom songs and shouting Amandla.

Riot police were then called in and people started scattering and later converged again. Some of the workers were baton-charged. Mr Nhlamhla Phakathi, said that he had asked to talk to manage-

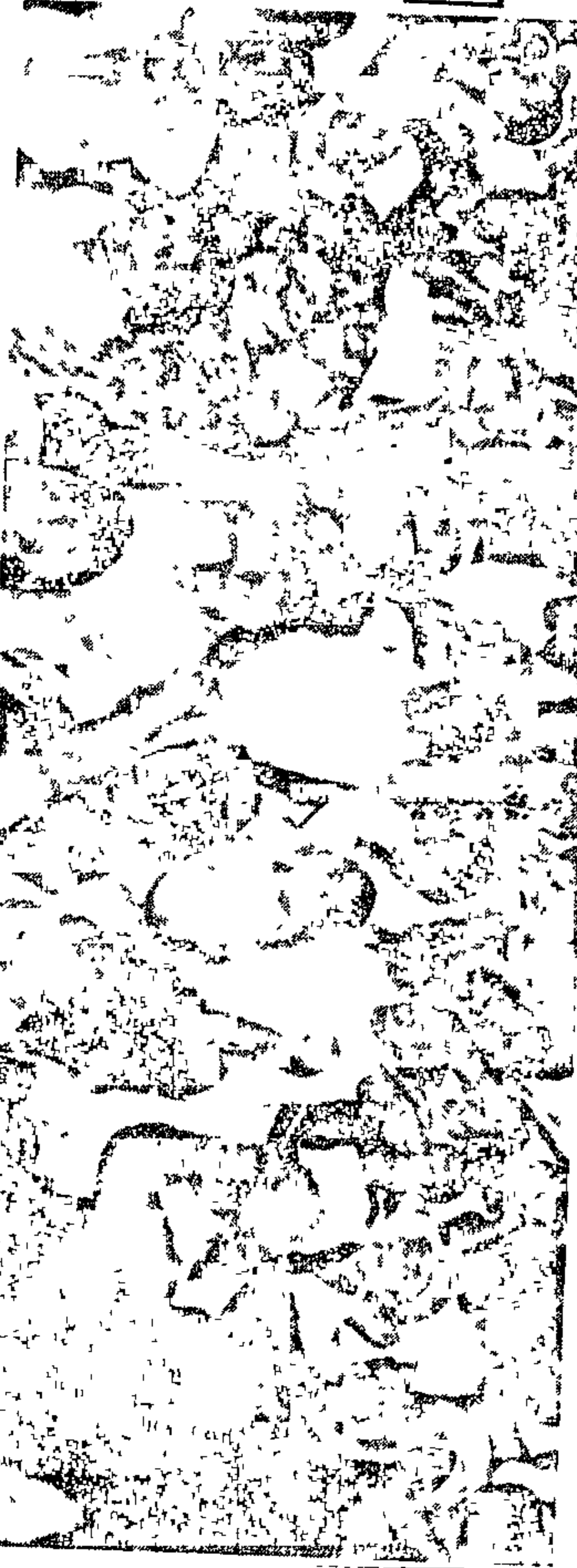
BY SELLO RABOTHATA

ment as he was one of the worker representatives, but he was instead taken into an office by the riot police, who assaulted him. He was bleeding from the head and his hands were bruised. After about two hours the workers who were in the premises were allowed to go out and join the others. All decided to march to the Kwa-Thema Civic Centre where they held a meeting addressed by officials of the Metal and Allied Workers Union (Mawu).

Mr Monde Cindi, chairman of MAWU, called for unity amongst the workers and asked those who belonged to parallel unions to resign and join MAWU. He told the workers that management was kidding itself when it threatened to fire the workers. "As long as we are united we shall overcome", he said.

A Temsa spokesman said the plant would open today.

Workers from Telephone Manufacturers of South Africa express solidarity at a meeting at the Kwathema Civic Centre, addressed by officials of Mawu.





# EL motor

# workers

Ev Post 5/10/81

# out again

192 152  
140A

By SANDRA SMITH

**EAST LONDON —** About 1 200 workers at the strike-hit Car Distributors and Assemblies walked out at lunchtime today, according to a spokesman for the company.

He said the employees, who clocked in this morning but then later refused to resume work, were being addressed by organisers of the National Union of Motor and Rubber Workers Union of South Africa (Numarwosa), when they walked out.

The trouble started when a total of 240 workers at CDA's "B" Plant gathered in the canteen this morning, demanding the reinstatement of Mr Today Dayiman, whose dismissal sparked off the original walk-out on Wednesday.

A full meeting was then organised by Numarwosa in an attempt to get the plants working again after negotiations with management had reached a delicate stage.

There had been no resolution of the reasons for the stoppage, but the union asked workers to return pending finality one way or the other.

Attempts to justify the union's negotiating stand fell flat today and the workers, after rejecting the explanations, walked out.

At first it appeared there would be an almost full return to work.

A plant spokesman said when the plant opened that only two areas were not up to strength.

The plant employs 3 300 workers.

Earlier, Mr Leo Borman, managing director of CDA, had asked the union for an official meeting to discuss the wildcat strikes.

He suggested that hearings of the joint union-management committee set up last week to hear appeals against disciplinary actions be suspended until the official union-management meeting had taken place.

Today's walk-out came despite an assurance by Mr C Fazzie, branch organiser of the union, that they would return today pending a report-back meeting this evening.



Ev. Press 2/1/51  
Pupils  
to help  
during  
strike

Post Correspondent

JOHANNESBURG — School-boys will be used to help at the Triomf fertiliser plant at Chloorkop outside Johannesburg where some 500 black workers have gone on strike

A spokesman for Triomf Mr Jaap Griesel said the strike was illegal and disorderly and described the workers' demands for a 35% pay increase as 'absurd' as wage increases totalling 18% had already been granted this year

The strike started last Friday when 150 black workers failed to start their 2pm shift. Others downed tools and more than 500 skilled and unskilled workers are now involved

Mr Griesel said production had been maintained because senior management had pitched in and taken over strikers jobs, and the company would start employing holidaying schoolboys from today to help load transport vehicles

# Strikes still

## hit Natal, East Cape

Argus Correspondent

JOHANNESBURG — Thousands of workers continued to strike today in Natal and the Eastern Cape and firms on the East Rand took on workers after dismissals of about 2 000 yesterday

A weeklong strike by more than 2 000 sugar workers at four of Hulett's five plants in Natal showed no signs of abating

Plants at Amatikulu, Darnall Mount, Edgcombe and Felixton were shut as management considered recommendations by the Industrial Council subcommittee on a controversial pension fund scheme

Amid growing frustration and impatience on both sides the Chamber of Commerce has advocated a delay of at least three years in implementation of draft proposals in the pension scheme

### DOWNED TOOLS

About 200 workers of the SA Bottling Company in Port Elizabeth downed tools today

They said the company had appointed coloured workers in the place of four blacks dismissed last week during a dispute which led to a work stoppage

The dispute was about wages and working conditions

About 600 black and coloured workers at Car Distributors Assembly in East London ignored a union call for a full return to work today, a CDA spokesman said

### WILDCAT

The plant which employs 3 300, has been hit by wildcat strikes since last week

The strike by 800 at Johnson Tiles in Oudtshoorn, near Pretoria, continued over a dispute involving worker dismissals

At the Telephone Manufacturers of South Africa (Tems) plant in Springs about 1 000 workers were told they had 'dismissed themselves' by not reporting to work

Only 140 workers met the deadline and the company today began taking on a new work force

### TRIOMF

Yesterday about 500 workers at Triomf's fertiliser factory in Kempton Park were dismissed after refusing to meet back-to-work deadlines, and the firm was taking on new workers

**A standstill at CDA  
but workers resolve**

**Back  
today**

DD 6/10/81

# Too Workers too Back today

**EAST LONDON — Production at the Car Distributors Assembly (CDA) plant here was back at a standstill yesterday afternoon when almost the entire black workforce of 2 600 went out on strike after reporting for duty in the morning.**

But at a mass meeting of CDA workers in Duncan Village last night it was resolved to return to work today though officials of the National Union of Motor Assemblies and Rubber Workers said there was still a feeling of dissatisfaction among the workers.

Trouble at the plant began yesterday morning soon after the entire complement of workers clocked in for work. This followed a three-day strike last week which shut the

plant and led to the formation of a joint management-union appeal committee to investigate alleged cases of racial discrimination and unfair dismissals.

A management spokesman said two areas of the factory were still affected from the start of the day's work. At B plant, the scene of the initial walkout last Wednesday, about 280 workers immediately downed tools and demanded the reinstatement of Mr Today Dayimani, whose dismissal sparked the first walkout, and workers adopted a work to rule in the body shop.

Before lunch-time a total of 1 200 black and coloured workers downed tools and went home. By mid-afternoon the majority of workers at the 3 300-man plant had walked out, effectively shutting production.

Mr Fred Sauls, the union's general secretary, said the workers had walked out because the investigations had taken a new turn. He said the white technical foreman who had been involved in a scuffle with Mr Dayimani, the incident which cost Mr Dayimani his job, had laid a charge of assault against him yesterday morning.

Mr Sauls said this had blocked the appeal committee investigations because management said they could not look into a matter which was the subject of a police investigation. He said the union felt an internal grievance procedure need not hamper the police inquiries.

The management spokesman said it would be wrong to pre-empt a police matter and run a parallel investigation into the alleged offence.

At the meeting last night, held in a packed Kadalle Hall, a majority of workers supported a resolution to return to work this morning, but some still expressed dissatisfaction that the matter of Mr Dayimani had not been resolved.

Mr Les Kettleidas, the East Cape regional secretary of the union, said it was in the interests of all the concerned parties that the issue be resolved soon. He said his union recommended a return to work by the workers but said he was not sure whether this would take place.

The management spokesman said he would not comment on the strike or decide what action to take until they had had a report back from the union on last night's meeting —  
DDR



<sup>LOWE/AN</sup>  
~~13/10/61~~ ~~140A~~  
**Workers get  
the sack**

140A

ONE hundred and forty workers at the Telephone Manufacturers of South Africa (Pty) Limited yesterday returned to work and 1 600 were said to have dismissed themselves.

A TMSA spokesman said 140 workers were considered for their jobs as they had voluntarily returned and that of the 1 600 strong work-force only those who returned today would be considered for re-employment.

Management is said to have reached an agreement with the white-run Electrical and Allied Workers' Union and the Radio and Television Workers' Union which most of the workers have denounced in favour of the Metal and Allied Workers Union (Mawu).

The strike at TMSA started on Thursday last week after three workers were fired for allegedly playing cards during working hours. Workers claimed that the three had already knocked off.

Jan 6/10/81  
**Car plant halted  
by new strike**

Labour Reporter

The big CDA car plant in East London was hit today by yet another wildcat strike which saw close to 3 000 workers downing tools

Production was at a standstill Today's strike was one of a number which started over disputes with management over worker dismissals

The 414 hourly paid workers at the commercial vehicles plant were told they had been dismissed, and 971 other hourly-paid workers were warned to return to duty tomorrow or face dismissal

Another 1 100 workers at the passenger plant were told to return by Thursday or face dismissal.

The strike scene also spread to Port Elizabeth today where about 200 workers at the SA Bottling Company plant went out on strike over the issue of dismissals

Management would not comment on the unrest which reportedly involved the Macwusa-linked General Workers Union of South Africa.

At Boksburg Foundry about 200 workers were still on strike today and have been warned by management to return by the end of the day or be paid off.

At the four Hulett's sugar mills in Natal about 2 000 workers were still on strike over pension grievances.

The Telephone Manufacturers of South Africa (Temsa) plant in Springs was taking on a new workforce following yesterday's dismissal of about 1 000 workers for joining in last week's sympathy strike. Only 140 workers were retained from the original workforce

The strike at Johnson Tiles at Olifantsfontein also continued today over the issue of worker dismissals. At Triomf's Chloorkop fertiliser plant at Kempton Park about 500 contract workers were dismissed yesterday after refusing to meet management's return-to-work deadline

The Triomf dispute centred around wage demands

RDM 6/10/81  
4 in court  
~~192~~ ~~337~~ ~~15~~  
on strike  
(140A)  
charges

By MIKE LOUW

FOUR men appeared in the Johannesburg Regional Court yesterday in connection with a strike held at the Toyota motor firm in Sandton earlier this year.

Appearing before Mr C Eksteen were Mr Charles Ngobese 21, Mr Johannes Ngwenya, 24, Mr Wilfred Mkomi, 45, and Mr Obed Mabaso, 40. They are charged with stopping colleagues from working and threatening them with violence.

They all pleaded not guilty to both charges.

Mr George Bizos, SC, for the defence, said his clients would deny there was any incitement. They would say negotiations were being held between representatives of the workers' union and management.

Mr Frans Rathaga told the court Mr Ngobese had, on January 7, told him not to work and had threatened he would be killed if he went to work. Union members had prevented him from working the next day.



# WALK-OUT AGAIN

DISCUSSIONS between workers at the Car Distributors Assemblies Plant in East London and trade union leaders broke down yesterday, resulting in another walk-out by 1200 workers.

A company spokesman said that as representatives of the National Union of Motor Assembly and Rubber Workers were addressing workers, the meeting was disrupted by a worker from another

section urging them to go home *5:20 PM 5/10/68*  
Shortly before lunch-time, 1200 workers, black and coloured, downed tools and left the plant, leaving about 2100 at work, with production continuing.

The managing director of the plant, Mr Leo Borman, and representatives of the union were continuing talks in an attempt to break the wave of wild cat strikes at this plant

Ev Post 6/10/81 (150 127) (140 A)

## 600 workers ignore return call

**EAST LONDON** — About 600 black and coloured workers at Car Distributors Assembly in East London have ignored a call by the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers for a full return to work today, according to a CDA spokesman

The plant, which employs a total of 3 300 people, has been hit by a series of wildcat strikes since last week

The spokesman said in Johannesburg that the

plant management had issued a further request today for head office officials of the Port Elizabeth-based union to come to East London and discuss the strike situation. This request was first made by management on Thursday last week

Sittings of a joint union-management grievances committee resumed today, the third day of talks, with the union continuing to be represented by the East London organiser and members of his executive committee — Sapa

# Nearly 7 000 stop work as strikes increase

Own Correspondent

JOHANNESBURG — Nearly 7 000 workers were on strike yesterday as the wave of stoppages which hit industry last week continued and, in some cases, escalated.

A strike at three Hulett's mills in Natal spread to a fourth mill and, about 2 000 workers are now on strike, according to the company.

At Springs' biggest non-mining employer, Telephone Manufacturers of SA only 140 of the 1 600 strikers returned yesterday and the rest have been fired.

An Olifantsfontein firm, Johnson Tiles, which employs more than 800 workers, was hit by its second strike in a fortnight yesterday, according to union sources and Triomf Fertilizers fired its entire black workforce of 500 after they ignored a management appeal to return to work.

Workers for CDA in East London, the manufacturers of Mercedes Benz, returned in response to a union call but new unrest flared later in the day and between 1 500 and 1 800 workers joined a new strike.

At Hulett's, the strike at three mills spread to the Felixton mill and only one is now unaffected. The strikes have been sparked by proposed legislation to "freeze" employee pension-fund contributions until retirement.

## Talks hope

A company spokesman said hopes for a settlement were pinned on talks at the industry's industrial council between managements and the National Union of Sugar Manufacturing and Refining Employees.

At TMSA, which closed its plant on Friday after a strike by about 1 600 black workers over the sacking of three workers, a management statement said about 1 500 workers had been fired

after they failed to return. Workers who returned this morning would be considered for re-employment.

A spokesman for Fosatu's Metal and Allied Workers Union said the company had refused a union request to negotiate on the dispute and that workers were refusing to return until the three were reinstated.

"They still regard themselves as company employees and they want Mawu to negotiate on their behalf," he added.

Management confirmed it refused to negotiate with Mawu. As these people had already been dismissed for not working they were no longer employees and had no interest in the matter," the spokesman said.

## 'Anti-union'

At Johnson Tiles the general secretary of the Building, Construction and Allied Workers' Union, Mr Frank Mohlala, said workers had downed tools because they were angered by consistent dismissals of unions' representatives.

Some management men had adopted a consistently anti-union attitude, threatening union members and sacking worker representatives.

At Triomf's Chloorkop plant, where workers have been on strike since Friday, a company statement said worker representatives were told yesterday morning that management would discuss their grievances if workers returned by 1 o'clock.

The company had made transport available for the 500 workers but they did not react and were discharged.

Dispatches to farmers had been resumed with the assistance of more than 100 white schoolboys and co-operatives and farmers had also offered help.



EV Post 6/10/87  
Workers  
ignore  
union call

EAST LONDON — About 600 black and coloured workers at Car Distributors Assembly in East London have ignored a call by the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers for a full return to work today, according to a CDA spokesman

The plant, which employs 3 300 people, has been hit by a series of wildcat strikes since last week

The spokesman said in Johannesburg that the plant management had issued a further request today for head office officials of the Port Elizabeth-based union to come to East London and discuss the strike situation. This request was first made by management last Thursday

Sittings of a joint union-management grievances committee resumed today — Sapa

Argus Correspondent  
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Star 7/10/87  
**Labour  
unrest  
on East  
Rand**

By Drew Forrest

The Cusa-affiliated SA Chemical Workers Union has entered the fray at the Triomf Fertiliser plant in Chloorkop and is seeking talks with management on the fate of 500 Triomf workers sacked this week after a two-day strike.

More labour unrest has erupted on the East Rand with a strike by about 70 members of the Fosatu Worker Project at Stone Platt Electrical in Boksburg. According to a Fosatu spokesman, they are demanding a R14 weekly wage increase.

At Boksburg foundry 170 workers have decided to continue their strike until management agrees to take them all back. A Metal and Allied Workers Union spokesman said the company had offered to take back all the strikers except four men accused of assaulting a fellow worker.

The strike began on Monday.

At the Telephone Manufacturers of SA plant in Springs most of the 1500 workers dismissed on Monday after a three-day strike are still refusing to re-apply for their jobs or collect their pay, according to a Fosatu spokesman.



# PLANT STILL STAMMUS LULL

# 2 600 GO ON STRIKE

RDM 7 10 81

MERCEDES Benz manufacturer CDA's East London plant was brought to a virtual standstill yesterday by its third strike in less than a week and management threatened to sack the 2 600 workers if they did not return.

Two new strikes were reported on the East Rand and the strike by 2 000 workers in protest at the Government's proposed pension Bill, which has closed four Hulets sugar mills, continued as labour unrest hit three provinces

### By STEVEN FRIEDMAN

Johnson Tiles in Ollantshfontein fired nearly 300 workers as a strike at the plant continued and Triomf's Chloorkop fertilizer plant, where 500 strikers were fired on Monday, was still relying on schoolboy help to keep deliveries running and unionsists claimed workers were being forced to collect their pay

Springs's biggest non-mining employer, Telephone Manufacturers of SA, which fired 1 500 strikers on Monday yesterday reported only 60 applications for re-employment

A new strike was reported yesterday at Boksburg North electrical company Stone-Stratford, where about 70 workers downed tools in support of pay demands

And a representative of the Federation of South African Trade Unions said the company's management was refusing to negotiate with Fosatu

A company spokesman confirmed the strike but refused to

comment further

And worker sources reported a strike by about 150 at another Boksburg metal factory, L and F Meier, in protest against dismissals

A company spokesman said the strike had lasted only two hours" and had been settled. Not all 150 workers were involved, he said

At CDA, the plant came to a virtual standstill again as workers, who had returned to work yesterday morning in response to a call by Fosatu's National Union of Motor Assembly and Rubber Workers, walked out again before lunchtime

A company statement said workers who did not report today would be replaced by others tomorrow. Recruitment of new workers to replace those who did not return would begin on Thursday morning, it said

NUMARW's general secretary, Mr Fred Sauls, said that the union had advised workers to return because only two of the five dismissals which sparked the strikes had not been resolved

"But management has said they will not investigate cases which the police are also investigating and workers are demanding that the fired workers be reinstated before they resume work

"We believe this has nothing to do with it and we call on management to process the dismissals and thus end the dispute"

A company spokesman said that one of the cases was no longer under police investigation and could now be resolved and that CDA had asked police to speed up the other. "But we cannot preempt a police investigation", he said

At Hulets, the National Union of Sugar Refining and Manufacturing Employees was due to report back to workers today on attempts to resolve the dispute at the industry's industrial council

At Triomf, a spokesman for the Council of Unions of South Africa's (Cusa) SA Chemical Workers Union, which claims majority membership at the plant, alleged that company officials were "forcibly bussing workers to the plant and making them collect their pay"

### Recruiting

A company spokesman said Triomf was recruiting new labour, but that it was still relying on white schoolboys to help it load fertiliser and expected to do so until the end of the week

At TMSA, a company spokesman said 200 of the company's 1 600 black workers were back and that 60 had asked for re-employment. Despite the sackings, it is understood that management is hoping that strikers would seek re-employment

A Fosatu spokesman said workers were still refusing to return until their demand that three sacked colleagues be reinstated was met

At Johnson Tiles, where workers struck in protest at dismissals which they saw as "victimisation" of shop stewards of Cusa's Building, Construction and Allied Workers Union, the strike entered its second day yesterday

Union general-secretary Mr Frank Mkhala said all the nearly 800 black workers were involved and that they were refusing to return until their demands were met, that a union shop-steward be reinstated and that two foremen accused of being hostile to the union be sacked

The company's managing director, Mr Keith Dixon, said, however, that only about 300 workers were involved and that they had been fired

He denied union allegations that its members were victimised. "Only one man has been dismissed — for reasons unconnected with union work. We are not anti-union and will deal with any reasonably representative union," he said

While supervisors may have made anti-union statements, these were not company policy, Mr Dixon said

# 2 900 back

Star 7/10/87

## as ~~FL~~ firm

~~192 152 1404 300 187~~

## reverses

~~193 192 183 187~~

## its decision

By Tony Davis  
Labour Reporter

Countrywide strikes today appeared to be abating as nearly 2 900 strikers returned to work at the large CDA motor plant in East London and disputes elsewhere were resolved.

Management at CDA reversed its decision to dismiss 414 hourly-paid workers and its back-to-work deadlines and this morning most workers were back.

Talks between CDA and the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers were being held to resolve the dispute which arose after several workers were dismissed last week.

Officials in the Hulett's group, whose four Natal sugar mills are closed by 2 000 workers striking over pension grievances, were hopeful that the dispute would be resolved this week.

There were brief flare-ups at two Boksburg firms yesterday — Stamcor and L F Metter — involving wages and staff dismissals.

At Stamcor a work stoppage over pay demands was settled and management said there had been no dismissals over the issue.

At the metal firm about 150 workers were involved in a brief strike which was resolved when management reinstated a dismissed worker.

About 160 workers at the Boksburg Foundry returned to work today after a dispute over the promotion of a shop steward. The worker was allegedly assaulted by four others as a result of his promotion, according to sources.

The four were subsequently dismissed.

At Telephone Manufacturers of SA in Springs and at Triomf's Chloorkop fertiliser plant, managements continued to take on new workers following the dismissal of about 2 000 employees at both firms this week.

There was also a brief stoppage at the Johannesburg manufacturing firm of Bowthorpe-Hellermann-Deutsch this morning over the issue of pay increases. Management said the issue had been resolved.

About 200 workers were involved in a dispute over dismissals at the SA Bottling Company plant in Port Elizabeth yesterday.

And at Johnson Tiles in Olifantsfontein several hundred workers were dismissed after striking over "victimisation" of union members.



# Work back to normal at big EL motor plant

Ev Post 7/10/81 (182) (192) (140A)

## Post Reporter

EAST LONDON — Production returned to normal at the big Car Distributors Assembly plant here today after a company ultimatum to workers to return or be fired.

An ultimatum issued yesterday and directed at the time of a worker strike on the 22<sup>nd</sup> urged them to return or risk losing their jobs. CDA would begin recruitment tomorrow, a statement read.

A spokesman for the firm said today that when the factory re-opened this morning, everyone appeared to be back at work.

There were isolated attempts at intimidation by militant workers outside the factory gates before they opened but these failed, he said.

The joint union/management committee set up to examine disciplinary procedures at the factory met again today to try to resolve the issues which are at the heart of the walkout and which at one time last week involved up to

2 300 workers

The plant has been troubled by unrest for six working days. It was sparked by the dismissal of a worker, Mr. Today Davimani, for allegedly assaulting a white foreman.

At today's continuing meeting between the firm's management and representatives of the National Union of Motor Assembly and Rubber Workers of South Africa, disciplinary procedures are likely to be discussed.

Today's session follows an all-night meeting of union officials in East London to discuss negotiating strategy.

Asked what the firm, which manufactures the entire South African range of Mercedes-Benz vehicles, had lost as a result of production cut-backs caused by the week's unrest, the spokesman said it was not policy to reveal information of this nature.

Observers believe, however, that losses could be substantial.



EAST LONDON — Workers at Car Distributors Assembly (CDA) who do not report for work today will be out of a job, management has warned following another day of strike action at the plant

Yesterday morning about 600 black and coloured workers ignored a resolution to return to work taken by workers at a mass meeting on Monday night. By lunch-time there had been a repeat of Monday's events as, department by department, almost 2 000 workers walked off their jobs

In a statement issued last night, the company said the plant would be open as usual today but recruitment to fill the posts of workers who remain absent would begin on Thursday morning. This

# Ultimatum DD 7/10/81 (1402) 1402 to strikers

statement replaced an earlier one in which workers who did not return, were to be dismissed on a section-by-section basis

Mr Fred Sauls, the general secretary of the National Union of Motor Assembly and Rubber Workers, said it was the democratic right of workers to withhold their labour if they so chose. He added, however, that union officials had warned the workers that if they chose to continue the strike they must be prepared to suffer the con-

sequences

Mr Sauls said he had had to turn down a further management request for him to come to East London to discuss the situation as the local union officials had not called for him to come. "We are a democratic union," he said

"But the problem is simple — workers have asked management to resolve a grievance and management has not done that yet. The situation does not depend on my coming to meet the management of CDA, but on their review-

ing the dismissal of Mr Today Dayimani which is quite clearly what workers have been calling for all along"

Major W Brown, police public relations officer for the Border, confirmed that they were investigating a complaint of assault laid by Mr Leonhard Pierskalla against Mr Dayimani

Management has said the grievance committee cannot examine Mr Dayimani's case while the police inquiry is proceeding, but the union has disputed this, saying an internal grievance procedure need not interfere with their investigation

Meanwhile, the joint management-union appeal committee which is reviewing several other incidents continued its investigation yesterday — DDR

# Back to work for some but more unrest erupts

CT 8/10/81  
Own Correspondent

JOHANNESBURG — The current wave of labour unrest which has hit several centres seemed on the wane yesterday as thousands of workers involved in major strikes returned to work or were expected to return either last night or this morning

However, unrest broke out at another East London plant yesterday and employer sources were apprehensive that it could spread further

Some 2 600 workers returned to work at CDA, the Mercedes Benz manufacturing plant in East London, and it was hoped that 2 000 striking workers at four Huletts sugar mills in Natal would also return

But workers at an Epol plant in East London went on strike yesterday following a demand that their pension contributions be paid out to them

A spokesman for Huletts said yesterday 2 000 workers at its four Natal sugar mills were still on strike in protest against the government's proposed pensions legislation. But proposals decided

on at a meeting of a sub-committee of the Industrial Council for the sugar industry earlier this week were being communicated to them

He said the company had agreed temporarily to suspend worker pension contributions while the issue was being investigated further by the industrial council

Meanwhile, a short stoppage occurred at the Huletts refinery in Rosburgh while worker representatives discussed the pensions issue with management. All 1 100 workers downed tools but returned to work later, the spokesman said

At CDA, normal production continued throughout the day after a series of strikes over the past week

A joint union-management committee had completed its investigation into three of the five disputes about disciplinary actions taken before the strikes broke out

In a fourth case the worker concerned had failed to appear and the fifth was subject to a police investigation following the filing of assault charges

A spokesman for Tele-

phone Manufacturers of SA in Springs, which fired 1 600 strikers on Monday, said yesterday about 250 workers had returned

"Several hundred" prospective new employees had come to the plant and were being interviewed

He said the company would take back all 1 400 strikers but not 200 workers who were fired after ignoring an ultimatum to return to work last week

A union spokesman said yesterday nearly 400 workers at Johnson Tiles in Olifantsfontein who were fired after striking were prepared to return to work — provided a union shop steward, whose dismissal sparked off the strike, was reinstated

He claimed the entire work force of nearly 400 had been dismissed and fewer than 20 workers had returned

Mrs Emma Mashinini, secretary of the Commercial, Catering and Allied Workers' Union, said yesterday about 150 workers at three Game Stores in Durban who went on strike last week had still not returned

Union wins  
Star 8/10/87  
first TVI  
197-137 (140A)  
recognition

Labour Reporter

The Fosatu-affiliated National Union of Textile Workers has won the first recognition agreement in the Transvaal at a Springs textile firm

The agreement was signed last week between the largely Natal-based union and the management of Biatex (Pty) Ltd

It allows for shop steward elections, time off for shop stewards to conduct union business, stop order facilities and access for union officials to work on the shop floor

The Tucsa-affiliated Textile Workers Union previously had representation at the plant



# Call for new Pension Bill to be scrapped

Own Correspondent

JOHANNESBURG — Meetings of the Federation of South African Trade Unions in Durban and Maritzburg have rejected the government's proposed Pension Bill and called for workers to have a direct say in the running of pension funds

This demand will now go forward to Fosatu's central committee and could become part of national Fosatu policy. If it becomes policy, it could lead to demands by Fosatu unions for decision-making powers in company pension funds

A Fosatu spokesman yesterday released the text of resolutions adopted by more than 500 workers and worker representative at a meeting in Maritzburg. He added that similar resolutions had been adopted at the Durban meeting

The resolutions say that the government's proposed Pension Bill — which has sparked nationwide labour unrest — was drawn up "without consulting the majority of workers or the organizations representing them"

## Ill-timed

They add that the bill is "ill-timed" because workers are earning low wages and because South Africa has a "totally inadequate system of social security"

The resolutions claim that the bill is an attempt "to relieve the state of the necessity to provide proper social security" for workers

They call for the bill to be "scrapped" and adds that

"workers and their organizations must be consulted on this or any other issue affecting them"

The meeting also condemned the "undemocratic practices of the majority of state, company and industrial council pensions funds" and called for "the following rights" to be extended to workers and worker organizations

- The right to withdraw from any pension fund "without prejudice"

- Workers and unions should have access to all information regarding pension funds

- They should also have "a direct say" in "the rules governing pension funds; their day-to-day operation, investment and loan policies"

This amounts to a call for direct say in the running of company pension funds

The unrest sparked by the proposed Pension Bill has been particularly rife in Natal and the Registrar of Financial Institutions, Mr Naas van Staden, is due to address the Durban Chamber of Commerce and Natal Chamber of Industries on the issue tomorrow

Unionists have said that worker reaction to the bill has led to "a widespread examination by workers of the whole role of pension funds" and have added that workers "are questioning the running of these funds"

The Fosatu spokesman said that the resolutions were "consistent with general sentiment among workers throughout Fosatu"

# 2000 Natal sugar workers end strike over pensions

Star 8/10/81

152 186 189 300 192 140A 186 189 183

## Labour Reporter

About 2000 workers ended their strikes at four Hulett's sugar mills in Natal today after reaching agreement with management on pension contributions

The workforces at Darnall, Amatikulu, Mount Edgecombe and Felixton went on strike a week ago with workers demanding immediate pension payouts

But in a settlement reached this week management agreed to suspend temporarily any further pension deductions from pay cheques and to continue negotiating worker demands for refund-

ing pension contributions.

