

# INDUSTRIAL - RELATIONS

F O S A T U

1983

JANUARY — JULY

# Unions damn party's move as 'farcical'

E. Post 7/1/83 SECTION

CANDIDATE MUST enter in the number of each question (in the order in which it has appeared), leave columns (2) and

Internal	External
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9	
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4	CE
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140A  
~~178~~

**By SANDRA SMITH**  
 MAJOR non-racial trade unions today joined black organisations in sharply criticising the Labour Party's decision to accept the Government's constitutional plans

The Federation of SA Trade Union's (Fosatu) general secretary, Mr Joe Foster, called the constitutional proposals a "farce of so-called constitutional reform" and condemned the Labour Party's decision to participate

He said the party had now "paraded their political opportunism for all to see"

It had shown its true colours to workers last year when its leaders "sided with employers and attacked workers and their unions when they were striking for a fair wage"

The party's latest decision finally confirmed its political irrelevance for workers, he said

(to be copied from the heading on the examination paper)

"The decision can only be seen as a desperate attempt by an unrepresentative leadership to prolong their own political careers"

"To do this the Labour Party has been prepared to sacrifice unity in the struggle and has finally bowed to racist political divisions and abandoned 80% of South Africa's population," Mr Foster said

He said the party had accepted the label "coloured" and was prepared to "sit around a table and wait for a few coloured crumbs"

In doing so the Labour Party had sided with the forces of apartheid

Fosatu and its members rejected this "short-sighted opportunism" and felt the party clearly could not give workers assistance in their struggle for economic and political justice

A spokesman for the Food and Canning Workers Union said the constitutional proposals had been

discussed and completely rejected at the union's September conference

"They were seen as a means of dividing the working class and intensifying a "racial war", she said

At the conference it had been said that the proposals represented a distinct danger for coloured workers in that they were being "bought off"

The General Workers Union (GWU) also criticised the Labour Party decision, saying that the union rejected any system whereby people were represented along ethnic lines, believing this to be divisive

Two other unions, the General Workers Union of SA (Gwusa) and the Motor Assembly and Component Workers Union (Macwusa) have branded the Labour Party action as an attempt by the party's leaders to "enrich themselves from the coffers of apartheid"

## NOTE CAREFULLY

- 1 Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
- 2 Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used
- 3 Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book (s) are used

## WARNING

- 1 No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed
- 2 Candidates are not to communicate with other candidates or with any person except the invigilator
- 3 No part of an answer book is to be torn out
- 4 All answer books must be handed to the commissioner or to an invigilator before leaving the examination

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

# Court orders 51 back to jobs

By CHRIS FREIMOND

IN A landmark decision that is likely to have far reaching implications for South African labour relations, the Industrial Court has ordered the reinstatement of 51 workers dismissed last year by an Olifantsfontein company

It was the first time the court had ordered the reinstatement of sacked workers

The case was brought by the Metal and Allied Workers' Union (MAWU) — a Fosatu affiliate — and 51 migrant members against the firm Stocks and Stocks and its holding company Stobar Reinforcing

The respondents had asked for the temporary reinstatement of the workers because they alleged their sackings were unfair

In a statement yesterday MAWU hailed the "historic judgment" The chairman of Stobar's shop stewards' committee, Mr Robinson Ramasodi, said "We are very, very happy to have won this order, not only for ourselves, but because it will help all workers"

The union and workers alleged in court that they were fired without warning in an attempt by the company to avoid negotiations over retrenchments so that it could carry out "disguised retrenchment" by dismissing all the workers and then re-hiring only some

Mr H Cheadle, for the union and the workers, argued that it was an "unfair labour practice" to "unilaterally" dismiss an entire work force to avoid retrenchment negotiations with a representative union

Mr M Brassy, for the companies, submitted that Section 35 of the Metal Industrial Council agreement which sets out procedures employers must follow before dismissing or retrenching workers, was "void for vagueness"

He said it had no legal force because it did not spell out what an employer had to do to fairly dismiss workers

Reasons for the judgment will be given later The court made no order on costs

Top labour sources said last night that the order was "heartening", but it was difficult to say exactly what its effect on labour relations would be before the reasons for the judgment were known

One source said the order seemed to show that the court was "doing what it was set up to do".

# Court says 51 must be rehired

Cape Times 11/1/33, 14/1/33

201 (225)

Own Correspondent

JOHANNESBURG — In a decision likely to have far-reaching implications for South African labour relations, the Industrial Court has ordered the reinstatement of 51 workers dismissed last year by an Olifantsfontein company

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The case was brought by the Metal and Allied Workers' Union (Mawu), a Fosatu affiliate, and 51 migrant members against the firm Stocks and Stocks and its holding company, Stobar Reinforcing

The respondents had asked for the temporary reinstatement of the workers, alleging their sackings were unfair

In a statement yesterday Mawu hailed the "historic judgment". The chairman of Stobar's shop stewards' committee, Mr Robinson Ramasodi