The Hulett's refinery near Durban was hit by a brief work stoppage yesterday, also over pension demands

Talks continued today at East London's large CDA car plant where 3300 workers have been involved in a number of work stoppages.

An appeal board, established to discuss worker dismissals which sparked off the strike, yesterday examined several cases. The board was temporarily suspended pending review of two other dismissals

The Epol firm in East London was hit by a one-

day pension strike yesterday when about 235 workers downed tools.

Another East London firm, TFM, which handles motor products, had a work stoppage after about 50 workers downed tools in sympathy with seven of their colleagues who had been dismissed, reportedly for being unproductive.

At the Telephone Manufacturers of SA (Temsa) in Springs and at Triomf's Kempton Park fertiliser plant, managements continued today to recruit new workforces after more than 2000 workers had been dismissed

● See Page 8 for more labour news.

Star 8/10/81

Delight at

acquittal

of Toyota

workers

Trade unionists yesterday expressed "delight" at the acquittal of four former employees of the Toyota Marketing Company in Sandton who had been charged under a rarely-used section of the Riotous Assemblies Act.

A spokesman for Fosatu's Metal and Allied Workers Union said the Johannesburg magistrate's judgment "brought home the fact that workers strike because they are aggrieved, not because they are intimidated."

Mr Charles Ngobese, Mr Johannes Ngwenya, Mr Wilfred Sihlangu and Mr Obad Mabaso, all of Alexandra township, had pleaded not guilty to charges under section 10 of the Riotous Assemblies Act.

In terms of this section it is an offence to try to compel anybody not to do what he is legally entitled to do.

It was alleged the men tried to prevent workers from going to work during a stoppage at the Toyota plant in January.

As the first case in many years under the so-called "anti-picketing" section of the Act the case aroused widespread interest in labour circles.

Mr C J Eckstein acquitted Mr Ngwenya and Mr Sihlangu because none of the eight State witnesses gave evidence of "noteworthy value."

Although Mr Ngobese and Mr Mabaso were unsatisfactory in giving evidence this did not strengthen the State's case against them, the magistrate held.



DO 8/10/81 152 192 140A 129 186

# CDA workers go back

EAST LONDON — It was believed that the possible incorporation into the Ciskei of Berlin and pineapple lands in the white corridor was again being considered by the Van der Walt Commission, the city councillor in charge of the industrial portfolio, Mr Donald Card, said yesterday

At the same time workers at two more companies on the West Bank — Epol and TFM — went out on strike

A spokesman for CDA said there had been a normal absenteeism rate at the plant yesterday. He said there were several attempts at intimidation to prevent workers from entering the factory but these had "soon petered out"

He said an attempt to overcome the effects of the strike would be made

through overtime work. "But before the strike there was already a backlog of several weeks, particularly Mercedes-Benz passenger vehicles, and we hope to remedy this situation by the second quarter of next year"

He said the joint management — National Union of Motor Assembly and Rubber Workers' grievance committee had successfully resolved three of the cases it had investigated but that the case of Mr Today Dayimani would not be looked into until the police had completed their investigations following the laying of a complaint by the technical foreman, Mr L Pierskalla

At Epol the entire day-shift refused to work yesterday morning, demanding the return of their pension fund contributions. Management

from East London and from the head office in Johannesburg were busy discussing the situation last night and deciding what measures to take

Officials of the African Food and Canning Workers' Union (AFCWU) which claims the membership of the majority of black workers at the firm, said over 200 workers were involved but a spokesman for Epol said there were 150. The AFCWU officials said workers were also complaining about their working conditions

At TFM, which supplies components to the motor industry, the entire black workforce of 55 walked out following the dismissal of seven workers yesterday morning

Mr R Alford, the managing director of TFM, said the seven workers had been discharged because

they had not been productive and, despite repeated warnings, had not fallen into line. He said the others who had walked out had discharged themselves but he would be prepared to start re-employing them today

Several workers said there had been a grievance about overtime between a foreman and the paint-shop department. They said when they asked to speak to management, Mr Alford had sided with the foreman and dismissed the seven workers in that department

They said the rest of the workforce had walked out yesterday morning after management had failed to substantiate the dismissals, but Mr Alford said the liaison committee had been informed, in front of the entire workforce, of the reasons why

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# Workers in place of 180 strikers being recruited

Post Reporters

ABOUT 180 postal workers on strike at the North End and Sydenham engineering yards have been deemed to have "dismissed themselves" and the recruitment of a new labour force has begun

This was learnt today from the Regional Director of the General Post Office, Mr G de Korte

The strike began this week after members of the workers' liaison committee were dismissed

Mr De Korte said the workers, by not reporting for duty, "had not kept to their side of the contract, and had thus dismissed themselves"

The Post Office had had no problem recruiting new workers and some of them had already started working

Workers claimed that members of the liaison committee were dismissed because of their membership of the General Workers Union of South Africa (Gwusa)

At the SA Bottling Company some 250 workers on strike since early this week have still not returned to work

The acting manager of the firm, Mr J de Wet, today

again said he had no comment to make

The spokesman for the Gwusa could not be reached for comment on the strikes

In East London, a strike at the grant Mercedes Benz manufacturing plant, CDA, ended yesterday, but industrial unrest continues to simmer in the city

The entire black workforce

of about 200 at the dog-food firm, Epol, stopped work yesterday, demanding the return of their pension fund contributions

They returned to work today

Epol's director of operations, Mr A T Hambly, said that workers would have the choice of having their pension contributions paid out next Friday or of remaining in the fund

At the motor component manufacturing firm of TFM in East London the entire black staff walked out

They will be rehired from tomorrow if they so choose

The TFM walkout came after seven workers were dismissed yesterday morning

They had complained about overtime in the paint-shop department

# SA labour disputes slowly subside

RDM 910-81 140A  
By RIAAN DE VILLIERS

THE strike wave which has hit several parts of the country subsided further yesterday as 2 000 workers at four Hulett's sugar mills in Natal and 283 workers at Epol in East London returned to work.

But disputes arising out of dismissals of striking workers are continuing at several plants

Workers fired by Johnson Tiles, a British multinational, after striking earlier this week yesterday accused the firm of sending police and East Rand Administration Board officials to arrest them in their hostel in Tembisa township on Wednesday night. They said they were released after other workers demanded to be arrested with them.

Workers claimed army troops were present — but a police spokesman denied this, saying a few black constables might have been in camouflage uniforms.

## Pensions

The spokesman confirmed that police had accompanied board officials on a "general search" of Johnson workers but denied any attempts had been made to arrest workers. Johnson Tiles spokesmen were not available for comment.

A spokesman for Hulett's said all 2 000 workers who had been on strike at four Natal sugar mills in protest against the Government's pension legislation had returned to work after the firm had agreed to suspend their pension contributions pending further negotiations on the issue.

Mr A Hambly, operations director of Epol, said 283 black workers who had gone on strike at its East London plant in support of a demand that their pension contributions be paid out to them had agreed to return to work today.

This came after negotiations with elected worker representatives and officials of the African Food and Canning Workers' Union.

The spokesman said the firm had agreed the contributions could be paid out if the workers still wanted this in a week's time.

## Resign

Workers would have to resign and would have to be re-employed in the process, which meant they would forfeit their service benefits but the

company was investigating ways of preserving their benefits, he said.

About 800 former workers at Telephone Manufacturers of SA in Springs yesterday decided at a meeting not to return until the firm negotiated with their trade union about the reinstatement of three workers whose dismissal sparked off their strike.

A spokesman for the Metal and Allied Workers' Union said the dispute was deadlocked as management was unwilling to meet with the union.

A spokesman for TMSA said 400 of the 1 600 workers fired after the strike had returned by yesterday and 100 new workers had been taken on.



# Meeting will decide response to sacking

Sowetan 1/10/81  
139  
140A  
141

**SOWETAN Reporter**  
SPRINGS workers have called for a general meeting tomorrow to plan a response to the sacking of 1600 Telephone Manufacturers of SA (TMSA).

In a statement issued by Fosatu yesterday, the Springs local chairman Mr Chris Dlamini, said the TMSA dispute revealed the ugly side of labour relations in South Africa.

"TMSA's management has itself acknowledged to workers that the dismissals which started the stoppage were not in accordance with the companies grievance procedure, yet they still refused to take

them back," he said.

"The company is falling into the trap of thinking it can use the old white registered unions like the Radio and TV Workers Union and the Electrical Workers Union to control African workers."

Mr David Sibabe, Mawu's general secretary who was mandated by 1600 council workers to negotiate with the company confirms the attitude of TMSA in the statement.

"The company refused earlier to meet with Mawu because the union wanted worker representatives to attend. Instead it insisted on negotiating with unions

which had been rejected by TMSA's black workers.

"The only message the unions gave TMSA workers was they had been dismissed and their money would be paid into the industrial council," Mr Sibabe said.

At the Fosatu meeting in Springs, where the call for a general meeting was made, workers denounced TMSA's attitude.

"Their attitude could do nothing but damage to labour relations in the whole of Springs. We appeal to other companies to intervene," Mr Dlamini said in the statement.

# Trade unions plan centres

A GROUP of trade unions based in the West and East Rand are planning to build trade union centres in various black townships for the use of their members.

One of the areas earmarked for the building of the centres is Soweto and the unions involved in the project have already applied for a site. The centre, which will cost several hundred thousands of rand each to build, will be used as offices for various trade unions, meetings, courses and seminars.

Mr Irvine Phadi, president of the Commercial, Catering and Allied Workers' Union of South Africa (Cawusa), said construction of the first centre would start as soon as a site had been granted. The unions, he said, were still looking for another site in the East Rand.

"At the moment we cannot say how much each centre will cost to build, but

By LEN MASEKO

it will be several hundred thousands of rand. We have formed committees who are working on the project and have also engaged a qualified architect who is drawing plans for us," Mr Phadi said.

The planned centres will each cover approximately two acres — nearly the size of a soccer pitch — and the unions have asked for sites where public transport would be readily available.

Among the trade unions involved in the project are the Media Workers' Association of South Africa, Black Municipality Workers' Union, Federation of South African Trade Unions and Cawusa.

# Strikes at East London firms settled

EAST LONDON — Managements at both Epol and TFM expressed confidence yesterday that their strike-hit factories would resume production today

Both factories were hit by strikes on Wednesday and were not working yesterday

At the Epol factory, where about 150 workers downed tools in demand of the return of their pension fund contributions, it was agreed to resume work today.

The branch manager of the factory, Mr R Kreuzsch, said that following talks between the management and the African Food and Canning Workers Union (AFCWU) yesterday it was agreed to end the strike

"I think the workers were concerned about their pension fund being transferred automatically to another company if they leave us"

At the TFM motor component factory, where the entire workforce of 55 went on strike over the dismissal of seven workers on Wednesday morning, work is also expected to return to normal today

The managing director of the factory, Mr R Alford, said most of the workers had returned for work yesterday

Mr Alford said on Wednesday that those who had walked out had dismissed themselves, but that he would re-employ those who wanted to return to work

"Almost all the workers came back today and after discussions it was decided there would be no work today and they could come back tomorrow to start

work," Mr Alford said

Meanwhile, there was a full workforce turnout at Car Distributors Assembly (CDA) yesterday with all sections of the plant working normally.

A spokesman for the company said the only absenteeism from the factory was "the normal dozen or so off work that one can expect in a factory that employs close on 3 000 workers"

Meanwhile, a spokesman for Hulett's said all 2 000 workers who had been on strike at four Natal sugar mills in protest against the government's pension legislation had returned to work.

This came after the firm had agreed to suspend their pension contributions pending further negotiations over the issue

On the Reef, the dispute between the Building, Construction and Allied Workers' Union and Johnson Tiles, a British multinational, took a new turn when several workers accused the company of sending police, and administration board officials to their hostel to arrest them on Tuesday night

The workers were among those fired on Monday after striking over the dismissal of a union shop steward whom they believe has been victimised

A police spokesman yesterday confirmed that policemen had gone to the hostel to assist board officials in a "general search" of the Johnson workers, but said no attempt had been made to arrest anyone — DDR



15-10-81

# Union blamed in test case

STAR 9/10/81  
140A #6  
~~125~~ 152  
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Labour Reporter

The Maritzburg Supreme Court case involving the rights of migrant workers reopened this week with a company official accusing a union of causing unrest and intimidating workers

The Fosatu-affiliated Sweet, Food and Allied Workers' Union brought the case to court earlier this year, representing 181 workers in their dispute against the Union Co-op Sugar Mill at Dalton Natal

The union and workers are contesting the company's decision to expel them arbitrarily from their compounds after a strike at the end of March.

The strike started after workers protested management's decision to cancel free food rations to workers after wage increases had been introduced.

Mr Charlton said the company's profits had already been seriously affected by increases and drought

The issue at stake is a company's right to expel workers from housing quarters without adequate notice

The case continues.

# Weekend meetings ban in strike-hit Springs

RDM 10/10/81  
Mail Reporters

ALL public meetings, except sport and religious gatherings, in the Springs magisterial area have been banned this weekend after more than a week of labour unrest in the town

At least five black workers were arrested in connection with a strike at Telephone Manufacturers of South Africa (TMSA)

A security police spokesman said yesterday the arrests had been made in connection with "serious cases of assault and intimidation" which had apparently resulted from the strike

## Injuries

He said two men were in hospital with serious injuries. At least five men had been arrested and more arrests were expected

The ban on meetings, issued by the Chief Magistrate of Springs, prohibits all public gatherings other than sports and religious events in the Springs magisterial district. The order, made in terms of the Riotous Assemblies Act, came into effect at 11am yesterday and will be effective until Monday morning

It follows a series of meetings

in the Kwa-Thema township by TMSA workers. A security police spokesman said the ban was decided upon because of fears of violence at meetings

## 'Interference'

The ban affects a mass meeting called by the Federation of South African Trade Unions (Fosatu) this afternoon to discuss "solidarity action" arising from the strike

A Fosatu spokesman said last night the ban was clearly aimed at preventing the meeting and countering the "increasing solidarity of Fosatu unions in Springs". He condemned the move as "direct interference by the State in the resolution of labour disputes through workers discussing their problems" and called on the State to keep out of labour disputes.

## Cards

The unrest at TMSA, the biggest non-mining employer in Springs, started last week after three workers were fired for allegedly playing cards during working hours

About 200 workers in the same department went on strike and were dismissed after ignoring an

ultimatum to return to work. More workers joined the strike until all 1 600 black workers had downed tools.

The rest of the work-force was fired on Monday. Since then, the company has been attempting to re-employ all but the 200 initial strikers but the bulk of the workers have pledged not to return until all fired workers are reinstated.

A spokesman for the Fosatu-affiliated Metal and Allied Workers' Union said yesterday friction had started among workers on Thursday and it was understood that violent incidents had taken place

In addition to the ban on meetings, he said the chairman of Fosatu's Transvaal Region, Mr Chris Dlamini, had been served with a special order instructing him not to attend any gatherings over the weekend

No confirmation of this could be obtained from the police

140 A (152) (189) (227)



# Strike for night leaves its mark on SA industry

EXFRES (1110/81)

BY CHARLOTTE BAUER

IN THE last two weeks more than 20 strikes have swept across South Africa and this week alone, 2 000 of 7 000 workers involved in work stoppages were sacked.

In an escalating wave of strike action that has gripped the country, the East London plant of Mercedes Benz Manufacturer "Car" Distributors' Assembly, was brought to a virtual standstill on Tuesday by its third strike in less than a week.

And three of the biggest sugar mills in Natal and Zululand, owned by the Hulett's group, were forced to close for a day.

Since mid-September, a battery of country-wide strikes has been reported.

On September 22 more than 2 000 Black workers at Anglo-American's Seaw Mehl's plant in Wadeville went on strike.

The strike ended after management reinstated a Black worker who was fired after assaulting a White.

Following a wage dispute about 150 workers downed tools at a Gunter's construction site in Serris, Natal.

On September 20, 10 striking workers at a Captain Dorego fish and chips outlet in Johannesburg returned to work after they were promised R5-a-week bonuses.

Five days later more than 100 workers stopped work at Game discount

wages in Durban, demanding higher wages. This resulted in the dismissal of 141 striking workers.

On the same day about 400 meat workers at the Dorothy Railway Products plant in Bolaburg went on strike for an across-the-board increase.

They conditionally returned to work two days later.

Striking steelworkers employed by the South African Steelworkers Services Company in Durban agreed to return to work after a shutdown at the docks.

The decision by the 950-strong workforce to return to work was conditional upon management meeting their liaison committee to discuss grievances.

200 workers at the SA Bottling Company in Port Elizabeth agreed to re-

turn to work after Natal's car higher wage demands.

More than 560 workers went on strike at Power Steel in Wadeville, Germiston demanding the reinstatement of a colleague as the claim was unfairly dismissed.

Their later returned to work.

Workers at the Dordrecht plant in Port Burg derived tools for the second time in a week after their demands for an across the board increase were refused by management.

On October 1 about 600 workers employed by the Sappi Paper mill in the land refused to go on duty for the morning shift because they were dissatisfied with the new pension scheme.

As the striking firm E-Led's and

Company a Torque group subsidiary in Kempton Park, about 500 workers, most of them members of the African Food and Canning Workers' Union, downed tools in protest at the dismissal of a colleague. All were fired.

On the same day 700 workers quit the Car Distributors Assembly plant in East London.

The action followed the dismissal of a fellow worker.

In Natal 800 Hulett's workers downed tools. The strike was sparked by threatened dismissal of a striking pension fund representative.

On the same day 700 workers at Telokwane Man

factories of SA in Springs caused the factories to be closed. The company sacked about 1 500 workers.

# Black unions — spearhead of change

REPORT BY ANTHONY HOOPER FOR THE WEEK END

JUST two-thirds of the way through, 1981 is already well on the way to being another "year of the worker" — like 1980.

There have been at least 115 reported strikes by Black workers, while Black unions report

As Brian Matthew, executive director of the Midlands Chamber of Industries in strike-prone Port Elizabeth, puts it: "A wall has been built across the river."

We've opened one sluice gate to reduce some of the pressure but kept all the others closed. So it's inevitable that all the pressure will come through this one.

first ever in South Africa — spread right across the meat industry in Cape Town in support of worker demands in one factory.

The recent strike in the motor industry in Port Elizabeth was another step down this road, for workers at General Motors and Ford-owned tools

Last year's municipal workers strike brought the issue





up, with militant new groups poaching members from moderate unions

More and more union leaders are talking of the need to be come involved in broader community — as opposed to strictly factory — issues, while some even joined in public political protests against the Republic Day "festivities"

Not only are Black workers becoming increasingly conscious of their potential power as workers, employers are also now more sharply aware of it than ever before

The hardline anti-union stance of the vast majority of employers so evident only a year ago is slowly beginning to be eroded by worker power

Unions are finding access to factories easier than in the past while the number of companies that have signed recognition agreements with Black unions has jumped from only two in 1979 to about 70

Also significant is the fact that managements are becoming steadily less willing to toe the Government's line in handling Black unions

At least one company ignored a specific urgent request by the Minister of Manpower, Mr Fanie Botha, not to recognise an unregistered Black union

There is a growing trend among managements to regard a union's standing on the factory floor as the main criterion in deciding whether or not to recognise it, not whether it has official approval from Pretoria

Growing numbers of employers seem to feel they simply cannot wait while Pretoria tries to sort out the mess it has made of the post-Wiehahn industrial law

But although there is a new realism abroad among some employers, they are also profoundly worried that Blacks, deemed political but now granted economic rights, will use trade unions as political instruments

tremendous odds

Recently for instance the Chemical Workers' Industrial Union has been squaring up for a battle against Colgate Palmolive in Boksburg

The union which is affiliated to the non racial Federation of Soth African Trade Unions (Fosatu), had been trying for a year to be recognised by Colgate

But the company would not agree to bargain about wages at plant level arguing that this must take place in the industrial council for the chemical industry

The company finally acceded to the union's demands after an overwhelming vote by the workers to strike in their support

The significance of this was that the company capitulated to the threat of a strike before the union had to call a strike to demonstrate its strength

Before a strike was due to start a nation-wide boycott of Colgate products had been set in motion by Fosatu to back the union's demands and thousands of "boycott Colgate-Palmolive" stickers were distributed with lists of the company's products

Acting Transvaal branch secretary of the union Chris Bonner, said Colgate could be highly vulnerable to the boycott since it was operating in an intensely competitive market

And the union had decided on a strike levy on its 3 000 members across the country to help its Colgate members during the strike

Officials and shop stewards of other Fosatu unions on the increasingly-militant East Rand reported at the time that their members were wearing boycott stickers on their overalls in other factories — sparking, they claimed, fears among other companies that a Colgate strike could spill into their own factories

Solidarity across factories is one of the significant new trends among Black workers Last year a sympathy strike — the

bly plants

Consumer boycotts also have precedents, the most successful being the boycott of Fattis and Moni products to back the Food and Canning Workers Union's demand in 1979

The company gave in after the boycott — which had backing among Black organisations all over the country, including Chief Gatsha Buthelezi's Inkatha movement — began to affect its share price adversely

Success breeds success in the union movement

Mrs Maggie Magubane, whose Fosatu-affiliated Sweet Food, and Allied Workers Union recently signed a historic agreement with Kellogg in Springs in terms of which the union will in future be consulted over re-arrangements says "Workers and my township neighbours read or hear about our agreement and then come and ask us to help them organise a union that works like our union"

The two main exponents of "community-linked unionism" are outside the main groupings

They are the Motor Assembly Components Workers' Union of SA (Macwusa) which is based in Port Elizabeth but now expanding to the Sigma motor plant in Pretoria and the SA Allied Workers' Union (Saawu), whose power-base is East London

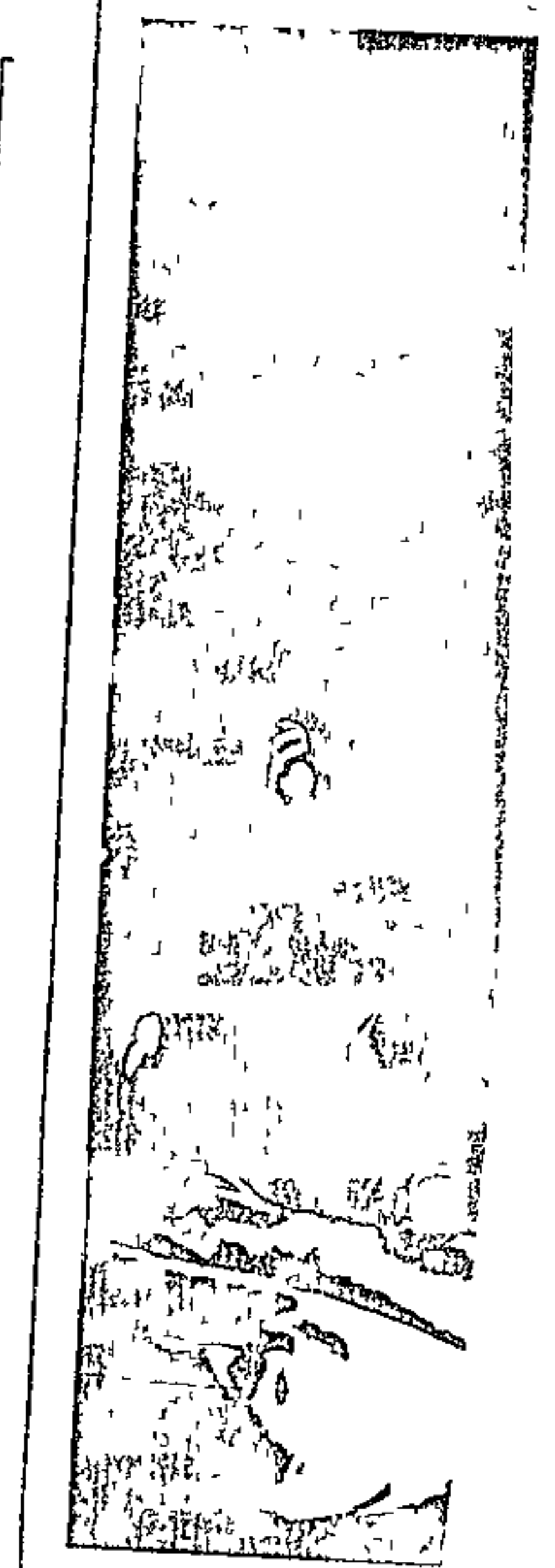
Both say factory issues cannot be divorced from community issues

Illustrating what "community linked unionism" implies Macwusa's Siphon Pityana says that if slum and disease conditions in the townships make a worker ill so that he takes sick leave, the employer must be aware of these community problems

Both Saawu and Macwusa suffer severe harassment with more than 200 — mainly Saawu — members or officials having been detained without trial at one or other time this year

Even so they are growing

home in Johannesburg This year the number of strikes has increased as workers realised their potential for change



# Workers claim assault by police

Journal 12/10/81

A NUMBER of workers have claimed they were assaulted by riot police when about 1 000 workers at the Telephone Manufacturers of South Africa in Springs went on strike in solidarity with three of their colleagues who were fired. 152 (1401) 187

The strike started on Thursday at about 5 pm after the three workers had allegedly been fired for playing cards, although workers claim the three had already knocked off.

On Friday morning, all the other workers were allowed into the company premises, but those who worked in departments 26 and 27 were locked out. The others who were allowed in also refused to work and gathered outside and began singing freedom songs and shouting "Amandla". Riot police were called in and people started scattering and later converged again.

Mr Nhlanhla Phakathi, said he had asked to talk to management but was instead taken into an office by the riot police who allegedly assaulted him.

star 13/10/87  
Nine in court for assault

Labour Reporter

Nine people appeared in the KwaThema Magistrate's Court yesterday on charges of assault with intent to do grievous bodily harm following a strike at the Telephone Manufacturers of South Africa firm in Springs this month

The case was postponed until next Monday and a spokesman for the Fosatu-affiliated Metal and Allied Workers Union which raised bail for the nine said dismissed TMSA workers and the union still sought negotiations with management

About 1600 workers were told they had "dismissed themselves" after workers conducted a sympathy strike in support of three dismissed colleagues

TMSA has been taking on a new work force and more than 500 were taken on after a week's rehiring

Last weekend the Springs Chief Magistrate, Mr P L Le Roux, banned meetings in the Springs area — a move which was seen as an attempt to stop former TMSA workers from meeting on Saturday



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(137) (138) (139) (140) (141) (142)  
Firms hit as labour  
Sia 13/10/81 (142) (140A) (143)  
unrest continues (144)

**Labour Reporter**

About 100 workers at the Uitenhage motor components firm, Motoratia, went on strike yesterday over wage demands and union recognition

A spokesman for the Fosatu-affiliated Transport and General Workers Union said the union had a majority representation at the plant. Workers also demanded better wages, he said.

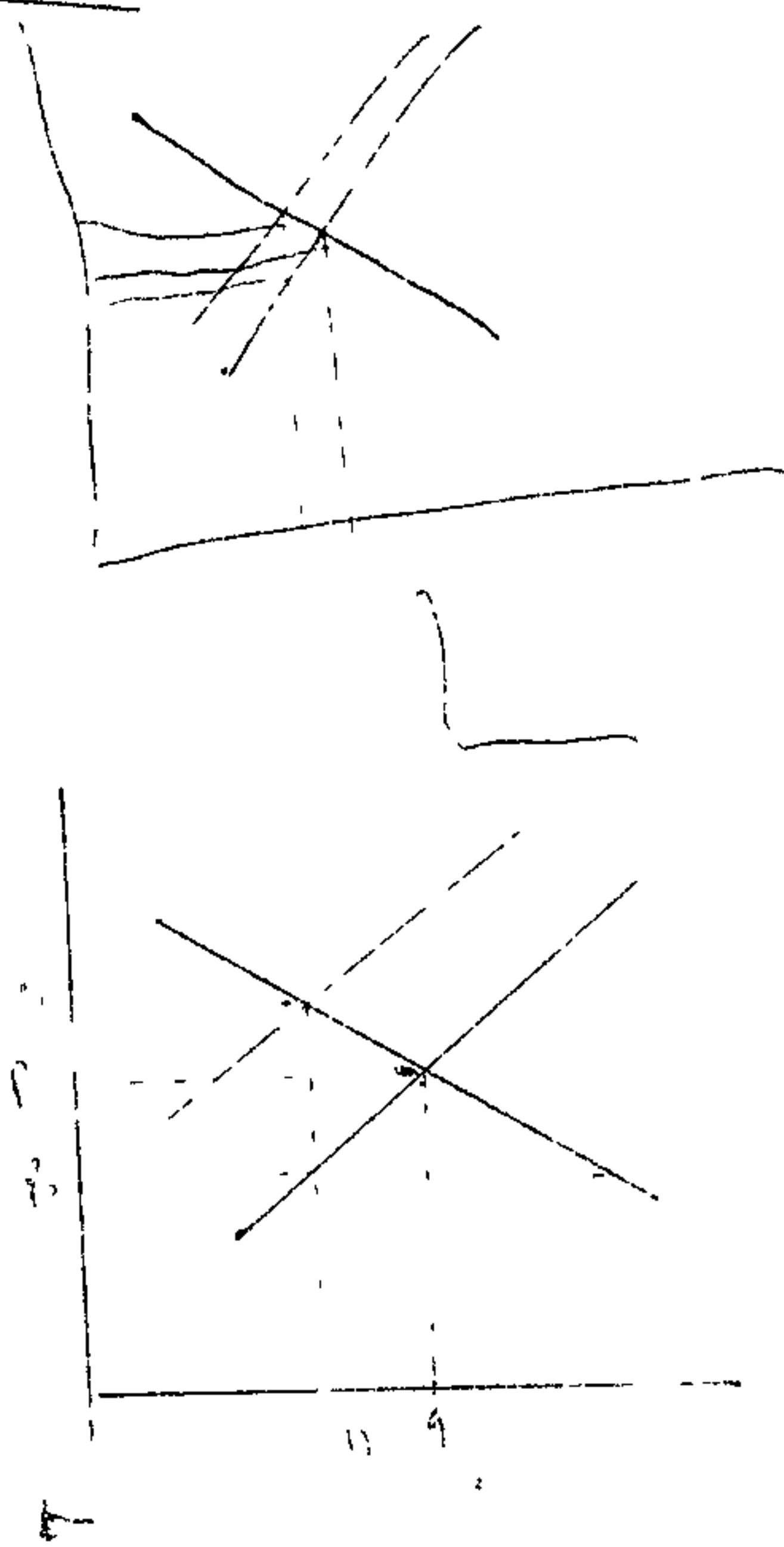
The SA Bottling Company plant in nearby Port Elizabeth continued today to take on a new workforce after the dismissal last week of about 250 workers.

A worker delegation was expected to meet management at Johnson Tiles in Olifantsfontein after dismissal of about 600 workers earlier this month.

A union spokesman said workers hoped to return to work tomorrow if the dismissed employees were taken on again.

About 1000 black employees of the Natal Tanning Extract Company at Melmoth were on strike today over proposed pensions legislation.

And in Maitzberg, 120 Hulett's Aluminium workers struck for some hours yesterday, also over the pensions issue.



RDA 13 10 81

# Springs strike: hundreds re-apply after unrest

Labour Reporter

189 140A 152

ABOUT half the 1 600 workers fired after a strike at Telephone Manufacturers of SA (TMSA) at Springs ten days ago have applied for re-employment, a management spokesman said yesterday.

The strike led to a ban on meetings in Springs over the weekend and the arrest of nine workers, allegedly as a result of violent incidents in KwaThema township. A spokesman for the Federation of SA Trade Unions said Fosatu unionists were attempting to secure bail for the arrested workers.

Meanwhile, two more brief work stoppages were reported from Durban and a union spokesman said the 150 workers fired after striking at Game Discount World in that city two weeks ago were still refusing to return to work.

And our Port Elizabeth correspondent reports that about 180 workers at Motor Via, a components firm which supplies the Volkswagen plant, struck yesterday in support of demands for recognition of Fosatu's Transport and General Workers Union.

This is the third strike concerning recognition in Port Elizabeth in the past eight days.

A TMSA spokesman said yesterday that about 900 black workers were now working at the company. Just under 800 of them were fired strikers who had applied for re-employment.

He claimed that there had been about 1 000 workers outside the factory gate yesterday morning seeking employment.

The spokesman added, however, that "the situation is dynamic and it is not possible to predict how things will look tomorrow".

In Durban, about 200 workers at stevedoring company Grindrod Cotts stopped work to discuss their demand that their pension money be refunded to them and the general secretary of the SA Allied Workers' Union (Saawu), Mr Sam Kikine, said they had struck in support of this demand.

But the company's managing director, Mr F Ross, said workers had not gone on strike but had stopped work in order to continue discussions with management on their pension demands. They had returned to work during the morning.

"We have been discussing the pension issue with our works council and will continue to hold talks," Mr Ross said.

A second firm, Pietermaritzburg-based Ridgeview Quarries, was hit by a strike by about 100 workers yesterday.

Mr Kikine said the workers were striking because they had not received a promised wage increase and to back a demand for the firm to recognise Saawu.

A management spokesman said late yesterday that the strike had been resolved.

140A

# More out in dispute over pension refunds

RDM  
13. Mail Correspondent (152)

THE Allied Workers' Union yesterday confirmed that workers at a Durban stevedoring firm and a Cato Manor quarry had gone on strike over pension refunds and wage increases

Union secretary Mr S K B Kikine said hundreds of workers at the Maydon Wharf and Point Road branches of the stevedoring firm struck early yesterday after demanding pension refunds

The quarrymen claimed promised wage increases had not been paid and the company refused to let them join the Building and Allied Workers' Union, apparently because it was not registered.

A number of Indian employees joined the quarry strike because they did not want to be intimidated.

Quarry manager Mr S Strydom said workers had been warned that they faced dismissal if they did not return to work. They had had a pay rise last month, he added

Police watched the quarry while management discussed the grievances.

Mr F K W Ross, director of manpower at Grimrod Cotts stevedoring, said Maydon Wharf and Point Road workers were not on strike but had been delayed because of negotiations with management over pension refunds

About 700 workers at the two branches had requested unconditional pension refunds

"Management had heard their grievances and it was agreed that an answer be given today," he said yesterday

The proposed pension legislation, which led to labour trouble at Hulett's sugar mills on the North Coast, spread to Maritzburg yesterday where 80 workers left Hulett's Aluminium

A company spokesman said they had been expressing concern over the proposed legislation for two weeks.

About 120 hourly-paid employees at the plant had approached the company's personnel officers with the request that their pension contributions be repaid, the spokesman said

The proposed pension legislation was again clarified and they were told their contributions would only be returned if they resigned," the spokesman said.

"As a result, some 40 employees returned to work and the remaining 80 resigned

Those who resigned were given cheques for their pension contributions and will receive their outstanding pay tomorrow

more than 1 000 people employed in the plant



**WORKER CONTROL** 1100  
The Fosatu-affiliated Metal and Allied  
Workers Union passes a resolution de-  
manding worker control of the metal  
industries pension fund **FN B 11/81**

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**MAWU speaks up  
for 1500 strikers**

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By Drew Forrest

The giant International Metalworkers Federation has been consulted by one of its affiliates over the dispute at Telephone Manufacturers of SA in Springs where about 1500 striking workers were dismissed last week.

In a statement the Metal and Allied Workers Union said Temsa management's refusal to deal with the union officials and committee members "could only poison industrial relations in the Springs area."

The union said it had called on the International Metalworkers' Federation to draw Temsa's behaviour to the attention of its British parent companies, Plessey and GEC.

It also said two Temsa workers were arrested yesterday at the Magistrate's

Court in kwaThema, where nine colleagues charged with assault were applying for bail.

Bail was granted at R50 each for four women, and R100 each for the men.

In response to union charges a Temsa spokesman said management was not prepared to deal with "a union which has come forward for the first time in a troubled situation."

Talks would be held this week with the Electrical and Allied Workers' Union and the Tucsa-affiliated Radio, Television Electronic and Allied Workers' Union, which the company recognises.

Management was continuing to interview workers who had turned up at the factory gates. Nearly 1000 workers — of whom 100 were new recruits — were back at work, he said.

# Striking workers arrested in East Cape

Star  
15/10/81  
15/10/81  
308  
140A

## Labour Reporter

Production stopped yesterday morning at Huletts Aluminium plant in Maritzburg when about 200 early-shift workers downed tools

The workers, who were demanding that management pay them out their pension contributions, stayed on the premises

Officials of the Fosatu-affiliated Metal and Allied Workers' Union went to the factory to discuss the dispute with the workers

Huletts Aluminium was also hit by a work stoppage over pensions on Monday and 80 workers resigned to receive their contributions. Later they were joined by another 130 workers

Four Huletts sugar mills in Natal, as well as Huletts Refinery near Durban, were hit by pension unrest earlier this month

About 800 workers at Natal Tanning in Melmoth started returning to work yesterday after striking last Friday over wage demands

Several were charged by police and later fined for conducting an illegal meeting

In the Motovia dispute at Uitenhage officials of the Fosatu-affiliated

Transport and General Workers' Union talked to about 100 drivers about their grievances

And, yesterday, in Port Elizabeth at least 18 workers were detained by Security Police, apparently for "intimidating" other workers

Police confirmed the arrest of Mr Themba Dube, an organiser of the Motor Assembly Components Workers' Union in connection with recent strikes at two Post Office branches and the SA Botling Company

A strike by about 300 workers at Imperial Cold Storage, Addo, over wage demands was also reported yesterday

At Johnson Tiles, in Olifantsfontein, former workers started streaming back to the plant on Tuesday afternoon to re-apply for their old jobs after a strike on October 5 over union recognition

A company spokesman said many of the 260 workers were taken on again but some were not because vacancies had already been filled by newly recruited labour

Mr J Joubert, Personnel manager at Johnson Tiles, said the firm was not anti-union but would deal only with unions that were representative of the workforce



Star 15/11/81  
**Workers refuse  
to join union  
and lose jobs**

Labour Reporter

Twenty six workers at the United Tobacco Company in Industria, Johannesburg, lost their jobs today for refusing to join a union

Because of a closed shop agreement in the tobacco industry, workers are required to belong to a trade union and, in the case of UTC, this is the Tucsa affiliated African Tobacco Workers Union.

A company spokesman said today that 22 workers were considered to have "dismissed themselves" for not joining the union. One worker was of pensionable age and allowed to collect his pension and two had not yet turned up to collect their pay.

Only one of the 27 workers who faced dismissal relented and joined the union yesterday.

The workers had told The Star they did not want to belong to the union because they had never met its officials and felt it had no effect at UTC.

At the Hulett's Aluminium plant in Maritzburg a strike by about 800 workers continued early today while management held talks with the

Fosatu-affiliated Metal and Allied Workers Union

Work was only going on in a few areas of the plant, a Hulett's spokesman said. Workers have demanded the reinstatement of 130 workers who resigned on Monday in order to receive their pension contributions.

At the Motorvia Components firm in Uitenhage, about 100 drivers were still out on strike over issues of wages and recognition of the Fosatu-affiliated Transport and General Workers Union.

The union was holding a report back to workers today on yesterday's talks with management.

The workforce at Natal Tanning in Melmoth was reported to be returning to work following a wage dispute by 800 workers this week.

A spokesman for the Motor Assembly and Components Workers' Union in Port Elizabeth said today they had no reports of any further Security Police detentions of members since yesterday's dawn arrest of about 18 workers, including a union organiser Mr Themba Dube.

RDP 15 10 81

# Unions appeal for foreign aid over disputes

TWO local black unions have sought the help of powerful overseas labour organisations in an attempt to resolve disputes arising out of recent strikes on the Witwatersrand.

The Building, Construction and Allied Workers' Union has appealed to the British Trade Union Council to approach the British parent company of Johnson Tiles at Olifantsfontein, where workers were fired after a recent strike.

A union spokesman said this week the TUC had secured an agreement from Johnson Tiles' parent company that workers would be reinstated and that the firm will meet the union.

However, he claimed local management wanted to re-employ selected workers only — which the British unions "totally rejected". He also claimed the

## Labour Correspondent

firm had told fired contract workers to vacate their hostel in Tembisa township by Monday afternoon.

Company spokesmen could not be reached for comment.

Meanwhile, the Metal and Allied Workers' Union has called on the International Metalworkers' Federation to intervene in its dispute with Telephone Manufacturers of SA (TMSA) in Springs.

TMSA is a subsidiary of General Electric Company and the union has asked the IMF to approach GEC in an attempt to bring the local management to the bargaining table.

The union wants to meet the company to discuss the reinstatement of workers fired after the entire black work-force of 1 600 went on strike recently.

Up to now, TMSA has refused to meet the union.

Nine people appeared in the Kwa-Thema Magistrates' Court on Monday on charges of assault following the unrest. They were released on bail, paid by the union, and the case was postponed to next Monday.

A spokesman for TMSA said yesterday almost 1 000 of the 1 600 dismissed workers had been re-employed, and about 100 new workers had been taken on.

Sta 16/10/87  
Strikers  
reach  
140A  
agreement  
Labour Reporter

Several countrywide wage disputes were resolved yesterday

At Federated Timbers in Witbank 218 workers returned to their jobs

They had sought an increase in the minimum wage implemented at the beginning of the month which amounted to a 23 percent increase, according to a company spokesman

At Imperial Cold Storage in Addo 300 workers settled for an 80c an hour wage agreement They originally asked for R1

About 100 drivers at the Motorvia firm in Uitenhage agreed yesterday afternoon to return to work after management expressed its willingness to discuss wage demands with the Fosatu-affiliated Transport and General Workers' Union next week

At Natal Tanning in Melmoth most of the 600 workers at the agricultural estate returned to work while management expected a return of the 200 workers at the factory itself



# Union men freed in crackdown on strikes

Star 17/10/81

By Drew Forrest  
The Ciskeian authorities have withdrawn charges against 59 members of the SA Allied Workers Union (SAAWU) in two separate hearings in the Mdantsane district court this week.  
But in the countrywide crackdown on illegal strikes, more than 30 workers have appeared in

court this week either to be charged or for remand, and another 23 are expected to face charges shortly.  
On Monday, the Ciskeians dropped charges of public violence against 24 SAAWU members who were among the 500 workers dismissed after the February Wilson Rowntree strike in East

London. The 24 were held for two months under Ciskeian security laws.  
And yesterday, charges of attending an illegal gathering against another 35 SAAWU members were dropped. They were arrested in May after attending an East London court case involving a colleague.

On the East Rand two more former employees of Telephone Manufacturers of SA in Springs appeared in the KwaThema magistrate's court on Wednesday on assault charges.

Nine former Temsa employees were charged with assault on Monday after the recent strike at the plant, which resulted in the dismissal of 1600 black workers. All the cases were postponed.

Our Port Elizabeth correspondent reports security police as saying that 15 of the 180 workers dismissed after last week's strike at two post office yards would appear in court shortly, together with eight of the 250 workers who struck recently at SA Botling.

And according to Sapa, the Port Elizabeth chief magistrate, has imposed a weekend ban on meetings of the General Workers Union of SA and the Motor Assemblers and Component Workers Union (Macwusa).

Meanwhile, after last month's strike at Cobra Brasswale in Luipaardsvlei, on the West Rand, 13 workers appeared in the Klugersdorp magistrate's court for formal remand yesterday.

Handwritten numbers in circles: 105, 329, 145A, 337, 189, 182, 152, 140A, 139.

# Work force is replaced

Star 17/10/80  
1402

The Telephone Manufacturers of SA plant in Springs has taken on 1250 workers after the recent strike by its African workforce and has now stopped recruiting, a management spokesman says.

The spokesman says the company's management has decided to stabilise the African work force at 1250 for business reasons.

Meanwhile the partial work stoppage at Hulett's Aluminium in Pietermaritzburg continued yesterday. The workers are demanding the reinstatement of 130 colleagues who resigned on Monday and claimed pension contributions. They have not been rehired.

Hulett's publicity manager, Mr Frank Ferguson, said the company had no objection to reinstating

those who had resigned on condition they repaid their pension contributions. He said many workers had been prevented from going to work by "severe intimidation and coercion".

In Wadeville on the East Rand 70 members of Fosatus Transport and General Workers Union have been dismissed after a dispute over leave pay with the management of Viljoen's Transport.

The workers, who claim they have not had paid leave for 12 years, stopped work on Tuesday.

A TGWU spokesman said the workers were fired yesterday after protesting at the alleged victimisation of one of their number following the strike. Management could not be reached for comment last night.

# Striker's death: (140A)

## no-one to blame

RPM 17/10/81  
By SAM MASEKO

A PRETORIA inquest magistrate yesterday found no-one was responsible for the death of a Sigma Motor Corporation striker, Mr Paulus Mahlangu, 25, who was shot dead last April.

No evidence was given and no witnesses were called.

The magistrate, Mr R J van der Merwe, said various people had made statements and the court was satisfied that the police had thoroughly investigated the case.

A legal representative of the Mahlangu family, Mr M Brassley, indicated he wanted witnesses called to testify so they could be cross-examined, but was overruled by the magistrate.

Mr Mahlangu, of Mamelodi, an employee of the Sigma plant, was allegedly shot by a woman motorist on April 15 during the Sigma Motor Corporation two-week strike over pay.

Police said at the time Sigma strikers were rocking cars on their way home from the plant when Mr Mahlangu was shot.



# 'Shooting' threat after transport men sacked

RPM 17-10-81 (40A)

A GERMISTON transport employer yesterday threatened to shoot any black workers whom he had sacked earlier if they entered his property.

The threat was made by a Mr Viljoen, believed to be the owner of Viljoen's Transport in Wadeville, when he was asked to comment on a labour dispute at his firm which had resulted in all 70 black workers being dismissed yesterday.

Mr Viljoen confirmed he had sacked all the workers and added "If any of them come here, I will shoot them."

He said the dispute was the "fault of the Department of Man-

By RIAAN DE VILLIERS

power and the workers' union, because of promises made to the workers more than a year ago", but declined further comment.

The workers were sacked after going on strike earlier this week in support of a demand that they should be paid out leave pay allegedly in arrears, according to a union spokesman.

The spokesman, for the Trans-

port and General Workers' Union, said the strike happened after the Department of Manpower had failed for several months to act on complaints about leave pay owing.

The spokesman claimed the firm had not paid out leave pay since it was formed 12 years ago, and that numerous complaints had been submitted to the department over a long period.

Department officials had visited the firm in June to look into the issue, with no result.

Earlier this week, workers stopped work, demanding that their leave pay be paid out before the end of the month, as their contracts would expire soon.

## Refused

Mr Viljoen was approached by union officials, but he refused to make any payments or discuss the issue.

Workers returned to work after Department of Manpower officials told them action would be taken on the matter within two weeks, the spokesman said.

Yesterday morning, a worker was sacked after breaking a component on a truck, and when union shop stewards intervened in an attempt to have him reinstated, all the workers were sacked, she said.

No comment could be obtained from Department of Manpower officials yesterday.

# Union jubilant as strike ends

THE National Union of Motor and Rubber Workers' Union of South Africa (Numorosa) has hailed the settlement of the strike at the Car Distributors Assembly (CDA) in East London as a feather in the cap of the union.

This is in spite of the fact that one of the main causes for the walkout by 2 600 African and coloured workers from the plant that assembles Mercedes Benz vehicles has not been settled yet

The walkout started after Mr Today Dayimani was dismissed following an alleged fight with an employee

The branch organiser of the union, Mr C Fazzie, spent more than 40 hours negotiating with management. He was aided by his regional secretary from Port Elizabeth, Les Kettledas, local chairman Sydney Nyengane and executive members Kenny Postman and Michael Matroos.

## BEAUTIFULLY

Afterwards he said: 'We have settled this dispute beautifully but we could not proceed with these two cases as there is litigation pending.'

The technical foreman involved with Mr Dayimani, Mr L Pierskalla, has laid charges and police are investigating. Management felt they could not proceed with the matter until the police have completed their investigations.

'The case of Mr Macanda is also being investigated

by police as charges of assault have been laid

'Other than these two cases, our union has settled all complaints. Everyone is back on the job and everything is fine,' Mr Fazzie said.

## VIOLENCE

He praised both management and the workers for their attitudes in the tense affair where violence and intimidation had been alleged, at certain stages, and police were known to have been on standby.

'Management really listened to us fairly and the workers' behaviour was exemplary.'

Mr Fazzie also rejected any suggestions that the African and coloured workers were not completely united.

'Ours is a non-racial union. We stood as one and I have not come across any division. As one young worker said at the meeting, quoting Paul, 'If one of the fingers is injured the hand is injured.' This was the attitude in this affair, from which, I must say, the union has come out with flying colours. We have learnt a lot about negotiating settlements.'

Star 19/10/81  
600 stay out in  
sacked-woman row

By Drew Forrest

The strike by nearly 600 workers at the large East London plant of Johnson and Johnson went into its third day today as representatives of the unregistered SA Allied Workers' Union met management in another bid to break the deadlock.

The company is one of only two in East London to have signed a formal recognition agreement with SAAWU, and the strike is seen as a key test of its labour relations policies.

At a meeting in East London yesterday, the strikers decided not to go back until management reinstated a woman worker whose dismissal for theft sparked the stoppage last week.

The company has offered to negotiate with SAAWU on the dismissal,

but has said that in terms of the agreement it will only do so after a general return to work.

In Maritzburg some of the 200 workers who struck last Wednesday at the Huletts Aluminium plant were back on shift this morning in response to a management return-to-work deadline.

The workers are demanding repayment of their pension fund contributions and the reinstatement of 130 colleagues who resigned last week to reclaim their pension money, and have not been taken back.

A company spokesman said half the morning shift of 300 were at work, and other workers were meeting in the car park with officials of the Metal and Allied Workers' Union to decide on a course of action.



# Unions appeal to overseas labour bodies

CT 19/10/81

Own Correspondent

JOHANNESBURG — Two local black unions have sought the help of powerful overseas labour organizations in an attempt to resolve disputes arising out of recent strikes on the Rand

The Building, Construction and Allied Workers' Union has appealed to the British Trade Union Council to approach the British parent company of Johnson Tiles at Olifantsfontein, where workers were fired after a recent strike

A union spokesman said the TUC had secured an agreement from the parent company that workers would be reinstated and that the firm should meet with the union

However, he claimed local management wanted to re-employ selected workers only — which the British unions "totally rejected" He also claimed the firm had told fired contract workers to vacate their hostel in Tembisa township

It was not known whether the workers were actually evicted but the union was seeking an urgent meeting with management, he added

Company spokesmen could not be reached for comment

Meanwhile, the Metal and Allied Workers' Union has called on the International Metalworkers' Federation to intervene in its dispute with the Telephone Manufacturers of SA (TMSA) in Springs

TMSA is a subsidiary of the General Electric Company and the Fosatu-affiliated union has asked the IMF to approach GEC in an attempt to bring the local management to the bargaining table

The union wants to meet with the company to discuss reinstatement of workers fired after the whole black workforce of 1 600 went on strike recently

Up to now, TMSA has refused to meet with the union

Nine people appeared in the Kwathema Magistrates' Court last Monday on charges of assault following the unrest They were released on bail paid by the union, and the case was postponed

A police spokesman said another two people had been arrested in connection with alleged cases of assault and another arrest would be made

A union spokesman condemned the involvement of the police in the dispute

He added "It seems TMSA management is using the police to weaken the resolve of the workers"

He said the company was still refusing to talk to union officials, which was 'damaging to worker-management relations'

A spokesman for TMSA said almost 1 000 of the 1 600 dismissed workers had been re-employed, and about 100 new workers had been taken on

He reiterated that the firm would not take back 200 workers who were fired first after starting the strike

# N M 600 workers quit in labour dispute

Pietermaritzburg Bureau  
ABOUT one third of Hulett's  
Aluminium's 1800-strong  
Pietermaritzburg work  
force elected to resign yes-  
terday after a company  
ultimatum

Workers who were on  
strike last week were  
warned on Friday that their  
strike was illegal and that  
failing to return to work by

6 pm yesterday would be  
taken as notice of their  
resignation

'Between 600 and 650 of  
the strikers elected to col-  
lect their pension fund con-  
tributions, back pay and  
other benefits, yesterday  
morning and so left the  
company's employ,' Mr  
Frank Fergusson, publicity  
manager for the company

said last night

'Production is now at nor-  
mal levels and the company  
will be advertising to fill  
the vacant posts,' Mr  
Fergusson said

Mr Geoff Schriener of the  
Fosatu affiliated Metal and  
Allied Workers Union who  
have not been recognised  
by Hulett's said he did not  
believe it was necessary to

refuse to re-employ the  
workers who had resigned  
in order to collect their  
pension fund contributions

'There are numerous  
ways in which Hulett's  
could resolve this issue  
There are a number of com-  
panies that have already re-  
funded their workers'  
pension contributions with-  
out problems, he said

Deed

# Fosatu: workers still <sup>(ILOA)</sup> ~~2017~~ suspect <sup>20 10 81 R/17</sup> new Bill

Labour Reporter

DESPITE the Government's decision to postpone implementing its controversial Preservation of Pensions Bill for three years, worker suspicion of the Bill — and perhaps consequent unrest — is likely to continue

This is the thrust of a document on the pension issue released yesterday by the Federation of SA Trade Unions (Fosatu)

The Bill, which has prompted widespread unrest will not be implemented until at least 1985 to give employers the opportunity to explain the Bill to workers

The Fosatu document rejects a Government claim that the unrest has been sparked by workers' failure to "understand the real benefits of pensions" and that the unrest can be eliminated by "opening up the appropriate channels of communication"

This attitude — adopted, it claims, by the Government, many employers and some established unions — wholly misses the point

The document says workers are suspicious of the Bill because "it entrenches and extends a system which they know is not meeting their needs"

"It is the problems which workers have already encountered with pensions which therefore need to be identified before any solution can be proposed," the document argues

## 'Not consulted'

Some of these problems, it charges, are

● "Workers have never been consulted about pension schemes" and therefore believe they are not serving their interests,

● Workers are "denied access to adequate information on the funds," which again feeds suspicion",

● Many workers — particularly contract workers and their dependants — do not get their benefits "because a satisfactory system of tracing and paying pensioners is not laid down"

● Many pensions lay down a minimum period of service before employer contributions are added into the fund. Through no fault of their own, unskilled black workers often fail to work for long periods in one company and industry and cannot easily return to the same industry and

● Where workers withdraw their money after leaving their jobs, they "almost never receive management contributions"

This means that the pension scheme only operates as a form of "forced savings" at a lower interest rate than that paid by banks or the rate of inflation

Fosatu's document says the new Bill has "highlighted these grievances" and added the new problem of "preservation"

The "most important objection to it it says is that many workers wish to be able to withdraw their contributions to use now"

But it also criticises the Bill for allowing the withholding of employer contributions to remain



CT  
20/0/81  
900 still on strike

PORT ELIZABETH — Altogether, about 900 workers are still on strike at Johnson and Johnson in East London and SA Bottling in Port Elizabeth

In spite of an ultimatum by management, about 650 workers at the Johnson and Johnson factory continued their strike yesterday over the sacking of a woman worker who allegedly stole two rolls of toilet paper

The workers demanded the woman be re-engaged. The company's personnel manager, Mr Wayne Munro,

said he would do "everything possible" to find a fair solution to the dispute.

At SA Bottling, where about 250 workers have been on strike since October, 8, and have since lost their jobs, management said yesterday that it was prepared to re-employ some of the strikers on merit

The managing director of SA Bottling, Mr P H Gutsche, said they were obliged — because of distribution commitments — to take on new workers in the place of some of the strikers -- Sapa

**All 180**  
Ev Post 20/10/87  
**Motorvia** 140A  
**drivers** 139  
**back**  
**at work**

Post Reporters

THE strike at the Uitenhage firm of Motorvia, which is involved in the delivery of new vehicles to the rest of the country, is over because 130 drivers returning from Bloemfontein failed to support the strikers

A spokesman for the company said today that all 180 drivers who were on strike were back at work yesterday

"Everything is back to normal," he said

The strike began last week when 130 drivers demanded the company recognise the Transport and General Workers Union. They also wanted higher pay. A meeting between management and union representatives will be held tomorrow to discuss both issues

The managing director at SA Bottling, Mr P R Gutsche, said today that re-employment of some of the 250 workers deemed to have "dismissed themselves" after striking three weeks ago, would continue "on merit and subject to the availability of vacancies"

Seven workers who went on strike at SA Bottling are to appear in court on November 10 on charges of intimidation

A spokesman for the General Workers Union of South Africa (Gwusa), to which most SA Bottling workers belong, said today he was still trying to arrange a meeting with the firm's management to discuss re-employment





# 660 out in new worker unrest

Star 21/10/81 ~~152~~ ~~360~~ ~~183~~ ~~140A~~ ~~139~~ ~~189~~ ~~182~~

By Drew Forrest

In the latest outbreak of pensions-related labour unrest, more than 600 workers at factories in Port Elizabeth and Durban were on strike yesterday.

Management at Henkel (SA) in Prospecton, outside Durban, has warned 260 strikers who have demanded the immediate repayment of their pension contributions that unless they are back at work today they face dismissal.

The strike at the detergent company began on Monday. Management has been dealing with Fosatti's Chemical Workers' Industrial Union which is informally recognised at the plant.

At the Port Elizabeth plant of Feltex Foam and

Automotive Products the 400 workers who downed tools yesterday in a pensions dispute returned to work this morning pending talks between management and the Motor Assemblers and Component Workers' Union (Maowusa).

More labour unrest has been reported from the East Rand where the Boksburg based General Tire subsidiary, Pigott, Maskew and Company is restaffing after last Friday's strike over wages by its entire 450 strong black workforce.

The company recently recognised the Chemical Workers Industrial Union. The managing director, M. Vic Pretorius, accused union members of "striking during negotia-

tions and in breach of the recognised agreement".

He said the workers had "resigned" by failing to meet a management return-to-work deadline.

According to a CWIU spokesman, the workers struck in rejection of management's final offer of a productivity bonus. They wanted a 50c an hour flat rate wage increase, she said.

Our Cape Town correspondent reports that about 200 workers at the Appleton factory near Grabouw, in the western Cape have been on strike since Friday.

The workers, represented by the Food and Canning Workers' Union, are demanding a minimum hourly wage of R1 50.

# Strikers go back pending new round of meetings

Ev Post 21/10/71

157300 (19) 140A (19)

By MOKONE MOLETE

THE 400 workers at Feltex rubber factory in Korsten Port Elizabeth who went on strike yesterday after demanding that they be paid their pension fund contributions, have resumed work pending the outcome of a meeting between management and one of the trade unions, a union spokesman said.

Workers at the factory said they wanted to withdraw from the pension fund but were told by management that they had to resign before the money would be paid out.

At about 1pm yesterday

workers downed tools after refusing an ultimatum from management to resume work or leave.

The company public relations manager Mr S Thompson described talks held between the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa) as 'fruitful'.

A spokesman for Numarwosa which is affiliated to Fosatum, said there would be further talks between the union and management as 'nothing final has been decided yet'.

Mr Thompson said according

to clock card records 97% of workers who struck yesterday were at work today.

Meanwhile the Transport and General Workers' Union at the Motarvia plant in Uitenhage will hold a meeting with management today to discuss demands that led to a strike last week.

The managing director at the SA Bottling Company, Mr P R Gutsche said that re-employment of the 250 who went on strike three weeks ago and were deemed to have 'dismissed' themselves, was continuing on merit and subject to the availability of vacancies.

RDM 21 10 81

## Hundreds of strikers paid off at Huletts

ABOUT 500 Huletts Aluminium workers were paid off in Maritzburg yesterday after they insisted on having their pension fund contributions refunded to them.

The workers resolved yesterday afternoon to "fight for the right to get their jobs back" and not to accept re-employment unless "all the workers are reinstated". They also resolved to prevent any "scabbing".

A negotiating committee consisting of 10 workers' representatives and officials of the Metal and Allied Workers union was elected to negotiate the reinstatement of all the workers.

The company was approached later in the day to meet this committee but refused, saying "workers could apply individually to be re-employed".

Yesterday's events follow the issuing of an ultimatum by the company on Friday, when 300 workers were told they were on an "illegal strike" and they should either return to work at 6am on Monday or lose their jobs.

According to the company, "several hundred" workers reported for duty on Monday and production "returned to normal levels".

This has been denied by worker representatives and trade union organisers, one of whom said only 30 of the striking workers returned to their jobs. They also claimed production "could not possibly be at normal levels" — Sapa



# Hundreds sacked at Hulett's

ABOUT 500 Hulett's Aluminium workers were paid off yesterday after they insisted on having their pension fund contributions refunded to them. *Sowetan 21/10/81*

And in Durban more than 200 workers at the Henkel Chemical works at Prospecton have gone out on strike in support of pay demands and pension negotiations.

The events at Hulett's followed the issuing of an ultimatum by the company on Friday, in which 300 workers were told they were on an "illegal strike" and that they should either return to work at 6 am on Monday, or lose their jobs.

Workers at Henkel Chemical Works said they had downed tools during the morning tea break on Monday because discussions about wage increases and the possibility of paying out pension scheme contributions had been under way with representatives of management and the chemical workers' industrial union for some months without resolving anything.

They were subsequently told in writing that the strike was illegal.

Meanwhile negotiations aimed at settling a wage dispute at the Appletiser factory near Grabouw continued yesterday between management and representatives of the workers and the Food and Canning Workers' Union.

Workers at the factory have been on strike since Friday, demanding a minimum of R1,50 an hour as opposed to 96 cents

## LABOUR BEAT

offered by management

In East London the dispute leading to a strike of 600 workers of

Johnson and Johnson

plant is also still dead-

locked. The South African Allied Workers' Union reported to the

striking workers yesterday that the management still refuses to

re-instate a Mrs Eunice

Tempi whose dismissal led to the walkout on Thursday.

A spokesman for the union said that management had offered to institute an appeal committee to investigate the dismissal provided the workers returned, but such a committee was not acceptable to the union or the workers as it would be biased.

In Port Elizabeth 59 workers appeared in the Magistrate's Court on Monday under the Riotous Assemblies Act following strikes at two post office yards and at the SA Bottling Company. All were remanded until October 29.

Another 24 also arrested last week appeared at the end of last week under the same Act.

In both disputes workers were dismissed — 180 at the post office and 250 at SA Bottling

The 83 men were arrested for alleged intimidation of workers during the strikes.

# East London tense as strike deadlock stays

By STEVEN FRIEDMAN  
THE five-day-old strike by about 600 workers at Johnson and Johnson's East London plant remained deadlocked yesterday, while a three-day strike on the pension issue at the Henkel plant in Durban ended.

This week has seen another outbreak of strikes in various parts of the country on pension and other issues. The labour situation in East London is reportedly tense and there have been calls by individual workers for strike action over a variety of issues, chiefly the impending Ciskei independence.

At Johnson and Johnson our East London correspondent reports that no end was in sight yesterday to the deadlock over the dismissal of a woman worker for allegedly stealing toilet rolls.

Johnson and Johnson is one of only two East London companies to have signed a formal recognition agreement with the unregistered SA Allied Workers Union and both sides have accused the other of not adhering to the terms of the agreement.

At a meeting this week, workers called for the company's chairman to negotiate directly on the dispute with Saawu's president, Mr Thozamile Gqweta, and said the plant should close until the end of the year if the company did not agree.

But the company has replied it will continue to channel negotiations through its personnel director, Mr Wayne Munro.

## Ultimatum

The company has said strikers should return to work before negotiations on the dismissal begin while workers say they will return only once the woman has been reinstated.

At the Henkel plant in Durban 260 striking workers ended a three-day strike in response to a management ultimatum.

Sapa reports that a spokesman for the Federation of South African Trade Unions' Chemical Workers Industrial Union which has been negotiating with management on worker demands described the outcome as "unsatisfactory".

He said the union had made three proposals aimed at ending the dispute — sparked by the Government's proposed Pension Bill — and management rejected them all.

Star 22/10/81  
650 ~~152~~ ~~7757~~  
137 300 7783  
192  
warning 1404

The week-long dispute at the Johnson and Johnson factory in East London approached a climax today when management warned the 650 workers on strike that they will be dismissed if they do not return to work tomorrow.

In discussions yesterday, the management also warned that unless there was a return to work, the recognition agreement with the SA Allied Workers Union (SAAWU) would be "null and void," according to a union spokesman.

The agreement is one of only two reached between SAAWU and East London companies.

In a statement published in the East London Press today, Johnson and Johnson's managing director, Mr Richard Cook, said that if the workers were not back tomorrow "we will regrettably have to assume that they have resigned, and alternative plans will be made."

#### REINSTATEMENT

The workers struck last Thursday in protest against the dismissal of a cleaner, allegedly for stealing two toilet rolls. They have since insisted that they will not man their posts until she is reinstated.

In his statement, Mr Cook said the recognition agreement with SAAWU "prohibits work stoppages until all procedures have been followed."

"We cannot make progress on any issue as long as our employees refuse to come to work — a requirement also included in the agreement."

A SAAWU spokesman this morning accused the company of "clinging to technicalities."

#### CONTRIBUTIONS

Meanwhile, 260 workers are back at work at Henkel (SA) in Prospecton near Durban after their two day strike over a demand for the immediate repayment of pension contributions.

And at the Motorola car ferrying firm in Uitenhage, where 100 drivers struck a fortnight ago, management has agreed after talks to recognise Fosatu's Transport and General Workers Union.



# Hulett's plant

## pension fund

### dispute resolved

22/10/81

22/10/81

140A

~~140B~~

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~~144~~

#### Mercury Reporter

HULETT'S Aluminium plant in Pietermaritzburg has offered to allow certain workers who resigned on Monday to retire early, so that they can enjoy the annual benefits of their pensions rather than receiving only their pension fund contributions

Mr Frank Fergusson of Hulett's said yesterday that some of the 500 workers who resigned on Monday following the work stop-

page, during which demands were made for the immediate withdrawal of pension fund contributions, would be allowed the same pension benefits that they would have received if they had reached retirement age

Workers falling into this category are those who have worked for at least 15 years and who are over 60

Mr Fergusson said these men would be given a 'technical early retirement', on condition that they repaid

the pension money they received when they resigned on Monday

A spokesman for the Metal and Allied Workers' Union said yesterday that Hulett's management had indicated to workers that they could re-apply for their jobs, but if re-employed they would lose their extra week's leave, service bonus and they would have to rejoin the company's pension fund

The spokesman said the workers who had resigned from their jobs last week would all re-apply this morning, in spite of a statement from management saying that workers who had resigned would only be selectively re-employed

More than 650 workers have resigned from the Pietermaritzburg plant in the last week in order to withdraw their pension fund contributions

Mr Fergusson said only about 250 of the 900 men who went on strike had returned to work. Recruitment for the vacant positions was under way, he said

## Henkel staff back at work after row over payments

#### Mercury Reporter

WORKERS at the Henkel plant in Prospecton returned to their jobs yesterday after the strike which began on Monday, according to an official for the Fosatu Affiliated Chemical Workers' Industrial Union

Workers were on strike demanding the immediate repayment of their pension fund contributions

Management issued a short statement saying 'discussions regarding the pension issue had not been finalised, and no further comment could be made'

X 3

**DEPARTEMENT VAN GESONDHEID,  
WELSYN EN PENSIOENE**

No 2260 23 Oktober 1981

**KENNISGEWING KRAGTENS ARTIKEL 29 VAN DIE  
WET OP FONDSINSAMELING, 1978 (WET 107 VAN  
1978)**

Kragtens artikel 29 van die Wet op Fondsinsameling, 1978 (Wet 107 van 1978), verbied ek, Lourens Albertus Petrus Anderson Munnik, Minister van Gesondheid, Welsyn en Pensioene, hierby die insameling van bydraes deur of vir of namens "Federation of South African Trade Unions (FOSATU)"

Geteken te Kaapstad op hierdie 12de dag van Oktober 1981

L A P A MUNNIK, Minister van Gesondheid, Welsyn en Pensioene

**DEPARTMENT OF HEALTH, WELFARE  
AND PENSIONS**

No 2260 23 October 1981

**NOTICE UNDER SECTION 29 OF THE FUND-RAISING  
ACT, 1978 (ACT 107 OF 1978)**

Under section 29 of the Fund-raising Act, 1978 (Act 107 of 1978), I, Lourens Albertus Petrus Anderson Munnik, Minister of Health, Welfare and Pensions, hereby prohibit the collection of contributions by or for or on behalf of Federation of South African Trade Unions (FOSATU)

Signed at Cape Town this 12th day of October 1981

L A P A MUNNIK, Minister of Health, Welfare and Pensions

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# West German union leader visits E Cape

Ev Post 23/10/81  
Post Reporter

(1234) (150) (72) (140A)

A TOP West German trade union official, Mr Eugene Loderer, is in Uitenhage as part of a countrywide fact-finding tour of German firms associated with the motor industry, and for talks with trade union leaders

Mr Loderer is president of both the German Metal Workers Union and of the International Metal Federation (IMF)

He was invited to South Africa by three Federation of South African Trade Union (Fosatu) registered unions which are also affiliated to the world body

He is being accompanied by Mr Paul Fium and Mr Albert Schunk, both of whom are members of the GMWU

A Fosatu spokesman, Mr Fred Sauls, said Mr Loderer would also establish better "fraternal links" with local unions

Yesterday he visited the Mercedes Benz plant in East London where he met shop stewards, workers and management. Later he held talks in Port Elizabeth with representatives of the Metal and Allied Workers Union, the Engineering and Allied Workers Union and National Union of Motor and Rubber Workers of SA

Today Mr Loderer will visit the Volkswagen plant in Uitenhage before flying to Johannesburg where he will have talks with various trade union leaders

Before returning to West Germany he will attend an executive meeting of the IMF in Nairobi



By SANDRA SMITH

EAST LONDON — A strike broke out at Dunlop Flooring here today but workers at the toiletry factory of Johnson & Johnson and at the dispute-ridden Car Distributors Assembly (CDA) returned today.

In a statement, the general manager of Dunlop Flooring, Mr N Yeadon said members of the workers' liaison committee approached the firm's management yesterday and asked for employees' pension contributions to be paid out.

After the company's policy was explained to the workers, they left the factory, "thereby terminating their employment with us", Mr Yeadon said.

Recruitment including selective re-employment, would begin next Wednesday, he said.

At the troubled CDA plant, which builds the "Range of

CV Post  
New EL  
3/10/81  
Strike as  
plants  
go back  
to work

Mercedes Benz vehicles marketed in South Africa, 321 workers in the stores returned to work after being addressed by shop stewards of the National Union of Motor and Rubber Workers of South Africa (Numarwosa).

It is the second time this month a work stoppage has occurred at the factory.

A company spokesman, Mr Richard Wagner said 250 workers stopped work yesterday afternoon after demanding the reinstatement of a man who was dismissed.

The workers clocked in this morning, but only agreed to start work after it was decided that union representatives would discuss the issue with members of management. Striking Johnson & Johnson workers decided this morning to return to work today.

The company's managing director, Mr Richard Cox, yesterday gave the workers an ultimatum to return to work today, or lose their jobs.

After a meeting, between management representatives and officials of the South African Allied Workers Union (Sawu) yesterday the union said it would recommend that the workers return to their jobs today.

# Govt slaps new ban on Fosatu money

RDM 24/10/81 140A

By STEVEN FRIEDMAN

THE Government has for the second time prohibited the Federation of SA Trade Unions from raising funds both inside and outside the country — a move which was last night angrily condemned by unionists and lawyers who described it as "totalitarian".

The move is also certain to provoke angry reaction from international unions, who have assisted Fosatu financially

Recently, the Judge President of Natal, Mr Justice James, overruled the first ban on Fosatu fund-raising, imposed by the Minister of Health, Dr Lapa Munnik, early this year

The Minister acted in terms of Section 29 of the Fund-Raising Act, which prohibits fund-raising without Government permission for all organisations except registered welfare organisations

The court found that the Minister had not followed the rules of natural justice because he had not heard Fosatu's case before banning its fundraising

But in the last session of Parliament, the Act was amended to remove a right of appeal against Ministerial bans on fund-raising as well as the need for an organisation's case to be heard before a ban was imposed on them

Yesterday Dr Munnik published an order in the Government Gazette — identical to the first one — prohibiting the collection of any contributions "by, for, or on behalf of" Fosatu

## No appeal

Lawyers say there is no right of appeal against the latest order

Unionists believe the chief intention is to cut off Fosatu's overseas funding again. The first ban forced Fosatu to retrench organisers and cut back on research and other activities. But its unions continued to grow after the ban was imposed

It is understood that yesterday's bans will not be a serious setback to the operation of Fosatu unions, but that it will be a serious blow to the organisation's research, education and publications work

Fosatu last night condemned the ban as "an outrageous and futile attempt at preventing the stabilisation and growth of Fosatu and its affiliates"

It said it would be considering action "in the near future"

Prof Johan van der Vyver of Wits University's Law School said that, by using legislation which overrode a Supreme Court decision, the Government had "deviated from the principles of natural justice"

## Totalitarian

He said the ban had "taken South Africa one step closer to a totalitarian regime which imposes serious restrictions on the freedom of its subjects without recourse to the courts"

He added "It is difficult to understand the Government's

opposition to communism — on the scale of absolutism, measures like these are as bad as those in communist countries"

The measure seemed to aimed at "killing black trade unions" which recent legislation had sanctioned. By allowing unions and then imposing restrictive measures on them, the Government was "creating a time bomb", he said

A leading labour lawyer said the Government "seems to have no objection to companies receiving money from abroad — but apparently unions are not allowed the same right"

"It seems that, in a time of growing labour unrest, the Government is determined to undermine the very organisations which can channel the unrest into negotiations," he added

# Strikers back — others fired

By Drew Forrest

Five busloads of workers turned up at the gates of the Johnson, and Johnson factory in East London yesterday as the week-long strike by its 600-strong workforce drew to a close.

But at another East London company Dunlop Flooring about 500 workers were fired yesterday after striking in demand for the repayment of pensions contributions.

Accusing Dunlop of "utter intransigence" the vice president of the SA Allied Workers Union, Mr Sisa Nkkelana, said management had refused to meet either union officials or a worker delegation.

In a statement the Dunlop general manager, Mr Nigel Yeadon, said the workers had "elected to leave the factory" on Thursday, "thereby terminating their employment".

He added that recruitment, including selective re-employment, would take place next week.

Yesterday's decision by Johnson and Johnson workers came after a mass meeting in which the SAAWU president, Mr Thozamile Gqweta advised an immediate return to work in keeping with a management deadline.

The workers had earlier decided to resume work

pending negotiations between management and the SAAWU on the case of a company employee whose dismissal for the alleged theft of two toilet rolls triggered the strike.

At that stage they said they would go back only after the weekend.

A SAAWU spokesman stressed that the strike had been "suspended" pending talks — which will begin on Monday, and which workers have stipulated should last no more than two days.

They have also insisted that the dismissed worker be allowed to wait inside the factory while her case is reviewed.

Johnson and Johnson is one of only two East London companies to have formally recognised the SAAWU and the strike has aroused intense interest among the city's employers.

Meanwhile, about 250 workers from the giant Car Distributors Assembly plant in East London resumed work yesterday after a brief work-stoppage to protest against the dismissal of a colleague.

Management is negotiating on the issue with Fosatu's National Union of Motor Assembly and Rubber Workers.

nik tabled an amendment to the Fundraising Act effectively stifling the judgment.

While legislation passed in 1978 gave the Minister authority to refuse permission to raise funds the amendment removed the right of an organisation to appeal against his decision.

Opposition parties in Parliament attacked Dr Munnik for disregarding the legal principle of the right of appeal and claimed that the amendment made a mockery of the courts.

A prominent Johannesburg labour lawyer, reacting to yesterday's proclamation said "The legislation, and the Minister's cynical use of it, represents the most blatant flouting of the rules of natural justice."

"It is all but impossible for a sophisticated trade union movement to develop in this country when it is prevented from becoming financially sound by ministerial decree," he added.

A senior Fosatu official told The Star that the federation condemned this "outrageous and also futile attempt" to prevent unions from stabilising and growing.

"We will be consulting our affiliates and considering what steps to take in due course," he said.

Another labour lawyer said the prohibition in the gazette was "yet another example of the Government being unwilling to accept decisions made in the courts."



# Munnik nullifies ruling on union funds

Star 24/10/81

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By Tony Davis,  
Labour Reporter

Labour lawyers and union leaders have condemned the Minister of Health, Welfare and Pensions, Dr Munnik, for "blatantly flouting" justice by again prohibiting the Federation of South African Trade Union (Fosatu) from raising funds.

The prohibition was gazetted yesterday by the Minister and prevents Fosatu from collecting any

contributions under Section 29 of the Fund-raising Act of 1978

This measure follows almost two years of struggle by the union federation to raise funds legally

Fosatu applied in December 1979 for the Minister's permission to raise funds but, in June last year, a Government Gazette ruling prohibited the federation from doing so

The federation appealed

and the Judge President of the Supreme Court of Natal, Mr Justice James, declared this August that the ruling in the June gazette was null and void

In his judgment Mr Justice James said the Minister had not allowed Fosatu to make representations against the prohibition

But the federation's jubilation was short-lived because, less than three weeks after the Supreme Court judgment, Dr Munnik tabled an amendment to the Fund-raising Act effectively stifling the judgment

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# Strikers back others fired

Star 24/10/81 (152) 195A (183)

140A

192

By Drew Forrest

Five busloads of workers turned up at the gates of the Johnson and Johnson factory in East London yesterday as the week-long strike by its 600-strong workforce drew to a close.

But at another East London company, Dunlop Flooring, about 500 workers were fired yesterday after striking in demand for the repayment of pensions contributions

Accusing Dunlop of "utter intransigence," the vice-president of the SA Allied Workers Union, Mr Sisa Njikelana, said management had refused to meet either union officials or a worker delegation

In a statement, the Dunlop general manager, Mr Nigel Yeadon, said the workers had "elected to leave the factory" on Thursday, "thereby terminating their employment"

He added that recruitment, including selective re-employment, would take place next week

Yesterday's decision by Johnson and Johnson workers came after a mass meeting in which the SAAWU president, Mr Thozamile Gqweta, advised an immediate return to work in keeping with a management deadline

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Meanwhile, about 250 workers from the giant Car Distributors Assembly plant in East London resumed work yesterday after a brief work-stoppage to protest against the dismissal of a colleague

Management is negotiating on the issue with Fosatu's National Union of Motor Assemblies and Rubber Workers

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EAST LONDON — About 750 workers have lost their jobs following strikes at two East London companies

At Dunlop Flooring about 500 workers went on strike yesterday demanding their pension contributions back and at Car Distributors Assembly 258 workers walked out over the dismissal of a fellow employee

In both cases management has regarded the workers as having dismissed themselves and will be recruiting to fill their places

Dunlop workers approached their management yesterday with the request that their pension monies be paid back to them

The general manager of the company, Mr N Yeadon, said the company's policy was explained to the workers

"The employees then elected to leave the factory, thereby terminating their employment with us Sapa

EL firms to  
CV Post 24/10/81

start filling  
~~150~~ ~~122~~ 140A ~~12~~  
vacant jobs

Weekend Post Reporter

RECRUITING will begin next week to fill 750 jobs vacated by strikers at two East London plants

At Car Distributors Assembly (CDA) 258 workers who walked out yesterday afternoon for the second time this week were declared by the company to have dismissed themselves

A further 500 workers who downed tools at Dunlop Flooring on Thursday were being treated the same way

The workers at Dunlop wanted their pension contributions back

At CDA the workers walked out after the management refused to promote a probationer to the permanent staff. The man's work was not up to standard the management said



# 20 and 750 lose jobs

**EAST LONDON** — About 750 workers have lost their jobs following strikes at two local companies

At Dunlop Flooring about 500 workers went out on strike on Thursday demanding their pension contributions back and at Car Distributors Assembly (CDA) 258 workers walked out of their jobs yesterday over the dismissal of a fellow-employee

In both cases management has regarded the workers as having dismissed themselves and will be recruiting to fill their places

Dunlop workers approached their management on Thursday with the request that their pension monies be paid back to them

Mr N Yeadon, the general manager of the company, said the company's policy was explained to the workers.

The employees then elected to leave the factory, thereby terminating their employment with us," he said "Recruitment, including selective re-employment, will commence on Wednesday next week"

At a mass meeting yesterday workers resolved to send a delegation of officials from the South African Allied Workers Union (Saawu), which claims to represent roughly half of the workforce, and five Dunlop workers to meet with management

258 workers from two departments at CDA — stores and cut and sew — walked off their jobs yesterday afternoon and a spokesman for the company said recruitment to replace them would start immediately

Problems in these departments began on Thurs-

day after a sorter in the stores department, who had been on probation, was not confirmed to the permanent staff and was paid off

The management spokesman said these departments had downed tools on Thursday in protest over his dismissal. They again downed tools yesterday morning but returned to work after the tea break at 10 am

Following a meeting between the union and management it was agreed by both parties that the man's work performance had not measured up to standard and that the decision should remain

The union informed the workers of the decision at lunch time and the 258 workers did not return to their jobs after the break

The management spokesman said all other sections at the plant appeared to be working normally yesterday

EL car

Ev Post 26/10/81

plant

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Post Reporter

THE giant, East London motor manufacturing plant, Car Distributor Assemblies returned to normal today with its 3 300 workers back at their posts after a series of strikes over the past fortnight.

According to a spokesman for the firm 258 black and coloured workers from the stores and cut-and-sew sections, involved in a wildcat strike on two days last week were among those who clocked in today.

'In the interests of industrial peace, the company made no move to bar them from their places of work or to recruit new workers to fill their places' he said.

The firm assembles the South African range of Mercedes Benz vehicles.

At the Johnson and Johnson factory, hit by strikes after a woman was dismissed for alleged theft the situation has returned to normal. Officials of the SA Allied Workers Union were negotiating with management, a spokesman for the union said today.

In Port Elizabeth, at the firm of SA Botling, the managing director, Mr P R Gutsche said the factory was back to full employment except for a "limited" number of key positions.

STAR 26/10/81

# Tongaat dispute workers fired

Labour Reporter

About 200 municipal workers in Tongaat were dismissed on Friday following a dispute involving a municipal foreman

On Thursday about 100 town electrical workers went on strike after calling for the dismissal of the foreman. Workers in other municipal departments also joined the dispute.

Tongaat's town clerk, Mr V Parkhouse, confirmed the dismissals and said new workers would be taken on, although former workers were allowed to reapply for work.

In another labour incident at the CDA motor assembly plant in East London workers were all reported to be on the job again following a dispute late last week in which about 250 protested the dismissal of a colleague.

The CDA plant was hit earlier this month by a strike by about 1600





# Litemaster sacks 22 employees

By SELLO  
RABOTHATA

TWENTY two workers were fired at Litemaster (Pty) Ltd in Wadeville, Germiston, for refusing a 10 cents increment in favour of a R2 an hour minimum wage.

According to a Metal and Allied Workers' Union (MAWU) spokesman discontent at the factory started on Monday last week when more than 288 employees demanded a minimum of R2 an hour across the board but management refused to meet the demand.

The spokesman said "Management offered to increase the workers' bonus from 35 cents to R1 but they refused and stuck to their original demand. They were then offered eight cents more across the board and later 10 cents but still they refused.

"Management then told the workers that if they do not agree with their offer they would be dismissed. On Wednesday the workers were told that they were fired but they refused to leave the premises and went back to their machines and proceeded working. At knock-off time police were called in but the workers still refused to take their pay. Instead they left as usual."

He said the night shift workers were also told they had been fired but they also refused to take their pay and were told to go home. Some of the workers were said to be inefficient and others disobedient.

On Friday last week, all workers were paid their wages in the normal way but 22 of them were told to collect theirs from the office. At the office they were told that they had been fired and no reasons were given for their dismissal.

The Union official said "Management failed to reach an agreement with the shop stewards and did not call union officials to discuss the issue. This is a violation of our agreement with them. After firing the workers they employed about 20 coloureds to replace them and told other work-seekers to come on Wednesday."

The SOWETAN could yesterday not get the company's officials for a comment.

27/10/71  
Director denies  
Black Union's  
'lockout' charges

By Drew Forrest

A black trade union has accused a German-based multinational company, Litemaster Products in Wadeville, of "reverting to the anti-union tactics used in the electrical industry five years ago."

The Metal and Allied Workers Union has asked the president of the International Metalworkers' Federation, Mr Eugen Loderer, to contact management over the dispute at the company.

Mr Loderer, who is also president of West Germany's largest trade union, the 2.5-million strong I.G. Metall, has spent the past week in South Africa on an "exploratory tour."

It was claimed Litemaster management tried unsuccessfully to lock out 250 workers last Wednesday after they had rejected an offer of a 10c hourly wage increase. The workers had asked for 50c.

It claims 23 workers, including five shop stewards, were dismissed two days later in "doubtful circumstances" which suited victimisation.

Litemaster's managing director, Mr John Houston, denied there had been an attempted lockout. He stressed that the workers had been fired after repeated warnings and "for very specific reasons" — including persistent refusal to wear uniform and lateness of arrival.

He also denied union charges that a large number of coloured workers had been asked to sign up at the factory for recruitment later this week.

On the pay issue, Mr Houston said wages at Litemaster were higher than those at the company's principal competitors. "Before our latest 10c offer — which workers in fact accepted — wages had improved 29.8 percent this year."

# Wadeville firm in big row with union

By STEVEN FRIEDMAN

THE Wadeville subsidiary of a German company is faced with a major row over union claims that it tried to fire its entire work force after rejecting their pay demands and that it is firing workers because they are union members.

Fosatu's Metal and Allied Workers Union said yesterday that it had asked German unions to take the issue up with the German parent company of the firm, Litemaster. It also said it was taking legal advice because it believes the company has "locked out" workers.

But Litemaster's managing director Mr John Houston denied the allegations yesterday.

Litemaster recently said it had adopted a non-discriminatory code of labour conduct.

Mawu claims it represents all but five of the company's 288 workers. It says that the company held a referendum which indicated Mawu had a majority and the company then agreed to recognise it.

Union shop stewards had then taken up a demand for a "living wage" of R2 an hour — the minimum required by the EEC code, which covers Litemaster.

The company had initially offered an 8c, then a 10c increase. The union claims both offers were rejected by workers.

## Defiance

"Workers were then called out of work by a company official who told them they must accept this offer or be fired. He told them not to go back to their machines but to leave", a union spokesman said.

Workers had returned to their machines in defiance of this instruction, but had found the gates locked in the evening. The company had "tried to force them" to collect their pay.

They had refused. Later the night shift had been presented with a similar ultimatum, but had also ignored it.

On Friday, 22 workers had been fired. They had been replaced by coloured workers and, yesterday, management had told workers waiting at the gates that there would be another 50 jobs available later this week.

"The company is either attempting a piecemeal lock-out to get rid of union members or is trying to provoke a strike so it can fire workers. They claim to be an enlightened company, but they are using the same tactics employers tried in 1975," a union spokesman said. Mr Houston denied Litemaster had agreed to recognise Mawu or that a referendum had been held. "The issue has never been raised".

## Denied

He said workers earned more than R2 an hour and denied union claims that the company's wages "did not compare well" with other electrical firms. He said the firm had been negotiating with

its works council. The 10c offer was accepted by the "vast majority".

He confirmed that a company official had told workers who did not accept the 10c offer that they could leave, but added "We have never tried to stop our workers working. We have never tried to fire them if they want to work."

Night shift workers had not "turned up" on one particular day but had said they had been "intimidated", he said.

"We are not attempting to get rid of union members. The chairman of our works council belongs to the union and we have never acted against him."

"We do not fear German union intervention. Our labour practices are well ahead of the requirements of the EEC code."

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# Strike at Mercedes over, but city tense

27/11/81  
Mail Reporter (140A)

WORK has returned to normal at CDA's Mercedes Benz East London plant which was hit by the latest in a series of strikes over alleged "unfair dismissals" on Friday, according to a company statement

CDA was one of two East London companies to be hit by strikes on Friday and there were unconfirmed reports of a third strike at a clothing firm

East London sources say the area is "very tense" and there are fears of more unrest

At Dunlop Flooring about 500 workers were fired after demanding the refund of their pension contributions

## Dismissal

CDA has been hit by a series of strikes over alleged "unfair dismissals" Last week's strike, which involved about 250 workers, according to the company, was sparked by the dismissal of a worker

The company alleged workers struck after hearing Fosatu's National Union of Motor Assembly and Rubber Workers had reviewed the case and agreed the worker did not merit appointment to the permanent staff It announced it was recruiting new workers to replace the strikers

However, a company statement said yesterday all workers had reported for work

# Strike at Mercedes over, but city tense

RDM 27.10.81 (140A)  
Mail Reporter

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However, a company statement said yesterday all workers had reported for work.

DO 27/10/87

# Fired strikers get jobs back

EAST LONDON — CDA Day, the date set by management for recruitment

The workers are to forward a letter to the company works manager demanding their unconditional reinstatement, the return of their pension contributions and the right to be represented by the union of their choice, in this case the South African Allied Workers Union (Saawu)

A management spokesman said that in the interests of industrial peace the company had made no move to bar the 258 workers from their places of work or to recruit new workers to fill their places. The workers, who were from the stores and cut and sew departments, downed tools on Thursday and again on Friday last week demanding the reinstatement of a probationary worker who was not confirmed to the permanent staff and was paid off

About 800 members of Saawu, the African Food and Canning Workers Union and the General Workers Union pledged solidarity support for the Dunlop workers at a mass meeting on Sunday

Meanwhile, about 450 Dunlop Flooring workers elected yesterday morning not to collect their pay following their dismissal from the company on Thursday after a dispute over the pensions issue.

Production was back to normal at Johnson and Johnson yesterday and discussions between Saawu and management were continuing

At the meeting the workers resolved that they would not apply for re-employment on Wednesday

However, it is understood that the dispute which first sparked the week-long strike — the dismissal of a cleaner for alleged theft — has not been resolved yet — DDR



## COMMENT

# No point in pleading for justice

Sawyer 27/10/81 (327) 140A

ON FRIDAY, the Minister of Health, Welfare and Pensions, Dr L A P A Munnik, prohibited the Federation of South African Trade Unions from raising funds. It was the second time Dr Munnik has done so.

The first time, Fosatu appealed to the Supreme Court of Natal and Mr Justice James declared the prohibition null and void.

But the Minister - like his colleagues in the Government - does not easily give up. Legislation in 1978 had provided him with the power to prohibit organisations from raising funds. However, organisations affected in this way could appeal against the Minister's decision to a court of law.

So the Minister simply removed that legal right, and his decision is now final. Which means that Fosatu cannot raise funds at all or as long as the Minister so desires.

The implications of this move are ominous. Surely Dr Munnik should have confidence in the courts of law? Surely, as we would like to believe, the courts would not lightly overrule him?

But it is precisely because the Minister knows that he has no legal justification for prohibiting organisations like Fosatu from raising funds that he removed the right of appeal.

The fact of the matter is that Fosatu is not seen purely as a trade union movement. As far as the Government is concerned, they are more than just that. They have no proof of it, otherwise they could have tested this in a court of law. Their decision is based purely on hearsay evidence, which, the Government knows, cannot stand up in a court of law.

Dr Munnik's reaction, therefore, is typical. We have seen how legislation is introduced simply to silence people without giving them the opportunity of going to court to defend themselves. Hence the hundreds of people who are banned. And the hundreds who are in detention without trial.

## What council?

PAGEVIEW will never be the same again. The Government has decided that this area will not be given back to the Indians, despite a recommendation by the President's Council to that effect.

Nor will District Six ever be the same again. Once more, the Government has decided to do its usual egg-dance by giving back only one third of the area to the coloured people.

Can there be any doubt left that the Government has no intentions of listening to the President's Council, and that the council has been exposed for what it is - just another ineffective government body set up at great cost to the taxpayer?

Unfortunately, the Government has let a superb opportunity to win friends and influence people slip by.

# Talks could lead to new deal for unions

By STEVEN FRIEDMAN

TEXTILE employers are holding crucial talks with a trade union, which could lead to an agreement to negotiate throughout the industry outside the country's official industrial council system.

A decision by the industry to bypass industrial councils and to bargain directly with the union at plant level would be a serious blow to the council system and would be certain to affect bargaining in other industries.

Stevedoring is the only industry in which employers bargain outside the official system with a predominantly black union.

But any agreement in the textile industry would affect a much wider group of employers — including some in country areas like Estcourt and Mooi River.

According to informed sources the Textile and Yarn Fabric Manufacturers' Association has been holding talks with the National Union of Textile Workers — an affiliate of the Federation of South African Trade Unions (Fosatu) — on a bargaining system for the industry.

## Jeopardised

TYFMA represents a wide spectrum of textile employers, including the grant Frame Group, and the union claims majority membership in many large textile factories.

According to the sources, the negotiations have "run into snags". The negotiations could be jeopardised but they are continuing.

The chairman of TYFMA, Mr Selwyn Lurie, could not be reached for official comment yesterday.

The NUTW was reluctant to discuss the talks, but its general secretary, Mr Obed Zuma, confirmed that "discussions are continuing".

He would only add that "we have long insisted on direct plant-level bargaining and hope the talks will produce such a system to the benefit of the entire industry".

Informed sources say, however, that TYFMA has already agreed to the principle of industry-wide negotiations outside the industrial council system and direct "house agreements".

The stumbling-block to an agreement at present is that TYFMA says this will only be introduced if the union accepts an industrial council as the industry's ultimate objective and that NUTW rejects this condition.

However, attempts are being made to overcome the deadlock on this issue.

## Agreements

At the start of negotiations several months ago, TYFMA wanted NUTW to join an industrial council in the industry. The union refused, and requested "house agreements" with all TYFMA's members.

It also wants employers to agree to recognise only one union in each factory — the majority union — and wants any agreement to retain the right to strike legally.

TYFMA then suggested a "model" house agreement for all textile factories, which would have meant direct negotiations with all employers, provided the union agreed to an industrial council.

The union refused and these proposals have now given way to those presently under discussion.



# Unions not using pension Bill as excuse, says prof

Mercury Reporter

TRADE unions were not using the Government's draft pension legislation as an excuse to gain power or exploit South Africa's workers, and to say so was nonsense, said Prof P. A. Theron, industrial psychologist and head of the psychology department at the University of Natal, Pietermaritzburg.

Prof Theron predicted while conducting a survey on attitudes to black advancement before the current wave of pension strikes took place in Natal that the Government's Preservation of Pension Interests Bill would cause industrial unrest.

It is clear that black workers have been unhappy with pension schemes and that the matter has been in their minds for a long time.

## Blamed

The proposed pension legislation has merely sparked off dissatisfaction that has always existed.

He said that black trade unions could not be blamed for the current pension-related unrest. The problem was between workers and their companies.

South African blacks are anxious at the moment. Wages are not very high and it is important to remember that the face value of money is in most cases more valuable to blacks than whites.

Blacks can't afford to put their money into intangible schemes such as pension funds and insurance. They need their money now.

Prof Theron said many white managers tried to explain away black workers' reactions to pension funds by using well-worn clichés such as blacks had inferior education or a different culture.

## Mistrust

While those points had some validity, they did not explain the strong resistance that black workers were showing to pension funds, he said.

He emphasised that blacks were resisting the draft pension Bill because of a deep mistrust of the Government.

The Bill has made them

raise questions concerning their company pension schemes. Some workers have said that they pay money into a fund which they believe their employer invests and gets a high interest return on, without even asking for their permission.

For this reason some workers were demanding to have a say over the governing of their pension money.

## Power

Concerning the actions of some companies in the unsuccessful resolutions of strikes, Prof Theron said that industrialists in South Africa were frightened of black trade unions.

In strike situations, some companies try to show their power by firing people. But this is not a solution, and if mass firing in strike situations continues industry will run into serious problems.

The most important thing industrialists could learn regarding labour relations was proper negotiation with trade unions.



29/10/87 140A  
**Workers accuse employers**

By Drew Forrest

Employers have embarked on a co-ordinated campaign to contain trade unions by trying to impose restrictive agreements on them, says the Federation of SA Trade Unions.

In the latest issue of Fosatu Worker News the federation asserts that employers are presenting complicated agreements to its affiliates which include "all kinds of restrictions on union rights"

At a recent seminar, 35 delegates from the

major industrial areas reported similar management attempts to "win back the initiative" from the unions, the journal said.

Typical restrictions included stipulations that:

- Shop stewards must have five years' service and a clean disciplinary record.

- The union must condemn strikes and order strikers to return to work.

- Recognition would be withdrawn unless the union joined the industrial council within three months

- Management has the sole right to determine methods, processes and production schedules.

Natal delegates reported that the Natal Chamber of Industries employed several full-time lawyers to handle agreements and other union matters.

To counter "this new challenge" agreements should not be a substitute for strong shop-floor organisation. Rather than being drawn up by "outside specialists," agreements should reflect workers' demands.

# STAY AWAY FROM THE WORKS

STOR 211/187

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Factory owners should learn not to try to create and reproduce institutions which do not have the support of workers.

This was said last night at the University of the Witwatersrand by sociology lecturer Mr Eddie Webster, who was speaking on the subject of tactics used by managements to avoid unionisation.

Mr Webster, who is doing a study on the Fosatu-affiliated Metal and Allied Workers' Union (Mawu), outlined three such tactics. These were:

- Pre-emptive tactics;
  - Fear tactics;
  - Smear tactics.
- Pre-emptive tactics involved the use of liaison or works committees, which were usually management creations.

In the metal industry, guidelines established for the running of such bodies included instructions that the committees did not try to reverse or amend any management decision, said Mr Webster.

But in recent years, management had slowly come

to learn that such committees often failed to win the support of the workers, because they were not truly representative worker bodies.

Even without the instigation of any unions, the committees, fell away, he said.

"Let us hope that those who manage our factories and those who rule our land, learn a recent lesson from history — don't create and try to reproduce institutions which do not have the support of workers in the factory," said Mr Webster.

Fear tactics occurred when workers were threatened with dismissal for union activities, and even endorsement out of an urban area for contract workers who do union work.

Smear tactics occurred when unions were described as "illegal" because they were not registered, or were described as "corrupt," as in allegations that union members were enriching themselves at the expense of workers.

But since labour legislation in 1979, and more recently, managements had recognised that black unions had to be negotiated with, though there were some instances of "stall tactics" such as management calls for unions to belong to industrial councils.

# Tucsa unions reject Fosatu textile plan

PPD 30/10/87  
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By STEVEN FRIEDMAN

TEXTILE employers are talking to at least two trade unions on the future of bargaining in the industry — but Tucsa textile unions reject their Fosatu counterpart's demand that the industry bypass an official industrial council.

Yesterday the Rand Daily Mail reported that the Textile and Yarn Fabric Manufacturers Association (Tyfma) was negotiating with Fosatu's National Union of Textile Workers (NUTW) on a bargaining system which could create a major precedent for other industries by bypassing industrial councils. Tyfma's chairman, Mr Selwyn

Lurie, yesterday confirmed his organisation was holding discussions with NUTW, but said it was also discussing the issue with other unions in the industry.

There are two other unions in the industry — Tucsa's Textile Workers' Industrial Union and Textile Workers Union (Transvaal) both of which sit on councils in areas of the industry not covered by Tyfma and both said yesterday they backed the industrial council system.

## Minority

NUTW says it will not take part in a council. It says it is the union with the biggest black support in the industry and any decision by the other two to join a council would mean minority unions were negotiating legally-

binding wages and work conditions.

TWU's general secretary Mr Norman Daniels, yesterday confirmed that his union had held talks with Tyfma on the issue.

He said he welcomed the recent formation of Tyfma, as well as attempts to set up a negotiating structure for the industry. "Thus far we have had no form of negotiated agreement in the industry," he said.

Mr Daniels said his union favoured a council, but added "We recognise that there are other forms of negotiation".

He conceded that a council formed with his union at present would not be representative and said the Government would not approve such a council if it was unrepresentative.

But he added "We are working towards this. Our black membership is growing rapidly."

Mr Daniels said he was sympathetic to complaints about the councils, but added "The critics are looking at the way the system used to work before we were able to represent blacks. Now that we can, we can make the system work."

Mrs Evelyn Seloro, general secretary of the TWU (Transvaal), said yesterday that she had not been approached by Tyfma, but her union also supported an industrial council.



The first prohibition was imposed by Minister of Health Dr Lapa Munnik last year in terms of section 29 of the Fund-Raising Act, which prohibits fund-raising without government permission for all organisations except registered welfare bodies.

Fosatu successfully appealed against this ban. However, during the recent session of Parliament the Act was amended to remove the right of appeal against ministerial prohibitions on fund-raising as well as the need for an organisation's case to be heard before a ban was imposed on it.

Munnik has now again published an order prohibiting the collection of any contributions by, for or on behalf of Fosatu. The ban does not prevent Fosatu from receiving fees from its affiliates.

Fosatu general secretary Joe Foster strongly deplores the ban, but says it will not be a serious setback for Fosatu. The first ban forced Fosatu to retrench some organisers and prune some of its activities, but its unions have continued to grow rapidly. There are now more than 70 000 members of unions affiliated to Fosatu, he says.

employers also believe that the training schemes are important because they influence discontented workers to negotiate rather than to opt for wild-cat strikes.



Health's Munnik stopping Fosatu's fund-raising

He declines to comment further on the issue as it is due to be discussed at a Fosatu central committee meeting at the weekend.

The whole issue of trade unions receiving funds from abroad — in many cases from international trade unions — is a vexed one. Government has claimed that this money has been used to support strikers. However, Fosatu has maintained that it has used the funds for matters such as training and research.

The ban has been condemned by prominent academics as well as some labour observers who have strong praise for the research work and the training schemes Fosatu has sponsored in the past. Certain

## FOSATU'S FUNDS (140a) Munnik acts again

FM 30/10/81

For the second time government has prohibited the Federation of SA Trade Unions (Fosatu) from raising funds both inside and outside SA.

# Labour

RDM 31/10/81

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217 are  
fired

Labour Reporter

AT LEAST 217 of the 650 workers at Hulett's Aluminium in Natal, who went on strike recently over pension demands, were fired this week after a company "screening process", the Metal and Allied Workers Union alleged yesterday.

The union said it was taking legal advice on the issue and had also asked the International Metalworkers Federation for help. It said it was investigating whether a Canadian firm had a stake in the company and would ask the IMF to take the issue up if it did.

Comment from Hulett's Aluminium could not be obtained yesterday. Mr Ron Phillips, a spokesman for the parent company, Hulett's, referred queries to Hulett's Aluminium's publicity manager, who was unavailable.

About 650 of the 925 Hulett's Aluminium workers recently struck in support of demands that their pension money be refunded.

## Resigned

All 650 resigned as this was the only way they could obtain a refund of their pension contributions, and then re-applied for their jobs.

According to MAWU, the company then said it would institute a "screening process" to determine which of the workers would be re-hired.

"Yesterday we discovered that at least 217 have been told there are no vacancies and have been refused their jobs. They include virtually all of the 30 members of the steering committee."

He also claimed that attempts to negotiate on the 217 with Hulett's Aluminium had been unsuccessful because the company had said their decision was "non-negotiable".

"They appear to have replaced our members chiefly with Asian workers they have recruited," he added.

The spokesman said the union had decided on a programme of action in support of the men.

This would include seeking legal advice, assistance from other Fosatu unions and the IMF, making contact with the parent company as well as other shareholders, and establishing whether there was a Canadian holding in the firm.

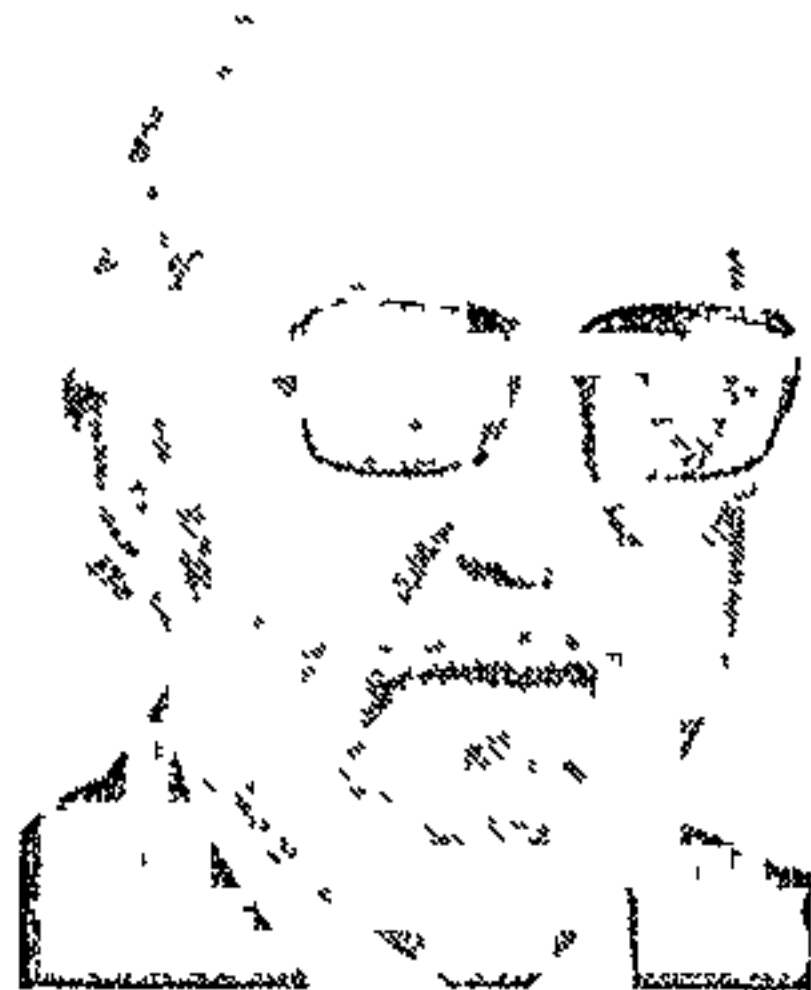
"The company has clearly embarked on a process of victimisation and rationalisation which is reminiscent of nineteenth century labour practices", MAWU said.

# Fosatu discusses fund-raising ban

CAPE-TOWN 3/11/81 (140A)

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**By TONY WEAVER**  
THE Central Committee of the Federation of South African Trade Unions (Fosatu) met in Johannesburg at the weekend to discuss the amendment to the Fund-raising Act, which bans the organization from raising funds in South Africa and abroad.  
The bill — published under section 29 of the 1978 Fund-raising Act and signed by the Minister of Health, Welfare and Pensions Dr L. A. P. A. Munnik — prohibits the collection of contributions by or for or on behalf of the Federation of South African Trade Unions.



Dr L. A. P. A. Munnik

When the bill was published on October 23 unionists and lawyers on the Reef condemned it as 'totalitarian', and strong condemnation is expected from the

international trade union movement which has assisted Fosatu financially.  
An executive member of Fosatu said from Johannesburg yesterday that a state-

ment released after the meeting "related the ban to increasing suppression of the trade union movement

### Rare clauses

"In recent weeks meetings have been prohibited in Fosatu areas and rare clauses of the Riotous Assemblies Act, carrying heavy penalties, have been invoked in prosecutions of Fosatu members

It was noteworthy that this was also a ban on international investment in the South African labour movement while "international investment in South African capital proceeds unfettered"

He said that with increasing pressure on the trade union movement the only defence was 'the strength of our membership'

Fosatu-affiliated unions are not affected by the ban but the ban on Fosatu as a co-ordinating body was described as being "halfway between declaring us an affected organization" — which prohibits the collection of funds from overseas — "and banning us outright"

### Bill overruled

This is the second time Dr Munnik has introduced the bill, after the Judge, President of Natal Mr Justice James, overruled an identically-worded ban imposed earlier this year

He said at the time that Dr Munnik had not observed the rules of natural justice because he failed to give Fosatu a hearing before imposing the ban

But in the last Parliamentary session the act was amended, removing the right of appeal against ministerial bans on fund-raising, as well as removing the need for a case to be heard before a ban is imposed

Our correspondent in Johannesburg reports that unionists believe the chief intention is to cut off Fosatu's overseas funding. The first ban forced Fosatu to retrench organizers and cut back on research and other activities, but its unions continued to grow after the ban was imposed

### Operations

It is understood that the latest ban will not deal a serious blow to the operation of Fosatu unions, but will severely hamper research, education and publications work

Professor Johan van der Vyver, of the University of the Witwatersrand Law School said that by using legislation which overrode a Supreme Court decision the government had deviated from the principles of natural justice'

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Yes

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No

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*M J Whitaker*  
Professor M J Whitaker  
Head of the Department

He said the ban had taken South Africa one step closer to a totalitarian regime which imposes serious restrictions on the freedom of its subjects without recourse to the courts

A leading Johannesburg labour lawyer said "it seems that in a time of growing labour unrest the government is determined to undermine the very organizations which can channel the unrest into negotiations"



# 12000 WOODWORKERS FIRED

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3/11/81  
Mercury Reporter  
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**Company invites dismissed strikers to reapply**

ABOUT 1200 workers at the Dely Industries plant in Jacobs were dismissed yesterday when they refused to go back to work on the fourth day of a pensions dispute

Mr Ron Collie, general manager of the Dely major appliances division, said notices had been issued to workers on Friday telling them that if they had not returned to work by Monday they should consider themselves 'voluntarily dismissed'

He said workers had come to the plant yesterday but did not return to work

'At the close of the last shift we told workers to come to collect their pay,' he said, 'which they did not do'

Mr Collie said they would be hiring new workers today but 'we would like to re-engage as many workers who have had previous service with Dely as possible, this includes the striking workers'

He said it was impossible for them to accede to workers demands because they were powerless to alter the regulations governing pension funds

'But we have approached executives of the Steel and Engineering Industries Federation of South Africa, where the workers pensions are paid in, and they are trying to resolve the worries of our labour force'

The entire workforce, involving about 30 men, of Croda SA at Prospecton near Durban downed tools yesterday after the management refused to accede to their demand for their pension funds

The managing director of Croda, Mr M P Horsell, said 'I don't understand it

'We have our own pension fund and the workers, especially those who have been with us a long time, stand to lose hundreds of rands by this move'

Meanwhile, at the Reckitt and Coleman factory at Mobeni in Durban everything was back to normal yesterday after about 700 workers had downed tools last week after a dispute with management over pension funds

Screening of dismissed workers continued yesterday at Hulett's Aluminium in Pietermaritzburg where two weeks ago 650 workers were dismissed after a pension fund strike

Mr Frank Fergusson, the publicity manager of Hulett's Aluminium, said they had rehired 33 workers yesterday, which brought the total up to 355 workers who had been re-employed

He was not able to give any idea of the number of workers who had been refused re-employment

Mr Jeff Schreiner, the branch secretary of Metal Allied Workers' Union, said he had been approached by 218 workers who had been screened and refused re-employment

# Fosatu wants new pension dispensation

RDM 4/11/89 (14014)

By STEVEN FRIEDMAN

THE Federation of SA Trade Unions (Fosatu) yesterday made wide-ranging demands for a dramatic overhaul of the country's pension scheme and these are to be put to employers in all industries in which Fosatu unions have substantial worker support

The demands are thus likely to become a major bargaining issue in a wide range of companies

They are contained in a resolution on the pensions issue adopted by a Fosatu central committee meeting at the weekend. The text of the resolution was released yesterday

Although some of the demands are for changes in the country's pensions legislation, a Fosatu spokesman confirmed that many affected individual company and industry pension funds and would form part of demands by Fosatu unions

## Rejected

In the resolution Fosatu rejects the Government's proposed pensions Bill and repeats its claim that the Bill extends and reinforces the existing private pension dispensation, which, it claims, workers reject

It also says the new system, under which worker pension contributions will be preserved, is designed "to substitute, not supplement, State pensions even though neither can provide an adequate standard of living in old age"

Fosatu rejects the Government's decision to delay the legislation for three years and employer proposals for an 'income barrier' below which workers will be excluded from the new Bill as "an attempt to smuggle in preservation through the back door"

It therefore demands

- That the Bill be withdrawn until "the underlying problem of pensions is resolved through negotiation with workers and their organisations"

- That private pension schemes be seen as supplements to and not substitutes for state pensions

- That state pension money not be handed over to "Bantustan Governments", where they may be put to uses other than that for which they were originally intended

Fosatu's demands on private pension schemes are

- That pension fund rules be renegotiated with workers and their representatives,

- That there be a majority of worker representatives on pension fund boards of trustees,

## Employers pay

- That the bulk of pension contributions be paid by employers not workers

- That workers should receive employer pension contributions regardless of their length of service so that the loss of benefits cannot act as a disciplinary

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Fosatu also says industry-wide pension schemes should not serve "minority interests"

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# Sacked men to continue with demand for payouts

4/11/81  
Mercury Reporter

WORKERS from the Defy Industries plant in Jacobs, who were dismissed on Monday, resolved yesterday not to collect their pay and to continue demands for their pension fund money.

This was decided at a meeting in Durban attended by most of the 1 200 workers involved in the dispute.

The Mercury was told by workers that they did not consider themselves 'on strike' and said they were willing to return to work as soon as the management had paid out their pension money.

The workers were dismissed after an ultimatum had been issued by the management on Friday telling them that if they had not returned to work by Monday they should consider themselves 'voluntarily dismissed'.

The workers described how they had arrived at work just before 8 a m yesterday to be confronted by riot police with dogs.

They said they had then been told by the management that they must collect their pay and then leave the area.

The workers, who were gathered across the road from the factory in a parking lot, decided not to collect their pay.

'We were then given five minutes by police to disperse,' one worker said.

After that they were chased away by police using dogs.

Mr Ron Collie, general manager of the Defy major appliances division, said the personnel offices had been open all afternoon for workers to collect their pay.

He said 'Quite a few workers came to collect their pay and we had various inquiries from them about re-employment'.

## Factory

At the Pinetown textile factory of Ninian and Lester 500 workers downed tools yesterday over a wage increase demand, according to Mr Obed Zuma, the general secretary of the National Union of Textile Workers.

Mr Zuma said the workers had agreed to return to work today after the management had agreed to negotiate a wage increase with the union.

Mr D Drysdale, the managing director of Ninian and Lester, said only the

night shift was involved — about 300 workers.

'We have been holding discussions with the union prior to this and have agreed to negotiate a recognition agreement with them.

'Once that has concluded we will then discuss wages with them,' he said.

About 160 workers at Chicks Scrap Metals at Moberi in Durban were involved in a dispute with their management yesterday over union representation and pension funds, according to union sources.

## Dismissed

Mr Sam Kikine, the general secretary of South African Allied Workers Union, said the workers had stopped work after the management had dismissed the union's representative at the factory.

He said although the management had agreed to pay out workers' pension contributions they had still to discuss union representation.

The management at Chicks Scrap Metals could not be contacted yesterday.

Workers at Croda SA at Prospecton near Durban who had downed tools on Monday following a pension fund dispute, returned to work yesterday.

The management had agreed to pay out workers' pension contributions pending negotiations with Southern Life.



# More workers paid off after pension disputes

N Mercury  
5/11/81  
(KON) (189) (200)

## Mercury Reporter

ABOUT 120 workers from Chicks Scrap Metals at Moberi in Durban were paid off yesterday after a dispute with management over union representation and pension funds.

The workers downed tools on Tuesday after the management had dismissed the South African Allied Workers' Union's representative at the factory.

According to the general secretary of the union, Mr Sam Kikine, workers demanded the reinstatement of the representative union recognition and immediate repayment of their pension fund money.

Mr A K Sayer, managing director of Chicks Scrap Metals, spoke to workers yesterday morning and told them that the skills they have are important to our business and would be hard to replace.

## Dismissed

But he told them, 'those of the workers who had not started work by 8 a.m. would have to be considered by management to have voluntarily dismissed themselves.'

Mr Sayer said 'Unfortunately the workers decided not to commence work and 90 percent of the workforce accepted their wage envelopes.'

He said the employment office had been opened yesterday afternoon and 'it would appear that a great majority of our previous employees will be re-engaged.'

Forty four workers from the Zinkwazi Caravan Park near Stanger who went on strike after the management fired two workers on Saturday appeared in a Stanger Court yesterday on charges of trespassing.

Mr H Q Achtzehn, the general manager of the caravan park, said he had discharged all the striking workers on Saturday but they had refused to leave the premises.

## Deadline

I called the police in who issued a final deadline to the workers that if they had not left the premises by Tuesday they would be arrested for trespassing.

The workers still would

*Confused terminology*

not leave so they were taken into police custody where they remained until they appeared in court yesterday, he said.

The public prosecutor Mrs N. [unclear] said 44 workers had appeared briefly in court when their trial was postponed until November 20.

They were remanded on a warning and released from custody, she said.

Meanwhile, at Jacobs in Durban yesterday the Defy Industries plant was still closed, six days after 1 200 workers downed tools after a dispute with the management over pension funds.

## Registered

Mr Ron Collie, general manager of the Defy major appliances division, said yesterday 500 of the workers who had been dismissed on Monday had registered for re-employment.

He said if the company re-employed 100 200 workers in the next few days they would be able to re-open the plant, but this depended on the exact composition of the workforce.

The re-employment of 500 workers was dismissed by Mr Kikine as 'propaganda'.

He said he had been out to the factory and the only workers there were the 40 he had sent to see what was happening.

# Jo'burg council in new dispute with black union

STAK  
6/11/81  
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A fresh recognition dispute has blown up between a black trade union and the Johannesburg City Council.

In a hard-hitting statement yesterday, the Fosatu-affiliated Transport and General Workers' Union said the council was refusing to recognise or negotiate with it, despite its claims of 80 percent support among the 900 workers at the council's Avalon depot in Soweto.

The TGWU is registered, but according to the statement the council had "stalled" on the recognition issue since December last year because the union's scope of registration did not cover Johannesburg.

"Registration has nothing to do with recognition," the union says.

During last year's Johannesburg municipal strike, the council also refused to recognise the Black Municipality Workers' Union because it was unregistered.

Referring to the strike, the TGWU said it "hoped the Johannesburg public, and the council, to whom they are responsible, had realised it was better to talk than to deport."

It also accuses the Council of "protecting its own in-company union" — a reference to the Union of Johannesburg Municipal Workers, which the council recognised at the height of the strike.

# Fosatu hits at Jo'burg council's snub to black union

By RIAAN DE VILLIERS

THE Johannesburg City Council has refused to recognise a union affiliated to the Federation of SA Trade Unions (Fosatu) unless it extends its scope of registration to cover Johannesburg municipal employees.

This emerged yesterday when the Transport and General Workers' Union accused the council of seeking to avoid dealing with an independent trade union under the guise of "legalistic nonsense".

The council attitude contrasts with that of an increasing number of employers who recognise black unions whether they are registered or not.

In a sharply worded statement, the union said it represented 80% of the 900 workers at the council's Avalon depot, but the council refused to recognise it despite this.

It said the council had stalled on the issue since December last year, ostensibly on the grounds that although the union was registered and could constitutionally represent council workers, its scope did not yet extend to Johannesburg.

"Recognition of a trade union should be based on representativeness alone. Registration has nothing to do with recognition, other than provide a shallow excuse to avoid dealing with independent and popular unions," the statement said.

## 'Mistake'

In a reference to the municipal strike last year, the union said it was "not the first time the council has made this mistake" and called on the Johannesburg public and the council to enter into negotiations "in a responsible way and without delay".

Mr J C de Villiers, chairman of the council's staff board, confirmed yesterday that the union would not be recognised until it had extended the scope of its registration.

The decision had been taken by the city's management committee.

Until then, the staff board would be prepared to discuss

workers' grievances with the union, he said, provided it submitted proof of its membership claims.

The council would not insist the union join the industrial council and would recognise it fully if its scope was extended, he added.

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RDM 6/11/81



om happy workforce

# Back to normal

W. MERCURY  
6/11/81  
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Mercury Reporter

DURBAN returned to normal yesterday after a week's spate of work stoppages involving more than 2 500 workers

At Chicks Scrap Metals in Mobeni Mr A K Sayer said the company had re-employed about 90 percent of the 120 workers who had been paid off on Thursday

He said he had gone down to the factory during the day and the workers were 'full of smiles and waves, so we seem to have a happy workforce'

The workers downed tools on Tuesday after they claimed the management had dismissed unfairly their union representative

They had also demanded immediate repayment of their pension money

Mr Sayer said he had informed the workers that it was company policy to make sure their pension money was not misused and had guaranteed that should anyone resign they would be paid out

Although recruiting of workers who had been dismissed on Monday continued at Defy Industries plant in Jacobs, Mr Ron Collie, general manager of the major appliances division said it was going fairly slowly

'Quite a lot of our previous workers have re-applied and the total number of people at the factory including the small number who did not participate in the strike is 600' he said

## Pension fund strikers slowly return to their jobs

The plant has been closed since Wednesday last week when about 1 200 workers downed tools after a dispute with management over pension funds

Mr Collie said there was a small amount of operating going on in the plant but it would not be able to re-open fully yet as the workforce was not enough to operate all sections

He reiterated that it was impossible for the company to pay out the workers pension contributions as these were controlled by the Steel and Engineering Industries Federation of South Africa

'One of our senior executives has discussed the workers concern with federation executives and there has been a lot of con-

cern about the pension fund expressed by other members, Mr Collie said

The 700 workers from Reckitt and Colman at Mobeni returned to work on Monday after they had been involved in a dispute with management over pension funds

The entire workforce of Cloda SA at Prospecton — about 30 men — who downed tools on Monday after management refused to pay out their pension money returned to work the next day

At the Pinetown textile factory of Niman Lester near Pinetown about 500 workers returned to work on Tuesday after a one day stoppage when management refused their demands for a wage increase

# Fosatu

## welcome

Aug 7/11/81

## pension Bill

(110A) (700)

## withdrawal

**JOHANNESBURG.** — The Federation of South African Trades Unions today welcomed the withdrawal of the Government's proposed pension legislation.

In a statement to Sapa this morning a spokesman for the federation said 'Fosatu welcomes the withdrawal of the proposed pension legislation and regrets that it has taken so long for the State to do so.

'This delay has caused many strikes, thousands of man hours lost and even put some workers in jail. We note in the Government statement that it will consult interested parties on any future legislation.

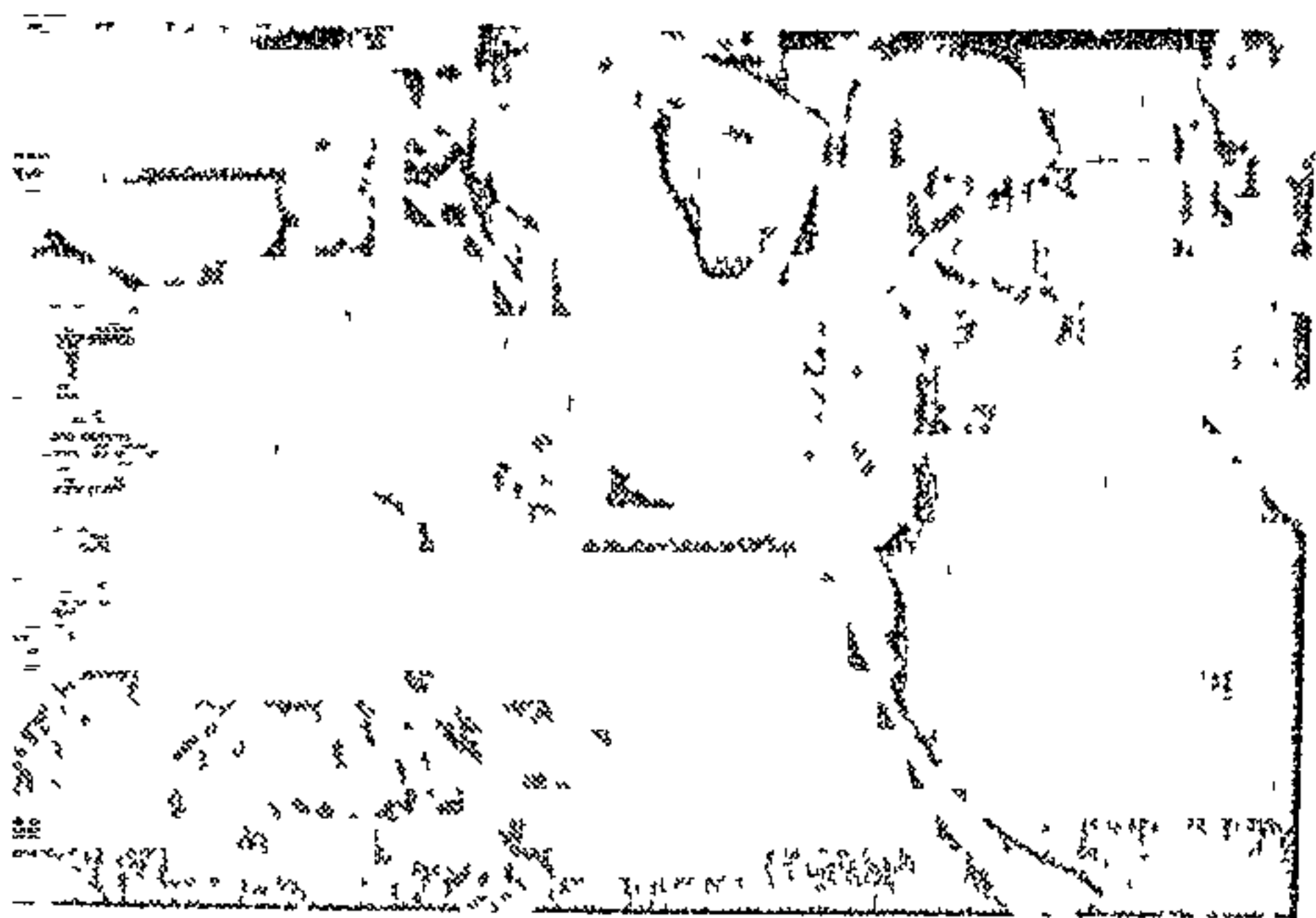
### NEGOTIATION

'The black labour movement is an interested party in this matter and Fosatu warns the State not to repeat its previous practice of refusing to consult the black labour movement in this matter.

We also wish to repeat our demand that all benefits applying to black workers should be negotiated and that workers should be able to control their own money.'

In a joint statement issued in Pretoria yesterday, the Registrar of Financial Institutions, Mr E W van Staden and the Director General of Manpower, Mr F A Colliers, announced that in order to dispel any doubts regarding the preservation of pension interests the introduction of the Bill was not being proceeded with.

They said that before the introduction of legislation was considered in depth consultations would take place 'with the leaders of the parties concerned' — Weekend Argus



Michelle Puller (on the right) with actor David Carradine. She was portrayed as a child prostitute. She is consulting this picture for a book.

# WIFE DIES...

**ONLY** hours before she and her two children were found in a gas-filled bakkie, champion jockey's wife Michelle Puller had chatted casually to her sister.

A day before the triple-death tragedy last weekend Mrs Puller went on a pistol shooting — her only pursuit outside the stud farm she ran almost single handed.

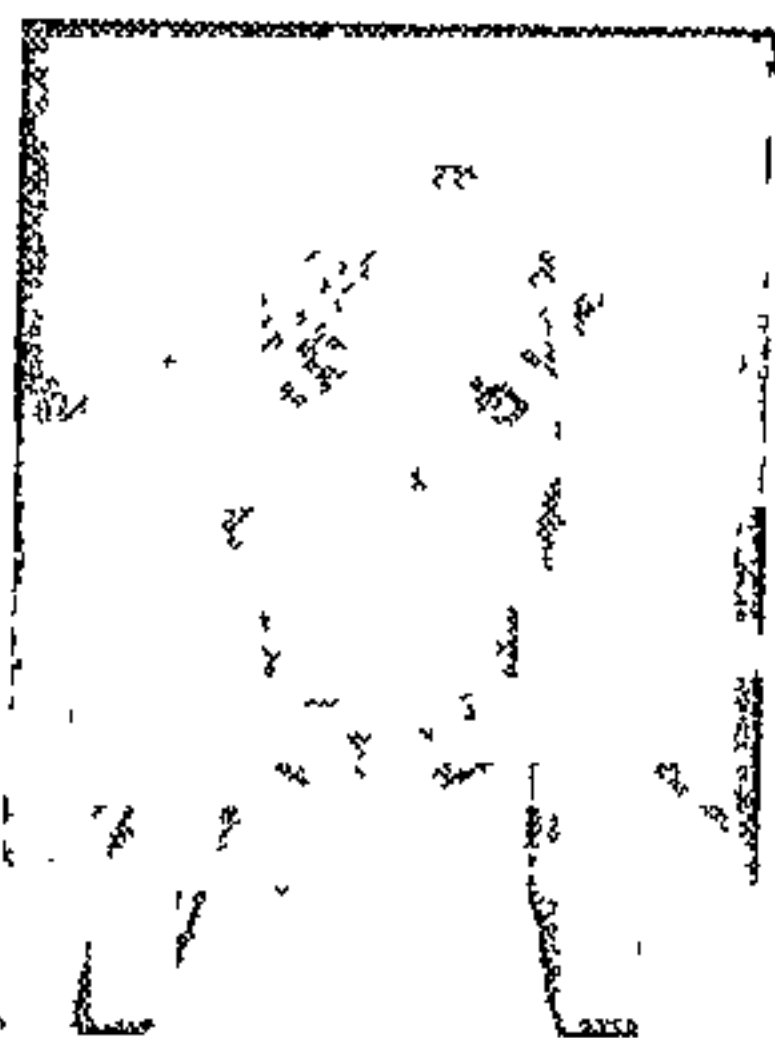
This week shocked relatives and friends recalled how she had seemed normal in every respect shortly before she and her children, Brandon, 8 and Lolly, 6, were found dying in a parked bakkie near the Silverstroom strand resort.

Police found empty tablet containers and a pistol in the vehicle, and a hose led from the exhaust to the cab.

### DISTRESSED

After a cremation service this week, Garth Puller, speaking softly and hesitantly, said he was too distressed to talk about the deaths of his wife and children.

BY SYLVIA VOLLENHOVEN



Mrs Michelle Puller

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# Police use teargas to disperse workers

N. MERCURY

7/11/81

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**Mercury Reporter**  
POLICE used teargas to disperse about 400 workers from the Saiccor mill at Umkomaas on the South Coast after they downed tools yesterday over a pension fund dispute.

The workers, some of whom had been working since midnight, stopped work at 6 a.m. yesterday and gathered outside the factory where they were told management would address them at 11 a.m.

Police in riot gear accompanied by dogs arrived about 1 p.m. and then management representatives addressed the assembled workers.

## Refusal

The workers sent two representatives to talk to Mr O. W. Tainton, the managing director of the rayon-pulp mill.

They returned with Mr Tainton's refusal to pay their pension money, 'unless they resigned'.

An ultimatum was issued by the police and management that the workers either return to work or go home.

As the workers were slowly dispersing the police formed up and tear gas was fired into large groups of workers.

The majority of workers

then turned to run down the road and police rolled tear gas cannisters at small groups who had not followed them.

Workers told the Mercury that all they wanted was their pension money and then they would return to work.

'After all it's our money,' they said, 'so all we're asking for is to be given what belongs to us.'

Mr Tainton claimed later that the majority of his workers wanted to return to work but they were being 'stirred up by agitators'.

During the day the Mercury had seen no evidence of agitation and all the workers spoken to had understood the pension fund issue.

A number of workers said although the proposed pension Bill was only to be introduced in 1985, they did not trust the Government.

'I signed forms relating to my pension when I joined the firm which set down rules relating to it,' a worker said, 'surely then if the rules are to be changed I should have been consulted.'

In the morning workers stopped and bounced cars. They said they were checking for workers from other shifts.

At Rheem S.A. in Isipingo about half the workforce —

involving about 75 men — also stopped work yesterday demanding their pension fund contributions. All but about 20 workers had returned by a deadline that had been set.

At Defy Industries plant in Jacobs all the workers clocked in yesterday after an agreement was reached between management and the South African Allied Workers Union.

The plant had been closed since Tuesday last week after about 1 200 workers downed tools.

## Membership

Mr Ron Collie, general manager of the major appliance division, had said the firm was unable to pay out the workers' pension contributions because they were tied by membership to the Steel and Engineering Industries Federation of South Africa, who administered the fund.

He said arrangements had been made with the union to commence discussions directly with the federation.

Workers' grievances would be conveyed to the various authorities.

Mr Sam Kikine, the general secretary of the union, said they had accepted Defy's assurance that no victimisation would take place.



STAR 10/11/81

KOA ~~10/11/81~~ ~~10/11/81~~

## Reef workers try official channel

By Drew Forrest

The Metal and Allied Workers' Union has taken the first step on the road to industrial court action in its dispute with Litemaster Products in Wadeville.

Mawu and the 22 Litemaster employees dismissed on October 23 have referred the dispute to the metal industries industrial council. If it cannot be resolved at this level, the council will refer it to the Industrial Court.

It is understood that the union and the workers have made wide-ranging allegations of unfair labour practices at Litemaster, arising out of the dismissals and the company's code of employment practice.

### 'WARNINGS'

When the dispute first erupted the union claimed workers had been dismissed "in doubtful circumstances which suggested victimisation" after refusing a management offer of a 10c hourly wage increase. They were demanding a 50c rise and a R2 minimum wage.

According to management the workers were fired after repeated warnings and "for very specific reasons."

Observers consider it important that, despite the volatile labour climate on the East Rand, workers have been prepared to take the dispute through the official channels.

Black unions have attacked both the official disputes procedures and the Industrial Court as being too cumbersome to deal adequately with the grievances of black workers.

# General Workers' Union

By SELLO RABOTHATA

**THE Transport and General Workers' Union (TGWU) yesterday said the Johannesburg City Council refused to recognise and negotiate with the union despite its representing 80 percent of the 900 workers at the Avalon Depot.**

The union, a Fosatu affiliate, has gained recognition from the Pietermaritzburg Municipality, Putco and the East Rand Administration

Board

A spokesman for the union said since December 1980 the City council had stalled ostensibly on the grounds that although the union was registered and could constitutionally represent employees of the council, its scope did not yet extend to Johannesburg.

He said, "Despite submitting legal opinion to the effect that there is nothing in law preventing the council from negotiating with a representative trade union, the council continues to avoid negotiating

with the independent Transport and General Workers' Union. Under the guise of legalistic nonsense, the council is seeking to avoid dealing with an independent trade union while protecting its own in-company trade union."

The spokesman further said recognition of a trade union should be based on representation only. Registration has nothing to do with recognition, other than provide a shallow excuse to avoid dealing with independent and

popular unions. This is not the first time the council has made this mistake.

The union had hoped the Johannesburg public and the council, to whom they are responsible, had realised it was better to talk than deport. The union called on the Johannesburg public and the council to enter into negotiations in a responsible way and without delay, he said. "It is irresponsible in the extreme to hide behind a legalistic excuse rather than meaningfully negotiate with an independent

worker controlled union such as the TGWL.

"The workers want to have the union recognised. They want the union to be a presence in the depot with the council recognising their democratically elected shop stewards, access to the depot by the union officials, negotiating rights and stop order facilities. The council has stated it is only prepared to allow a meeting between worker representatives and the staff board to discuss grievances

"The union insists elected workers negotiate on behalf of the union and full negotiating rights are accorded to them. Anything less would contradict the union's and Fosatu's principles of workers' control and workers' participation in the union."

An official at the Johannesburg City Council yesterday said only heads of departments could talk to the Press and "we should talk to a Mr De Villiers. Mr De Villiers was said not to be in."

# Pension

## rows go on

N.M. 10/11/87 140A 144A 152 100

### No respite for firms after Govt scrapping of Bill

#### Mercury Reporter

PENSION fund disputes still continued in Natal yesterday in spite of the Government's scrapping of the proposed Pensions Bill

Four hundred and fifty workers from Ilco homes in Isipingo were fired and about 800 from the Saiccor mill in Umkomaas still had not returned to work after disputes over pensions

The Registrar of Financial Institutions, Mr Naas Van Staden and the Director General of Manpower, Mr Jaap Cilliers, announced on Friday that the Preservation of Pension Interests Bill was not being pursued

The managing director of Ilco homes, Mr A C Demmers, said that yesterday morning the entire labour force — about 450 workers — at their Isipingo site had stopped work and demanded repayment of their pension money

#### Dismissed

'If they start getting stupid like that there is nothing left to do but to fire them all'

'We gave them 30 minutes to get back to work, refusing even to discuss the issue, and then when this had passed we dismissed them all,' he said

Mr Sam Kikine, the general secretary of the South African Allied Workers Union (Saawu), said Ilco management had agreed to reinstate certain of the workers, but workers demanded unconditional reinstatement

Workers at the Saiccor rayon-pulp mill at Umkomaas, who downed tools on Friday after the management had refused to pay out their pension contributions, had not returned to work yesterday

#### Outside

The workers yesterday again sat outside the factory demanding their pension contributions. The management told them to come back today for their decision

Mr O W Tainton, the managing director, could not be contacted yesterday. The Mercury was told he was in

conference all day

Trade unions contacted yesterday by the Mercury said although they welcomed the Government's decision to scrap the Pensions Bill, the labour unrest would not cease

Mr Kikine, representing Saawu's 25 affiliate unions, said the withdrawal of the Bill would not solve the pension problem

#### Avoided

'Already we have had problems with both the building and steel industries who still have a preservation clause in their pension schemes

A spokesman for the General Workers Union said they strongly welcomed the withdrawal of the Pensions Bill, but had the Government paid attention to the early warning of the unions the labour unrest would have been avoided

'The Government's failure to consult with the workers' leaders has led to an unprecedented wave of strikes and cost the jobs of thousands of workers.'

The general secretary of the National Federation of Workers, Mr Mathews Oliphant said this should serve as a lesson to the Government that workers should be consulted on any legislation that would affect them



# Labour guidelines fall short, says black union

STAR  
12/11/81

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1140A

By Drew Forrest

The new labour relations guidelines of the giant Steel and Engineering Industries Federation of SA have drawn both praise

and sharp criticism from South Africa's fastest growing black metal union

The Metal and Allied Workers Union rejects the metal industries' indus-

trial council — which is strongly supported by Seifsa — and the union's response to the guidelines has been eagerly awaited.

In a statement yesterday, Mawu said Seifsa had shown "a new realism" and "a new willingness to negotiate with representative unions, whether or not they are party to the industrial council"

In certain crucial respects, however, the guidelines "fell far short of what is required by workers"

Mawu takes issue with a Seifsa recommendation that certain in-company facilities — including recruiting access and access for union officials to shop stewards — should be readily granted to unions party to the industrial council, while remaining "points for negotiation" for those outside it.

The second major shortcoming of the guidelines, Mawu says, is the failure to recognise the need for in-plant bargaining on wages and working conditions — a "central demand of workers"

# Trade union to be recognised by Putco

RDM 14/11/81

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143

By STEVEN FRIEDMAN

THE PUTCO bus company is to sign its first full recognition agreement with a black trade union next week, according to a company statement issued yesterday.

The union is the Transport and Allied Workers Union, whose members were involved in the two strikes at Putco's Soweto depots last year which left thousands of commuters stranded and led to the opening of recognition negotiations.

It is believed that an agreement with TAWU would mean that Putco would become the first company in the country to have signed company-wide recognition agreements with two independent black unions.

## Preliminary

Putco last year signed an agreement with the Transport and General Workers Union.

But this was only a preliminary agreement, setting out the relationship between the two parties, a Putco source said yesterday.

Negotiations between Putco and TAWU have been in progress for 18 months and have been in danger of breaking down on at least one occasion.

Putco claimed that TAWU had

agreed to the terms of the agreement, but had not "showed up" for the ceremony.

The union, however, claimed that it had simply told the company that it would take the agreement back to its members for ratification, but had warned that they might not accept it.

At a worker meeting they had rejected it and the union had therefore not been prepared to sign, TAWU said.

## Signatures

Union spokesmen could not be contacted yesterday, but according to Putco's statement, the agreement will be signed on Tuesday by the company's managing director, Mr Albino Carleo, and TAWU's general secretary, Mr Michael Mohatla.

It added that, in terms of the agreement, TAWU would be recognised as the representative of workers at any Putco division where it could prove the support of a worker majority — "50% of the work force plus one".

Fosatu's TGWU has a similar arrangement with the union — it claims majority support at Putco's Springs depot.

The union is also known to claim majority support in Soweto depots.

# Strikers

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on again

Argus Bureau

EAST LONDON. — The 580 striking workers at Western Province Preserving here again refused to return to work today unless all the workers were reinstated

Mr B Hanly, a director, said the factory was still at a standstill because the workers had not returned to their jobs

The workers downed tools last week in protest against a management decision that only those workers who had been most productive would be paid bonuses.

## BONUSES

Following a management announcement that bonuses would be negotiated together with a new wage agreement in January, the workers have now dropped the demand that all be paid bonuses before they will end the strike

They are still demanding, however, that all the strikers be reinstated

Management had refused to concede to this demand. They have agreed to take back most of the strikers but there are some exceptions

Miss D Komose, secretary of the African Food and Canning Workers' Union, which represents the workers, said Mr Hanly had told the workers that those responsible for 'violence and intimidation' would not be rehired

'The workers won't accept that not all will be rehired, and management refuses to accept this demand,' she said.

## MEETING

The strikers were meeting today to discuss further action

● About 250 workers at the South African Pulp and Paper Industries (Sappi) mill at Stanger on the Natal north coast downed tools today

A spokesman said the cause of the stoppage, the second in two months, was not known but it is believed that the dispute could have been over union recognition by the firm.

'Management was still awaiting representation on worker grievances but it was pointed out that negotiations over their demands will only get under way once the striking workers returned to work,' the spokesman said.

The plant, which is one of the key producers of pulp and paper supplies to the industry, was hit by labour disputes over the controversial pensions issue in September when the production was halted through this work stoppage.

He added, however, that the company was holding discussions with representatives of the Fosatu-affiliated Paper, Wood and Allied Workers' Union over recognition

'The first meeting was held on October 24 and negotiations are continuing,' he said.

Officials of the union were not available as they were at the plant seeking representation



SOWETAN 16/1/83

# Mawu hits out at ~~ICDA~~ guidelines

By SELLO BABOTHATA

THE new Steel and Engineering Industries Federation of South Africa (SEIFSA) labour guidelines have come under fire from two Federation of South African Trade Union (Fosatu) affiliates because of their stress on Industrial Council bargaining

A statement released by the Metal and Allied Workers' Union (Mawu) said 'The new SEIFSA guidelines on industrial relations at company level represents for the first time an attempt to come to terms with the existence of the new trade unions. However certain crucial aspects in the guidelines fall far short of what is required by workers

'The guidelines show a new willingness on the part of SEIFSA to negotiate with representative unions whether or not they are party to the Industrial Council, and accept the need to acknowledge trade union involvement, in issues at the plant level (Unfortunately SEIFSA is still discriminating against unions which are not party to the council in granting facilities to union shop stewards and officials)

Facilities needed are

- Recognition of shop stewards
- Inplant election of shop stewards
- Time off for training, and
- Access by union officials to company premises

'These have been major points for which MAWU and other independent unions have struggled for over eight years

Mawu also said these facilities would be granted automatically to all unions which are party to the council, but the remaining issue for negotiations with non-party unions

'This is clearly an attempt to seduce the reluctant unions into the industrial council — but it is also an attempt to placate and keep alive unions which have been having difficulty in holding

on to their membership in the stage of competition from Mawu and other independent unions

'Mawu has found this response recently from almost all employers the criteria of representation are not applied to unions in the council and employers are insisting on granting to these unions facilities won by Mawu although these unions usually have very few members in plant. Mawu is therefore being put in the anomalous position of negotiating rights for unions which have previously never asked for them and which never struggled for these rights'

140 A  
N. MERCURY 17/11/81  
Brief work stoppage halts  
production at Sappi paper mill

**Mercury Reporter**

A SHORT work stoppage took place at Sappi's Stanger paper mill yesterday involving about 300 black and Indian workers.

According to a spokesman workers downed tools because of dissatisfaction with their pension funds.

Workers walked off the job yesterday morning, management reported.

Shortly before lunch the workers elected four representatives, who agreed

after discussions to hold full talks with management on Wednesday.

The four representatives persuaded their colleagues to return to work.

Sappi is scheduled to hold talks on November 24 with the Fosatu affiliated Paper, Wood and Allied Workers' Union about the pension situation at Sappi mills. The union is recognised at several Sappi mills, and talks are currently under way about recogni-

tion of the union at Stanger. Brig John Visser, Divisional Commissioner of the South African Police, said that construction workers employed by Bester Home Builders downed tools yesterday morning following a dispute concerning wage increases.

The workers returned to the building site shortly afterwards he said.

Bester Home Builders could not be contacted yesterday.

# Deal with

# union is cancelled

STAR  
17/11/81

By Drew Forrest

In an unprecedented move, an important East Rand rubber company — Pigott Maskew and Company — has withdrawn recognition from a predominantly black trade union.

The Fosatu-affiliated Chemical Workers Industrial Union (CWIU) concluded a recognition agreement with the Boksburg-based General Tyre subsidiary in August this year.

It was a major breakthrough for the union, whose only other full agreement in the Transvaal was reached with Colgate Palmolive after the much publicised dispute.

The agreement with Pigott Maskew has now been cancelled following two recent strikes over wages by the company's 450 black workers.

The company's managing director, Mr Vic Pretorius, would not comment yesterday beyond

saying "the union had displayed its inability to operate in terms of the agreement".

He added, however, that a new accord could be negotiated.

Management apparently holds that by striking instead of using the negotiated disputes procedure — which lays down arbitration as the final step — the union members themselves cancelled the agreement.

However, a CWIU spokesman claimed the agreement remained in force after the strikes.

"We had every intention of using the arbitration procedure," she said. "But the strike intervened."

She said the union would follow the agreement by appointing an arbitrator to rule on both the wage issue and the dismissal of about 20 strikers.



# Police

go into  
strike-hit  
car plant

R1) B1  
21/11/81

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252  
140A

By LUCAS BANDA  
and RIAAN DE VILLIERS

ARMED riot police entered the giant BMW car manufacturing plant in Rosslyn, near Pretoria, yesterday after about 1 300 black workers had gone on strike over proposed pay increases

However, there were no incidents and the police withdrew at the request of management

About half the workers returned to work yesterday afternoon, and a management spokesman said the company was hopeful all would be back on Monday morning

Earlier he said the stoppage started on Thursday afternoon after the start of annual wage talks with an elected workers' council last week

While negotiations were under way on Thursday, rumours circulated that management was proposing "ridiculously low" wage increases. Some workers went on strike and demanded an immediate announcement on the increases

Workers were sent home to "prevent the situation developing into a confrontation" while wage talks continued

Agreement was reached late on Thursday and the increases were announced to workers when they arrived yesterday morning

## Ignored

Despite this, they would not return to work and also ignored appeals to go home. Workers were gathered outside for most of the day, but there were no incidents

During the afternoon a small number of workers left but about half the work force resumed work later

The wage increases become effective on January 1 and will apply for six months, when wages will again be reviewed

They range from 11% to 15% and will push up BMW's minimum wage from R1,80 to R2,10 an hour. The company spokesman said this was in line with wages being paid by motor firms in the Eastern Cape

A spokesman for the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers, which has 25% membership at the plant — said yesterday the union was not directly involved in the dispute

The union committee at the plant met union officials yesterday afternoon to discuss the situation

# Strike-hit BMW back to normal as workers return

By RIAAN DE VILLIERS

ALL workers who went on strike at the giant BMW car manufacturing plant in Rosslyn last week were back at work yesterday morning.

About 1 300 black workers went on strike on Thursday afternoon over proposed pay increases and the strike continued on Friday despite the announcement that new increases had been negotiated with a workers' committee.

## Statement

However, some workers returned to work on Friday afternoon and management hoped all the workers would be back yesterday.

In a brief statement issued yesterday, the company said all workers were back and full production had been resumed.

Meanwhile, workers have been on strike at Pali Longmore, a Wadeville firm following the dismissal of a fellow worker last week.

Workers went on strike on Friday after management refused to re-instate the worker during talks with a worker delegation a spokesman for the Fosatu-affiliated Metal and Allied Workers' Union said yesterday.

He said the union had recently submitted proof of majority membership among the 500 workers at the plant and the management had agreed to hold recognition talks.

However, management refused to discuss the dismissal with union officials yesterday morning as it claimed the union was unable to control its members and would also not allow officials to address the workers, the spokesman said.

He said the union would continue efforts to resolve the dispute.

It is believed workers returned to work yesterday afternoon, but this could not be confirmed.

Company spokesmen were not available for comment.

STAR 24/11/81

189 152

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# Benoni workers strike over their leave bonus

By Drew Forrest

East Rand workers struck yesterday after rejecting the annual leave bonus laid down by their industrial council agreement

About 140 workers at Allenwest-G E Manufacturing in Benoni downed tools and demanded that the bonus be linked directly to the company's wage rates, according to a spokesman for Fosatu's Metal and Allied Workers' Union

Meanwhile, a two-day strike by about 600 workers at the metal firm of Hall, Longmore and

Company at Wadeville, Germiston, was settled yesterday

Mawu shop stewards negotiated the reinstatement of a worker fired last week after a quarrel with a white foreman, a spokesman said. He claimed that the worker and foreman shook hands and apologised to each other in the presence of the management and the workforce. This could not be confirmed with the management

Commenting on the dispute at Allenwest, the company's managing

director, Mr Mike Jordan, said management would meet Mawu representatives today — but would not yield to the workers' demands

"The industrial agreement ensures uniform standards throughout the industry," he said. "What the workers are asking for is a unique arrangement outside this. If individual companies break ranks, only instability can result"

He said that no attempt had been made to negotiate before the strike, and a few workers had "misled" their colleagues



(13) (14) (15) (16) (17) (18) (19) (20) (21) (22) (23) (24) (25) (26) (27) (28) (29) (30) (31) (32) (33) (34) (35) (36) (37) (38) (39) (40) (41) (42) (43) (44) (45) (46) (47) (48) (49) (50) (51) (52) (53) (54) (55) (56) (57) (58) (59) (60) (61) (62) (63) (64) (65) (66) (67) (68) (69) (70) (71) (72) (73) (74) (75) (76) (77) (78) (79) (80) (81) (82) (83) (84) (85) (86) (87) (88) (89) (90) (91) (92) (93) (94) (95) (96) (97) (98) (99) (100)

# Unionists arrested in Bophuthatswana

STAR 25/11/81 (140A) (14)

Three officials of the Fdsatu affiliated National Union of Motor Assembly and Rubber Workers were arrested and charged in Bophuthatswana this week.

The NUMARW regional secretary, M1 Taffy Adler, and two union organisers, Mr Martin Ndaba and Mr Nelson Rakau, were arrested at a meeting of BMW workers in Ga-Rankuwa on Monday night.

The BMW plant, which was hit by a strike last week, is in the industrial area of Rosslyn, north of Pretoria. Workers commute to it from Ga-Rankuwa, one of the territories of Bophuthatswana.

According to a union

spokesman, about 15 armed Bophuthatswana police carrying teargas canisters entered the church hall where the meeting was held.

They searched the workers, dispersed them and arrested the three union officials.

Police initially indicated the men would be charged with "illegal trading" the spokesman said. But when they appeared in the Ga-Hankuwa magistrate's court yesterday morning, they were charged with attending an illegal gathering.

They were released on bail, and their case was postponed until November 27.

STAR 25/11/81 (40A)

## Leave bonus talks fail — but strike ends

The strike by about 140 workers at Allenwest-G E Manufacturing in Benoni ended yesterday after management had refused to accede to their demands.

The workers downed tools on Monday, rejecting annual leave bonuses fixed in the metal industries' industrial council agreement. They were demanding bonuses linked to the company's wage rates.

A spokesman for the Fosatu-affiliated Metal and Allied Workers' Union, which claims it has majority support at the plant, said workers went back after talks between management and Mawu shop stewards yielded no result.

The stewards would take up the issue of management's refusal to pay workers for the hours lost by strike action, he said.

TRANSPORT

333

133

## Employers organise

134 (11.00) FM 27/11/81  
Transvaal, Free State and Natal bus company owners, whose fleets carry nearly 2m people daily have formed an association for collective bargaining with trade unions in their industry

Employers from about 60 magisterial districts met this week to form the SA Bus Employers' Association. They hope to create an industrial council (IC) for the industry through which they can negotiate wages and working conditions with the nearly 12 000 people they employ.

Once the association has been registered, it will attempt to discuss points of agreement with trade unions and take a close look at issues such as pay, fringe benefits and the standardisation of job definitions.

Some employers are aware of the reluctance of emerging black unions which place great emphasis on plant-level bargaining, to join ICs. Dr Gerrie Prinsloo, executive director of the Southern African Bus Operators' Association (Saboa), concedes that there has been a great deal of criticism of ICs in the past.

'I personally believe that the structure is sound but that people have not utilised it to its fullest extent.' Although he supports the IC system, Prinsloo believes there are matters which can be dealt with only at company level.

Michael Mohatla, general secretary of the Transport and Allied Workers Union, an affiliate of the Council of Unions of SA (Cusa), declines to comment on the new employers' organisation at this stage. He

says his union does not have any strong opinions about ICs, but wants further information about how they work before it makes up its mind.

Isabel Shongwe, general secretary of the Transport and General Workers Union, an affiliate of the Federation of SA Trade Unions (Fosatu), makes it clear that she views the new organisation with suspicion. She emphasises her union's desire to negotiate at company level and its dislike of ICs. 'We need to have a thorough explanation of what the employers want to do,' she says.



# Five guilty in aftermath of Dorbyl unrest

STAR  
4/12/81

(140A) (140B) (140C)

## Labour Reporter

Five workers were yesterday found guilty on charges of public violence at the Uitenhage Magistrate's Court in connection with unrest at the Dorbyl Components firm earlier this year.

Three were fined R400 each with suspended sentences, one man was fined R60 and the other received a two-year jail sentence with only one year suspended.

Charges against nine other workers were with drawn.

The general secretary of the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers, Mr Fred Sauls, said the union would review the judgment before they look a decision on whether to lodge an appeal.

The charges detailed incidents of intimidation, assault and stone-throwing at buses earlier this year.

The Dorbyl dispute in Uitenhage arose over the issue of union recognition and saw large numbers of workers being dismissed.

The case against five other Dorbyl workers was postponed late last month until next week. They are also appearing on similar charges

# 'Kaffir-dog resign or we will kill you'

SAN TRIB  
6/12/81

~~SA~~  
~~SA~~  
~~SA~~  
/COA

## CHILLING THREAT TO REEF TRADE UNIONIST

By DAVID NIDDRIE

A SINISTER racist group has threatened to murder a top Reef trade unionist unless he resigns his job.

It delivered its first chilling message three weeks ago — scrawled across the back of unionist Dusty Ngwane's clock-in card at the Colgate Palmolive factory in Boksburg where he is employed.

The messages — punctuated with racist slogans — were signed "ASWSA", in apparent reference to "Action Save White South Africa", a Pretoria-based right-wing coalition.

ASWSA's founder, former defence force surgeon-general, Lieutenant General C Cockroft, has angrily denied any link to the death threats "and I'll boot out anyone from our organisation if they have".

As vice-president of the Chemical Industrial Workers' Union (CIWU), union branch chairman at Colgate and Colgate's shop stewards' committee chairman, Mr Ngwane first entered the spotlight in July with the launching of a nationwide boycott of all Colgate products in support of Colgate workers.

The boycott was called off after three weeks — on the eve of a planned strike by black Colgate workers — when Colgate management agreed to negotiate wages and working conditions directly with the union under a recognition agreement.

On the night of Monday, November 16, when Mr Ngwane was clocking in to the toilet articles department at Colgate, he found scrawled across the back of his clock-in card, the words "Kaffir dog". The message was unsigned.

He reported the matter to his superiors, but the next day workers entered the department to find two messages daubed on the walls. Both read "Dusty is a kaffir dog".

On the third day, a CIWU spokesman told the Tribune, Mr Ngwane was about to clock in when he found a note stapled to his card and signed ASWSA for the first time.

"Dusty, black bastard kaffir-dog. You must resign before Friday or else we will kill you," the note said.

On day four — the day before the death threat deadline — day shift workers entered the factory to find a message scrawled on a machine in the toilet articles department. "But you didn't do what our promise was. Today you are a kaffir dog."

"On Friday," the union spokesman said, "yet another message was found on the machine." This time the noxious note, again signed ASWSA read "Dusty, do not forget our promise. Black dog we will meet soon. We will watch you from tomorrow morning, because you don't do what you are told."

"Mr Ngwane then wrote to Colgate's managing director Mr G W Nocker, about the threats," the spokesman said.

After consultations between management and the shop stewards' committee Mr Ngwane informed the police of the threats.

A police spokesman confirmed they were investigating the threats.

Mr Ngwane was unwilling to talk to the Tribune, but the union spokesman said "he is not scared by threats."

And in Pretoria General Cockroft said "Action Save White South Africa is not militant and does nothing illegal. We are a co-ordinating committee for conservative white political organisations, parties and individuals. We are concerned Christians."

"If I find any of our members have been involved in anything like this, I'll have his head — or leave the organisation myself."

The organisation's founding committee is made up of delegates from most of the right wing parties in South Africa, including the Herstigte Nasionale Party, the Afrikaanse Weerstandbeweging, and even the National Party itself, of which General Cockroft is a card carrying member.

# Food factory workers down tools

## Shop steward recognition negotiations break down

### Mercury Reporter

THE entire labour force of Zululand Food Producers (Pty) Ltd in Richards Bay refused to return to work yesterday after management had refused to rehire shop stewards.

About 370 workers downed tools on Friday when negotiations with management over recognition of worker representatives and wage demands broke down.

The vice president of the Sweet, Food and Allied Workers Union (SFAWU) Mr Thomas Mkhwanazi said the union's Fesatu affiliate, had been negotiating for recognition for some time.

He said 'We presented a recognition agreement to management but so far they have refused to speak to the union.'

'The workers have rejected the liaison committee and have instead elected their own shop stewards to represent them.'

Last week the shop stewards approached management on behalf of the workers and demanded their wages be increased from a minimum of 27c an hour to 31c an hour.

Management said they could not pay what they had demanded. They also said they did not recognise the shop stewards as being representative of the workers.

While the shop stewards were reporting back to workers an engineer of the firm, carrying a gun, dispersed the workers, said Mr Mkhwanazi.

'The manager then told workers that if they did not want to go back to work, they must get off his premises.'

Management yesterday offered to rehire 360 of the workers but refused to rehire the shop stewards. The workers decided not to return to work.

The general manager of Zululand Food Producers, Mr D C Legge, said a SFAWU recognition agreement had been submitted to

the company's legal advisers as part of an investigation requested by the board of directors.

He confirmed that management had been approached by shop stewards of the as yet unrecognised union.

'They were advised that the company was not in a position to meet their wage demands.'

The greater majority of workers refused to return to work after their lunch break on Friday and workers were warned that if they did not return they would automatically dismiss themselves.

He said the company had offered re-employment to 360 of a total workforce of 369.

Mr Mkhwanazi said late yesterday that the union had received a letter from the company requesting that 'the labour force be available for re-employment opportunities'.

It said 'Strike action has serious consequences for this company, the labour force and the general well being of the area.'

N. MERCURY

8/12/81

(140A) (13) (14) (15)



# Sweet men holding out for big rise

STAR 8/12/81

By Drew Forrest

Close to 400 striking workers at the Zululand Food Producers plant in Richards Bay refused to resume work yesterday morning after a management decision not to reinstate their shop stewards.

The initial dispute was spiced on Friday when shop stewards of Fosatu's Sweet, Food and Allied Workers Union approached management for an increase in the minimum wage from 22c to R1 an hour.

The SFAWU is not recognised by the canning company, but talks have been in progress for some months, and the union has submitted a draft agreement to management.

The union's general secretary, Mrs Maggie Magubane, said the company would not negotiate on the wage demand.

Management comment could not be obtained, but according to Mrs Magubane an armed management representative disbanded a report-back meeting of workers — who were then locked out and dismissed.

The dispute continued yesterday, when workers returned to the factory, but walked out after management had offered to reinstate everyone except the eight shop stewards, she said.

"The workers have straightforward demands — the immediate recognition of the union, the reinstatement of the stewards and negotiations on their wage-claims," she said.

She added that management was still refusing to deal with the union, despite efforts by officials in three centres to establish contact.

# Drivers held after strike freed when union pays bail

SIX Vereeniging bus drivers who were arrested after a work stoppage at the Vaal Transport Company last week were released yesterday. They had spent nearly a week in prison because they could not afford to pay their bail.

Their bail had been set at R500 each after their arrest last Wednesday and only four of the 10 drivers charged, all worker representatives at the company, had been able to raise the money, according to lawyers acting for the men.

However, yesterday lawyers for the men brought an application in the Vereeniging Magistrate's Court to have their bail reduced.

The court reduced bail to R100, but ruled that the drivers must report to the police while awaiting trial and that they must not leave the magisterial district until the end of the trial.

## Pay demands

A representative of the Commercial, Catering and Allied Workers' Union of SA, which has agreed to assist the drivers, was bailing them out yesterday afternoon.

According to lawyers, they are being charged with contravening the Labour Relations Act by engaging in an illegal strike and

Labour Reporter

contravening the Riotous Assemblies Act by holding an illegal gathering.

The 10 arrested men were all members of Vaal Transport's works committee at the time of the stoppage over pay demands, which brought the company's more than 300 buses to a standstill.

Services have since been resumed.

A Vereeniging representative of the CCAWUSA said the union had agreed to assist the drivers after they had approached it, claiming that their own union, the Transport and Allied Workers' Union, had refused to assist them with bail and money for their defence.

"They claim that the TAWU said it would not help them because they had been wrong to take part in the stoppage," the representative said.

The men are to appear in court again on December 18.

# Crucial Industrial Court case

STAK  
9/12/81  
ILDA

By Drew Forrest

The dispute at Litemaster Products in Wadeville, where 22 black workers were dismissed last month, has been referred to the Industrial Court

Labour sources say the case could have far-reaching implications for South African workers.

The applicants, the Metal and Allied Workers' Union and the 22 dismissed Litemaster workers, recently referred the dispute to the metal industries' industrial council. Settlement was not reached and the matter was passed on to court yesterday

The applicants have made wide-ranging allegations of unfair labour practices at the firm. These included:

- Dismissal of the workers during wage-talks to thwart the negotiating process

- The refusal to negotiate with a union which

was representative and with which the company had previously agreed to negotiate

- The imposition of a code of employment practice which deprived workers of common law rights

It was also argued that the company failed to comply with its employment code in dismissing the workers

The company has argued that the workers were fired after repeated warnings and for very specific reasons

If the case reaches the Industrial Court, labour sources say it could become a crucial test of whether employers are bound by their own industrial relations procedures.

It may also establish as an unfair labour practice any unilateral change in employment conditions which prejudices existing worker rights

Sources say it may decide whether widely held notions of unfair dismissal fall within the South African definition of "unfair labour practice"



# Richards

AS. MERWAY  
Bay 10/12/61  
workers  
hold to

## demands

### Mercury Reporter

WORKERS from Zululand Food Producers in Richards Bay yesterday still refused to return to work, demanding that management reinstate the shop stewards.

The 370 workers downed tools on Friday last week when management refused to accede to a minimum wage demand of B1 an hour made to them on behalf of the workers by the shop stewards.

When workers returned to the company on Monday management offered to re-employ all but the shop stewards.

Yesterday the fourth day of work stoppage the workers still were adamant that although they were willing to return to work, they would not do so until management agreed to re-employ the shop stewards as well.

### Agreed

Yesterday Mrs Maggie Marubane the general secretary of the Sweet Food and Allied Workers Union based in Springs, flew to Richards Bay in an attempt to negotiate with management.

She told the Mercury that she had spoken to the general manager, Mr D C Legge, the day before and he had agreed to meet her but yesterday she was told management was not prepared to meet the union.

He told me that he had as yet been unable to discuss the matter with the directors of the company.

They are insisting that the shop stewards instead of being representatives of the workers are employers' stewards.

Mrs Marubane said the union had been informed in a letter from management that the gates of the factory would be open to the workers until Monday, December 11 at 4 p.m.

She said she had been informed that management was not prepared to negotiate with the union because it was not recognised.

# Dismissals, not the best in labour

By Tony Davis,  
Labour Reporter

Dismissals rather than wage issues are increasingly becoming a major factor in labour unrest in the metal industry on the East Rand

This was one of the findings made in a study of disputes on the East Rand involving the Rosa-tu-affiliated Metal and Allied Workers' Union

The study was made by two University of the Witwatersrand academics, Mr Eddie Webster and Mr Ari Sitas, on a Ford Foundation grant

There were 23 disputes on the East Rand involving Mawu between July and November this year, with 11 of these in the Wadeville area alone

The 23 disputes involved 10 772 black workers — about 11 percent of the black engineering industry work force on the East Rand, the study shows

Unlike the large number of wage disputes in

# East Rand probe looks at power of metal workers

STAR 10/12/81 (140A) (75) (15) (18)

the past, half of these disputes involved worker dismissals and another six involved worker demands for the dismissals of other staff

Workers' rejection of arbitrary controls exercised by managements was the central demand in most of the disputes, according to the study

Most of the stoppages were brief, ranging from an hour to a week and

Mawu won half of the disputes with managements agreeing to their demands

Dismissed workers were reinstated or other personnel were dismissed at Mawu's request in 12 of the disputes

Mr Webster and Mr Sitas describe the use of "demonstration stoppages" by workers which appear to be highly effective in hastening disputes

towards acceptable outcomes for the unions and workers

"This mechanism for the speedy resolution of conflict on the shop floor is of a particular importance in South Africa where cumbersome statutory provisions still hinder any meaningful resolution of conflict," the report says

One facet of the disputes was that workers

## also called for the dismissal of staff whom they thought had been "bought" by management

In one dispute this involved worker demands for the dismissal of a union shop steward.

The study appears to reject any notion of a "conspiracy" approach to East Rand metal industry disputes.

Although Mawu was involved in all of the cases, the union was often brought into the dispute after it was already underway — an indication of the growing militancy of workers on the shop floor

Six of the 23 disputes did involve wage demands and these demands also reflected the workers' desire for the right to determine the manner in which the wages were negotiated, the study found

Mawu had grown steadily on the Reef since it started organising in 1975, but had recently shown rapid growth from the end of 1980 when its membership stood at 12 000 to date where it stands at more than 23 000.

Workers had turned to the union and rejected works and liaison committees.

Unionists often organised themselves at the hostels where many of the workers lived and were able to increase membership, the study shows.

The study concludes that the demonstration stoppages proved successful in drawing attention to grievances and workers were then willing to return to work while negotiations with the union were held.

Fast Rand metal industry sponsored by the Ford Foundation. Editor Victor and Alfred Sitas of the University of the Witwatersrand's department of industrial psychology used 24 stoppages in which the Metal and Allied Workers' Union (MAU) was involved.

An affiliate of the Federation of SA Trade Unions (Fosatu) has been an organisation on the Reef in 1975 but its membership has grown significantly only in the past few years to 12,000 members at the end of 1980 to 22,000 now. It has members in 61 factories, has won 100 agreements in the past and has negotiated successful agreements in three.

All 24 stoppages were of short duration, lasting on average for one and three-quarter days. They have been classified by the researcher as demonstration stoppages rather than genuine strikes of strength. One took place in May 1975 and 23 between July and November this year.

In contrast to a National Development and Management Foundation (NDM) study which reported that most strikes this year were triggered by wage demands, Webster and Sitas have found that the rejection of arbitrary control by management was the central demand in most of the stoppages they studied. In 12 of the stoppages the demand for the reinstatement of dismissed workers was made.

In 11 of the stoppages workers demanded the removal of managerial employees they believed were exercising control in an arbitrary fashion or where they believed worker representatives had been bought by management.

Six of the stoppages involved wage demands. Although average black earnings in the metal industry are above the household subsistence level of R10, Webster and Sitas provide evidence that earnings have not in fact been catching up with the rapid rise in the cost of living.

LABOUR MATTERS

Showing strength

Valuable insights into industrial conflict involving emerging black unionism are revealed by a study of work stoppages in the

F. M. 11/12/81  
140A  
157  
152



Wits' Webster sharp focus on the Fast Rand

It is significant that all the stoppages over wage increases followed the announcement in June of the new wages in the industrial council agreement. Webster and Sitas say that although wage demands met with only

living wage has become a widely discussed topic. All stoppages over wages brought forward a demand of either R2 an hour or 50c-60c increases an hour, which Fosatu has been publicising for nearly a year.

About 60% of workers involved in these disputes are migrants and another 19% are women from adjacent townships. Both groups are among the lowest paid in the metal industry. In addition, the concept of a



qualified success, they do reflect more than just a desire for an increase. Many members want to determine the way in which wages are negotiated. They reject the industrial council favouring plant bargaining instead and to be excluded from the present wage negotiation process.

There is, however, a changing employer response to trade unions. The growing strength of Unions on the shopfloor and the legitimation given to trade unions by state recognition has led to some managements shifting from a strategy of pre-emption to that of negotiation. In 19 of the stoppages the demands made by workers were fully met and in another four cases they were partially met. In eight of the stoppage demands were rejected and workers were dismissed and electrical related. In the absence of direct police intervention significant workers were prosecuted in only two cases.

#### Imitation effect

At least one remarkable growth over the past year is attributed to less hostile state and management attitude and the union's strength in the factories. In addition union leaders report an imitation effect in the industrial area where successful stoppages occur. Stoppages initiated by the Colgate dispute, in June spread across an area of two km and this imitation was aided by the creation of shop steward councils with members from different factories. Union leaders also point to the ease of organising workers living in hostels.

An important finding is that none of the stoppages studied was initiated by union officials. They resulted from grievances expressed by shopfloor workers and articulated by shop stewards. Only after the stoppages occurred were the union officials called in to mediate.

Since the primary purpose of the demonstration stoppage is to call attention to the urgency of workers' feelings of grievance, workers are usually willing to return to work to permit negotiations to take place even before concrete concessions have been obtained. In most cases studied these demands were successfully met and the union strategy of negotiation was vindicated.

However, in one case the government banned meetings. This prevented union leaders from reporting back on negotiations, thus rupturing the process of accountability in the union. Webster and Sitas point out that in cases such as these union leaders are caught between the growing militancy of rank and file workers and management and state hostility to negotiating with the union.

The researchers conclude that there is considerable evidence that 'demonstration stoppages' regularly prove to be highly effective in speeding negotiations towards an acceptable outcome. This mechanism is of particular importance in SA where cumbersome statutory provisions still hinder meaningful resolution of conflict.

# Food Mercury firm 12/12/81 (ALCOA) dispute (A) (B) (C) JOES ON

## Mercury Reporter

ZULULAND Food Producers at Richards Bay had discussions with union officials as their employees yesterday refused to work for the fifth day in succession.

The plant's 270 workers downed tools last Friday in a bid to have their shop stewards recognised and to have their wages increased to R1 an hour.

The only comment the company would make was to say that they had discussions with union officials and their views would be discussed at a meeting of directors of the company to be held early next week.

## Rejected

Mr J Naidoo, a Federation of South African Trade Unions organiser to which the striking workers Sweet, Food and Allied Workers Union is affiliated, said that management had rejected three demands made by the workers at the meeting yesterday.

These demands were that all workers should be allowed to return to work, that shop stewards should be recognised and that a date should be set for discussions of the minimum wage issue which is presently 22c an hour.

## Re-employment

Mr Naidoo said management's position had not changed and they still wanted to re-employ workers selectively.

On Tuesday it was reported that management said they were willing to re-employ all the workers excluding the shop stewards. Workers would not accept this and the strike continued.

Mr Naidoo said the factory was at a standstill and members of the community were supporting the workers by not applying for the vacant jobs.

A meeting of union officials and community leaders had been organised at the Nqwelezane township for Sunday, he said.

# Firm denies sacked workers victimised

EAST LONDON -- Car and truck makers have paid off 100,000 workers over the past week. It will be retrenching several million of the varied firms that for the Christmas period, a spokesman for the company said yesterday.

The spokesman denied claims by some of the retrenched workers that they had been victimised for being active in a strike which hit the company in October. He also denied that management was firing workers because they were organisers for the South Africa Allied Workers Union (Saawu).

Workers claimed that they had been victimised because they were Saawu members. The company recognises the formation of Motor Assembly and

another workers' union. The spokesman said that the company had no intention of paying compensation to the 60 lay-offs and he said that the company had no intention of paying compensation to the workers.

In the last few months of the year, the company had made a considerable production through so we were not able to employ every worker, he said.

'Because of the high demand on our control needed in the manufacture of Mercedes-Benz vehicles, we had to lay off those who had not met the requirements,' he said.

'We decided to cut until after the Christmas bonuses had been paid to the remaining workers would not lose out'.

The spokesman denied that workers had been dismissed because they were Saawu members. 'We don't even know who the Saawu members are -- they have never identified themselves'.

'As for the claim that workers were victimised

because they had taken part in the strike, that is not true. What would we say if it became known that we had an intention'.

The workers who contacted the trade union said they had been laid off because they were active in a strike which hit the company in October.

The workers said they found there was a contract of collective bargaining for the massive expansion planned for CDA, the development of the Honda factory and the strong demand for the cars, Benz vehicles.

The Neo-Union said he had joined SA in 1966, and knew of others who had worked longer periods who were among those laid off -- but workers who had joined the factory in August had been retained.

He said many of the workers who had been retrenched were Saawu members and he believed this was because management was trying to rid the factory of Saawu elements -- DDR



JUNE 10, 1981

More than 100 for 15/2/81  
HALF of the black work-  
force of the National  
Dairy factory at Modder Riv-  
er, about 50 workers accord-  
ing to management, has  
been technically dismissed  
for walking off the job, al-  
though they have not all col-  
lected their final pay pack-  
ets yet.

A statement issued by M.  
Rae Flowerday, the NCD  
manager of member services  
and training, said about 50  
percent of the black employ-  
ees had returned to work  
Friday because of the dis-  
missal of a number of their  
colleagues on Thursday.

On being given the option  
to return to work, many em-  
ployees did so and walked out  
of the plant.

Mr. Flowerday said the  
factory had been able to bring its  
production and processing  
not been affected.

He also confirmed that  
white staff had been helping  
to perform the jobs usually  
done by black staff.

Mr. Thomas Mkhwanazi,  
vice-president of the Sweet,  
Food and Allied Workers  
Union which represents the  
NCD workers, said yesterday  
the walk out was over the 21  
workers who were dismissed  
on Thursday.

He said that, according to  
reports he had received, the  
workers were dismissed be-  
cause they complained about  
their working hours, for  
which they apparently were  
not paid overtime.

175  
14DA  
175



CAPL-Timbs 15/12/81 1404

# More action threat by strikers

Own Correspondent

DURBAN — Community leaders and striking black workers at Richard's Bay are threatening a community campaign against a local food company if it does not agree to reinstate all workers and recognize Fosatu's Sweet, Food and Allied Workers' Union by today

The campaign would include attempts to enlist help from overseas and local unions

The company, Zululand Food Producers, was hit by a strike by 370 workers over demands for union recognition and for pay negotiations between the union and company 10 days ago

Last Monday, the strikers re-

fused to return to work after the company had said it would not rehire union shop stewards

SFAWU claims that the local community has agreed to back strikers' demands

The union's general secretary, Mrs Maggie Magubane, said yesterday that a resolution adopted at a meeting at the weekend had given management until today to agree to the demands

The meeting had demanded that management reinstate all the strikers, recognize the union, and agree to negotiate with it on wages

The union claims that man-

agement refused to speak to it when it wanted to raise recognition demands.

Management spokesman could not be reached yesterday, but the firm's general manager, Mr C D Legge, has said that the company had received a proposed recognition agreement from the union and had submitted this to its legal advisers

According to the resolution released by Mrs Magubane, the proposed campaign would include appeals to local workers not to take the jobs of strikers

She said it would also involve enlisting the help of overseas unions, community organizations and local trade unions

W  
F-  
ar  
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As a file of a given F-cycle set is being created, a number is assigned to it. This number is called the absolute F-cycle number and uniquely identifies that particular file along with its qualifier\*filename. Absolute F-cycle numbers are unsigned integers that begin with 1 and continue through 999, at which point the numbering recycles to 1. The circular assignment of F-cycle numbers does not cause conflicts since a maximum of 32 consecutively numbered files may be retained in a set. A file within an F-cycle set may be referenced by its absolute F-cycle number or by a relative F-cycle number. Relative F-cycle numbers are signed integers in the range +1 to -31. Relative F-cycle number 0 (-0 or 0) refers to the catalogued file whose absolute F-cycle is

The use of F-cycles enables the user to manipulate any of a set of catalogued files without modifying his run stream. Each qualifier\*filename constitutes an F-cycle set. Each file within one of these sets of catalogued files has the same read and write keys as well as qualifier\*filename.

## 2.5.3 FILE CYCLES (F-CYCLES)

All internal filenames equated to an external filename are listed and maintained for the run. Once equated, the user can reference the file by its internal or external filename from within a program or the run stream. If a conflict of filenames exists, it is the user's responsibility to attach an internal name to the file (with the conflicting external name before any references to that file are attempted). The internal filename list is always searched first on file reference. If a no-find condition occurs on the internal names, the external filename list is searched. Multiple internal filenames can be attached to an external filename.

EXTERNAL-FILENAME specifies the full external name of the file. The external name usually takes the form qualifier\*filename (F-cycle). The exception is when external name has been previously used in an earlier @USE command.

INTERNAL-FILENAME specifies the name by which the file can be referenced within the run after the @USE control stream.

@USE INTERNAL-FILENAME, INTERNAL-FILENAME

Format 2:

60 workers  
S T A K  
at dairy 16/12/81  
lose jobs  
140A  
Labour Reporter

About 60 workers at the National Co-operative Dairies plant in Mooi River have lost their jobs over a dispute involving dismissals.

According to a statement released by NCD, half the plant's black workers had refused to work on Friday in support of their colleagues who were dismissed on the previous day. They were given the option to return to work but refused to do so, the statement said.

However a spokesman for the Sweet, Food and Allied Workers' Union said the workers claimed they were not being paid overtime wages by NCD and had stopped work in protest.

The union organiser said 21 workers had refused to work more overtime until they were assured of overtime pay. They were dismissed and on Friday a workers' committee approached management and called for their reinstatement. This was rejected.

After a second unsuccessful meeting they were told by NCD to leave the plant if they were not prepared to work, the spokesman said.



# Job assurances at plant denied by CDA

DATE 18/12/81  
1409

EAST LONDON — Workers at one plant at Car Distributors Assembly (CDA) said a strike over recent lay-offs at the plant was narrowly averted on Tuesday after management had given them assurances about their jobs.

But this was denied by a spokesman for management yesterday who said no plant was being given preference in the wave of end of year lay-offs which has seen over 64 workers lose their jobs so far.

The from the VEC inspection and stores plant said they summoned their manager at tea-time to resolve tension at the plant over the retrenchments, which they felt to be in direct contradiction with management's stated intention of employing about

1 600 new workers next year.

They said they had reminded management that it had agreed only to reduce the work of those workers who were on double shift owing to pressure of work.

"If management is to fire those who were not measuring up to standard they should have done so some time ago," a worker claiming to represent the 180-strong workforce at the plant said.

"In terms of company rules, for any offence a worker is first warned, then suspended for three days and, on the third offence, fired. Workers who have been at CDA for some time are protected by these rules.

"When we confronted management with our grie-

vance over the dismissals we were told that long-service employees were not in danger of losing their jobs unless they had gone against the disciplinary codes. We were also given assurances that those to be laid off would be the first to be re-employed when vacancies occur."

The workers said they had felt insecure over the retrenchments because many of them did not wish to join the company-registered union, the National Union of Motor Assembly and Rubber Workers, which is affiliated to Fosatu.

The management spokesman said there would be no preference given to any plant in the retrenchments. He repeated management's posi-

tion released in a statement on Monday that those who did not match up to standards — including long-term employees — were being retrenched.

He said there was no record of top management meeting with members of the VEC plant and said under no circumstances would special concessions be given.

"As for promising to fill vacancies with those retrenched, not everyone has a preference on rehiring. Only those with special skills who have been laid off from departments which are overmanned will have this preference."

He said management had met several times with the union over the past few weeks and had kept its officials fully informed about the retrenchments — DDR

140A

By STEVEN FRIEDMAN

AT LEAST five white workers in Uitenhage who belonged to one of the country's most powerful Rightwing, whites-only unions have resigned to join a predominantly black union affiliated to Fosatu

And Fosatu has claimed that another 70 have been attending meetings of its union, the National Automobile and Allied Workers Union (NAAWU), in Uitenhage's KwaNobuhle township

The workers were all employed at the Volkswagen factory in Uitenhage where Naawu (formerly known as the National

# Fosatu wins members from Rightwing union

Union of Motor Assembly and Rubber Workers) is recognised Naawu is a registered, non-racial union, formed out of a merger between one black and two coloured unions

The union they left is the SA Yster-en Staal Unie, a power in the Rightwing SA Confederation of Labour, which is open to all-white unions only Its general secretary, Mr Wessel Bornman,

is also secretary of the confederation

Fosatu's annual report, released yesterday, described the white workers' decision as "perhaps the most striking development" thus far in its attempt to create a non-racial union movement

The report claimed the Yster-en-Staal members became interested in Naawu after Naawu

shop stewards at Volkswagen had resolved their work problems

It said "about 75" white workers then decided to leave Yster-en-Staal and join Naawu and these workers were now attending union meetings in KwaNobuhle

Mr Bornman said yesterday "I know nothing about any resignations I would not know if these workers joined another union, but I would know if they resigned from ours And we have been told nothing."

## 60 000 belong to federation

Labour Reporter

MEMBERSHIP of the nonracial Federation of SA Trade Unions (Fosatu) grew by just under 60 percent this year and unions in the federation claim to have majority membership in 387 factories, according to the annual report released yesterday

Fosatu said its unions had been recognised by 99 employers and another 33 agreements were being negotiated

As a result, 1 500 of Fosatu's 3 000 shop stewards were "fully functioning" and "protecting worker rights in Fosatu factories" by representing workers to their employers

According to the report, Fosatu's signed-up membership was just over 60 000 at the end of 1980 The report said membership stood at around 95 000, making it the biggest independent union grouping in the country

About two-thirds were fully paid-up members — a slight increase in paid-up membership over 1980

Its fastest-growing union was the Metal and Allied Workers Union, which has been prominent on the East Rand Mawu's signed-up membership jumped from 8 400 to 24 300 over the past year, according to the report

Other Fosatu unions to show sharp membership rises were those in the textile (from 8 300 to 13 500) and paper (3 500 to 8 300) industries

Fosatu says it had organised 387 factories in which it had majority membership

### Hardening of attitude

It also said it would soon inaugurate a region in north Natal, which has not previously seen a strong union presence

Fosatu claimed, however, that despite an "apparent avalanche of concessions", there had been a decided hardening of management attitudes in negotiating agreements in the second half of 1981"

### Dues

However, in response to a query, a spokesman for Volkswagen said yesterday that five of the company's white workers had asked it to stop deducting union dues for Yster-en-Staal and to deduct Naawu dues instead

Volkswagen automatically deducts dues on behalf of both unions and must be informed when workers decide to pay dues to a new union

While the others may have decided to back Naawu, they had not told management they wished to stop paying dues to Yster-en Staal

In its report, Fosatu also claimed success in recruiting coloured and Indian workers



Fosatu  
Cape Times  
JOINS  
15/12/81  
the big  
140A  
unions

**Own Correspondent**

JOHANNESBURG — Membership of the non-racial Federation of SA Trade Unions grew by just under 60 percent this year and Fosatu unions claim to have majority membership in 387 factories, according to its annual report released yesterday

Fosatu also said its unions had been recognized by 99 employers and that another 33 agreements were being negotiated

As a result, 1 500 of its 3 000 shop stewards were now "fully functioning" and "protecting worker rights in Fosatu factories" by representing workers to their employers

According to the report, Fosatu's signed-up membership was just over 60 000 at the end of 1980. Membership now stood at around 95 000. This makes it the biggest independent union grouping in the country.

Of these, about two-thirds were fully paid-up members, a slight increase in paid-up membership over 1980.

Its fastest-growing union was the Metal and Allied Workers' Union, which has been prominent on the East Rand. MAWU's signed-up membership had jumped from 8 400 to 24 300 over the past year.

**North Natal**

Other Fosatu unions to show sharp membership rises were those in textiles (from 8 300 to 13 500) and paper (3 500 to 8 300).

Fosatu was soon to inaugurate a region in North Natal, which has not previously seen a strong union presence.

Fosatu had signed "comprehensive" union recognition agreements with 30 companies and preliminary agreements with 14. It had reached 55 "informal" recognition agreements. In 20 of the companies in which preliminary or informal agreements had been signed, "further negotiations are taking place".

In addition, 33 factories "are well advanced in negotiating agreements where no informal rights presently exist".



# Five whites join Fosatu union

Cape Times 15/12/81 1409

Own Correspondent

JOHANNESBURG — At least five white workers in Uitenhage who belonged to one of the country's most powerful rightwing unions — open to whites only — have resigned to join a predominantly-black union affiliated to Fosatu

Fosatu claims another 70 have been attending meetings of its union, the National Automobile and Allied Workers' Union, in Uitenhage's KwaNobhule township

The workers are employed at the Volkswagen factory in Uitenhage where the NAAWU (formerly known as the National Union of Motor Assembly and Rubber Workers) is recognized. NAAWU is a registered, non-racial union, formed out of a merger between one black and two coloured unions

The union the whites have left is the SA Yster-en Staal Unie, a power in the right-wing SA Confederation of Labour, which is open to all-white unions only. Its general secretary, Mr Wessel Bornman, is also Confederation secretary

Fosatu's annual report, released yesterday, describes the white workers' decision as "perhaps the most striking development" thus far in its attempt to create a non-racial union movement

ing union meetings in KwaNobhule

Mr Bornman said yesterday "I know nothing about any resignations. I would not know if these workers joined another union, but I would know if they resigned from ours. We haven't been told anything"

However, in response to a query, a spokesman for Volkswagen said yesterday that five of the company's white workers had asked it to stop deducting union dues for Yster-en-Staal and to deduct NAAWU dues instead

## Dues

Volkswagen automatically deducts dues on behalf of both unions and must be informed when workers decide to pay dues to a new union

The spokesman added that the five workers were paying dues to NAAWU

While the other 70 may have decided to back NAAWU, they had not told management they wished to stop paying dues to Yster-en-Staal

In its report, Fosatu also claims success in recruiting coloured and Asian workers into predominantly black Fosatu unions

It claims that most coloured workers in the Eastern Cape have resigned from Tucsa unions to join Fosatu affiliates

In Natal, it says its National Union of Textile Workers has won support from Indian workers

"In the 15 plants in which it has majority membership, the bulk of Indian workers involved have joined the union and several have been elected in non-racial shop steward and executive elections," Fosatu claims

## Resolved

The report claims that the Yster-en-Staal members became interested in NAAWU after NAAWU shop stewards at Volkswagen had resolved their work problems

It says "about 75" white workers then decided to leave Yster-en-Staal and join NAAWU and that these workers were attend-

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The @DELETE command may be used to delete one or more entries from the Master File Directory or one or more elements from a program file.

## 3.7 @DELETE STATEMENT

An entry point table is created for FILEA and also for FILEB.

b. @PREP FILEA,FILEB.

An entry point table is created for TPF\$.

a. @PREP

EXAMPLES:

OPTIONS: No options are used.

@PREP FILENAME-1,FILENAME-2,....,FILENAME-N

Format:

# Fosatu membership leaps to 90 000

57AK  
17/12/81

140A

By Drew Forrest

The number of workers joining the Federation of SA Trade Unions (Fosatu) has leapt by nearly 70 percent to 90 000 this year in a total of 387 factories countrywide

And, according to Fosatu's annual report, the paid-up membership of its affiliated unions and the Fosatu Workers' Project has almost doubled from 42 000 to 60 000 over this period

Affiliates in the metal, paper and textile industries have seen the most dramatic growth

Although Fosatu espouses the principle of non-racial unionism, its membership is predominantly black. The new

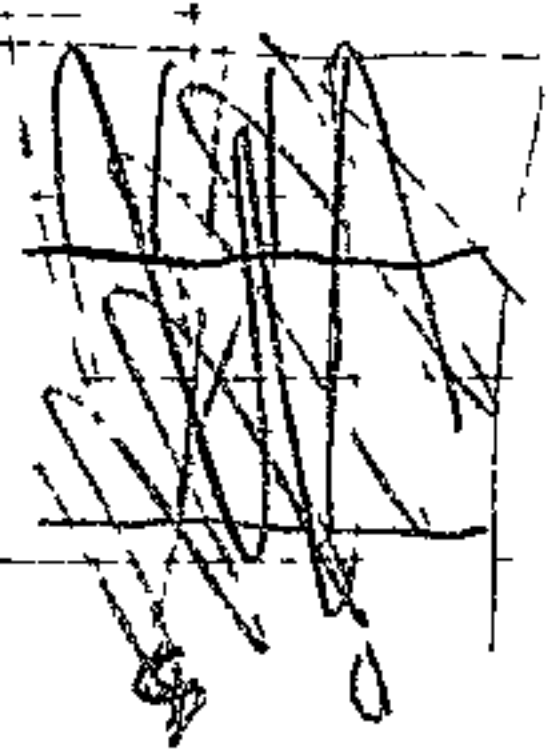
figures suggest it is the fastest growing labour organisation for black workers in South Africa.

The report also discloses that a new Fosatu branch will shortly be formed in northern Natal.

On strong factory-floor structures, which Fosatu also seeks, the report states that more than 30 comprehensive agreements, 14 preliminary agreements and 55 informal agreements have been reached by its affiliates.

Union rights had been conceded or were being negotiated in about 130 factories and more than 1 500 shop stewards were "fully functioning"

The report states that large numbers of coloured workers in the Eastern Cape have resigned from Tucsa unions to join Fosatu affiliates.





## UNION MATTERS

F.M. 18/12/81 140A

**Fosatu's phenomenal growth**

The remarkable growth during the past year of the 10 unions affiliated to the Federation of SA Trade Unions (Fosatu) provides a vivid illustration of how the face of labour in SA is changing. The total number of workers represented by Fosatu has risen from 59 460 to 94 617 since November last year, according to the federation's annual report. About two-thirds of these are paid-up members.

Fosatu now claims to have majority membership in 347 factories and says union rights have been conceded or are in the process of being negotiated in more than 130 factories.

Some affiliates have had a spectacular growth during the past year: membership of the Metal and Allied Workers' Union, the Paper, Wood and Allied Workers' Union, and the Sweet, Food and Allied Workers' Union has nearly trebled, while almost all other unions have had strong membership gains.

Fosatu places great emphasis on the role of shop stewards in building up unions' strength on the factory floor and says its affiliates now have more than 1 500 fully functioning shop stewards. It has made great progress during the past year in persuading companies to sign agreements embodying shop stewards' rights. Where only a handful of agreements embodying these rights had been signed by Fosatu unions by the end of 1980, dozens of managements have made this concession in the past year.

The federation has actively pursued the goal of unity between the races on the factory floor and says that possibly the most intriguing development occurred at the Volkswagen plant in Uitenhage. It says that as a result of one of its unions, the National Automobile and Allied Workers' Union (Naawu), resolving the problems of white workers, about 75 white workers have re-



**Black workers ... growing strength on the factory floor**

signed from the SA Yster en Staal Unie to join Naawu.

A general meeting of 3 600 Volkswagen workers recently took the decision to admit them and they have since attended mass general meetings in Uitenhage's KwaNobuhle township, says the annual report. Senior officials of Yster en Staal deny any knowledge of the defections. A senior member of Volkswagen management tells the *FM* it appears that five of the company's white workers have asked the company to stop deducting dues for Yster en Staal and to deduct dues for Naawu instead.

Fosatu plans to establish a new region in northern Natal to deal with industrial centres north of the Tugela River. In addition, Fosatu unions are organising in a number of areas where they do not yet have local

offices. These include Bloemfontein, Brits, Klerksdorp, Kroonstad, Mafikeng, Secunda, Tongaat, Vanderbijl Park, Vryheid, and Witbank.

Despite its important gains during the past year, Fosatu reports a hardening of management attitudes in negotiating agreements in the second half of this year. There have been attempts to introduce restrictions on union rights in agreements.

Out of nearly 90 strikes in Fosatu-organised factories during the past year about which information has been collected, 36 were over wages, 25 over dismissals, 10 over management/worker relations, 10 over union recognition, four over pensions, and four were over working conditions. Of a further 30 strikes or work stoppages, about which no detailed information has been col-

lected, most were the result of dismissals, disciplinary procedures and working conditions.

There have been some important features of these disputes. Firstly, the centre of worker militancy has shifted from the eastern Cape to the East Rand and to a lesser extent Natal. Secondly, there was a marked regional variation in issues sparking strikes. In the Transvaal arbitrary exercise of management authority was the main factor, while in Natal wage demands were much more prominent together with demands for the payout of pension contributions. Thirdly, out of nearly 90 strikes, more than 53 were won and in only 13 factories were workers fired and selectively re-employed.

Fosatu reports that finance is a major constraint and that smaller unions in particular find it difficult to raise money to pay organisers. The federation plans to consolidate its recent gains and says that retrenchment procedures and severance pay, which have already been negotiated at a number of factories, will be negotiated more widely in future.



# 1981 - more union harassment, more militancy

By SELLO RABOTHATA

**THE past year had witnessed an increase in trade union harassment and a growing militancy among the country's workers, the Federation of South African Trade Unions says.**

In two recent cases Fosatu workers had been charged under a long neglected clause of the Riotous Assemblies Act which allowed for five years' imprisonment for interfering with a fellow worker in any way, Fosatu said in its annual report which was released in Johannesburg this week.

"Police have been called in to a number of Fosatu strikes, have used teargas to break up meetings, and have banned general meetings of workers Security branch officers have on a number of occasions interrogated and threatened Fosatu shop stewards and officials.

"The Bophuthatswana Government has broken up a meeting of striking BMW workers and prosecuted NAAWU National Automobile and Allied Workers Union officials for an illegal

And according to the National Development and Management Foundation (NDMF) 95 000 workers were involved in 101 separate strikes between January and August 1981. An important aspect of strike activity in this period is the extent to which the demands precipitating stoppages have been won. Out of about 90 strikes, more than 53 have been won.

Equally significant, there were only 13 factories where workers were victimised and selectively re-employed. Since most strikes lasted one to two days, it may thus be concluded that workers have now won the limited right to strike.

Perhaps the most noteworthy aspect of the distribution of stoppages was that the overwhelming majority were directed towards union recognition and restricting the arbitrary and unilateral power of management on the shop floor.

Fosatu unions of non-racial unity on the factory floor, but obstacles continued such as in Pietermaritzburg where there were racial and skill divisions and half the workers (Indians) belong to the Boiler-makers Union and the other half (Africans) to the Metal and Allied Workers Union (Nawu).

The Motor Industries Combined Workers Union and the EWIU had attempted to stop Coloured workers res-



**HARASSED: An increasing number of worker meetings such as this have been broken up by police or banned**

an industrial council closed shop and by withholding pension benefits from resigning workers, it added.

Despite these and other obstacles, considerable progress has been made. In the Eastern Cape a majority of Coloured workers have resigned from Trade Union Council of South Africa affiliates and joined fully in non-racial Fosatu unions. In Natal the National Union of Textile Workers (NUTW) has had the bulk of Indian

were industrial councils, solidarity actions, pensions, the living wage demand, and the fund raising bill.

Fosatu unions have indicated that while they were not averse to multiplicant, region or, in some cases, industry wide bargaining, they saw serious short-comings in most existing industrial council. They had, as a result, refused to be coerced into joining. Among the principal objections expressed by Fosatu were that:

The strength of Fosatu unions lay on the factory floor and in plant based negotiations yet industrial councils were designed to prevent plant based negotiations taking place.

With one exception, Naawu, Fosatu unions were at present not representative of the majority of workers in their industries. To form an industrial council in these circumstances would mean committing a majority of workers in the industry to an agreement in which they had no say and had no accord with the basic employer demands that unions prove their representativeness.

Industrial councils had in the past secured privileged conditions for a minority at the expense of the majority of black workers and with their present structure would easily continue to do the same, even if black workers trade unions joined.

forced protracted industry level mediation of disputes, which to a large extent ruled out the legal right to strike.

The report said employers had largely ignored these reservations or had argued that the system should be reformed from within. Fosatu unions have insisted this offered no solution and have led the battle to have the existing industrial council system removed. The crucial breakthrough was made by Colgate-Palmolive workers of the Chemical Workers Industrial Union (CWU). Colgate-Palmolive refused to negotiate wages and working conditions outside of an industrial council.

Colgate workers refused to accept the company's proposal both for the reasons outlined and because Colgate was already paying wages far above the industrial council minima. The CWU argued that this would in effect perpetuate a situation where the company had unilateral control over wages and working conditions.

The Colgate-Palmolive dispute was a turning point in the country's industrial relations. It punched a great hole in the collective solidarity of employers.

The report also said that at the end of 1980 Fosatu had a membership of 60 000 and this grew by 60 percent to 95 000 which makes it the biggest independent union in the country.

# Wages still

NATAL MERCURY 21/12/81

# not collected

146A

152

156

# after dispute

## Mercury Reporter

ABOUT 50 workers still have not collected their wages after being dismissed by National Co-operative Dairies at Mooi River last week, and according to the Sweet, Food and Allied Workers' Union, the firm's management will not meet them to discuss workers' grievances.

Mr Petros Ngcobo, an official with the union, said the workers were refusing to claim their wages because they believed they had been unfairly dismissed.

The workers went on strike last Friday after 19 of their colleagues had been dismissed for refusing to work to the factory's new hours, for which they claimed they were not paid overtime.

Mr Ngcobo said the Mooi River factory had changed their starting times from 7 30 a.m. to 6 30 a.m., and workers claimed they were not being paid extra for the

## longer hours

The 19 workers had been dismissed last Thursday for refusing to work to these hours.

He added that the union had approached NCD to try to come to an agreement, but management would not meet them.

Mr Rae Floweday, NCD's manager of member services and trading, said yesterday that some of the dismissed workers had been re-employed, and with new employees the factory was almost back to strength.

He said the dispute was centred on overtime but he would rather not comment on the factory's working hours.

He added, however, that 'starting times change historically for various factors such as the seasons, but working hours do not change'.

Mr Floweday said if people at NCD worked overtime, they were paid for it.



# Food <sup>N</sup> firm <sup>MERCURY</sup> <sup>22/12/81</sup> workers <sup>(1400)</sup> decide <sup>(150)</sup> to return <sup>(100)</sup>

## Mercury Reporter

THE two-week tussle between the management and workers of Zululand Food Producers in Richards Bay ended yesterday when workers agreed to return to work.

Mr D C Legge, the general manager of the company, said the workers had arrived yesterday morning and said they wanted to work.

He said they would probably start today.

The two-week dispute was sparked off on December 4 when workers sent their shop stewards to negotiate with management an increase in the minimum wage from 22c to R1 an hour.

Management, who refused to recognise the shop stewards, told workers that 'the company was not in a position to meet their demand'. In response the approximately 370 workers downed tools.

## Stewards

The dispute was further complicated when, on Monday, December 7, workers returned to work but management refused to re-hire the shop stewards because they belonged to a 'as yet unrecognised union'.

The Fosatu-affiliated union — the Sweet Food and Allied Workers' Union — although unrecognised by the company, have been presenting to management the workers' demand that they would not return to work until all the workers were re-employed.

According to the union, after a meeting of the directors of Zululand Food Producers a week ago, management agreed to re-employ all the workers except the secretary of the shop stewards. Workers remained adamant in their demand.

On Thursday talks between management and the union broke down when management refused to deal further with the union.





# Putco recognises transport union

THE Transport and Allied Workers' Union (Tawu) and Putco last week signed the long-awaited recognition agreement at the bus companies head office in Johannesburg

According to the union's president Mr Michael Meethe, yesterday negotiations between Tawu and Putco started in June last year. The agreement stated that if the union could prove that it had a 50 percent membership at any of Putco's depots it would be recognised

Mr Meethe said "We have a membership of more than 2000 locally and country-wide its more. In Soweto alone it is above 40

percent. We encountered a few problems along the way and that is why the signing took such a long time

We are quite happy with the whole arrangement as it covers wide working conditions and wages. It also allows us a say in the running of our members' affairs in the company," he said

Last month the signing of the agreement was postponed because the Tawu had requested a number of minor amendments to the initial agreement. Tawu is an affiliate of the Council of Unions of South Africa (Cusa)

The Transport and General Workers Union (TGWU), a Federation of South African Trade Unions (Fosatu) affiliate has also been involved in recognition talks with the bus company

PAPER NO. 73

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Soweto  
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22/2/78



SEPTEMBER 1978

SALDF/SASSI

COUNCIL OF UNIONS OF SOUTH AFRICA

# Bonus strikers now back at work

23/2/68 Mercury Reporter

THE black staff of Empangeni Transport Ltd returned to work yesterday morning after 229 of them had been fined in the Empangeni Magistrate's Court on Monday for striking illegally.

The workers were charged under Section 14 (1) of the Riotous Assemblies Act (17 of 1956), and after pleading guilty, were given the option of a R70 fine or 70 days' imprisonment.

The general manager of Empangeni Transport, Mr J J Steenekamp, said yesterday negotiations regarding certain remuneration grievances were being continued with the workers' representatives and the Transport and General Workers' Union.

A spokesman for the union said Monday's strike was centred on the workers' bonuses. He said the workers had downed tools without consulting the union.

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~~to~~ ~~14/2/81~~ ~~13/2/81~~  
R1 an hour  
strike: 400  
back on job  
Star 23/12/81  
Labour Reporter

The strike at Zululand Food Producers in Richard's Bay took a new turn yesterday when about 400 workers who had two weeks ago been dismissed returned to their jobs.

The dispute at the canning firm started after management rejected workers' demands for a R1 hourly wage.

Management at ZFP said it was willing to re-engage all but eight union shop stewards.

This was rejected.

But the workers returned yesterday to ensure the union had access to negotiations with management next month, a union official said.

The general manager of ZFP, Mr D Legge, said that the strike was now over.

⊙ During the dispute the International Union of Food and Allied Workers' Association based in Geneva, called on ZFP to re-engage the workers and resume talks.



(140A) (12/12/81)  
**Children  
help out  
at strike  
factory**

By Drew Forrest

The giant Geneva-based International Union of Food and Allied Workers' Associations (IUF) has intervened in the dispute at Zululand Food Producers where close to 400 workers were dismissed after striking last week.

The IUF, which has about 60 union affiliates with two-million members worldwide, has appealed to the company's Richards Bay management to reinstate all the workers and talk to their union officials.

A similar telex plea has been sent to the company by the Federation of SA Trade Unions (Fosatu), one of whose affiliates, the Sweet, Food and Allied Workers' Union, is involved in the dispute.

#### DEMANDS

But the company's general manager, Mr D C Legge, was adamant yesterday management would not deal with officials or shop stewards of the union before it was formally recognised.

"We reserve our right to re-employ the workers of our choice," he added.

Workers struck and were dismissed last Friday after the company had turned down demands for a R1 minimum hourly wage. They walked out again after the weekend when management offered to rehire all but eight colleagues, allegedly shop stewards.

The offer of selective re-employment expires on Monday at 4 pm.

Mr Legge would not say how production had been affected by the strike. However, he revealed that a number of white school-children were "helping out" at the factory.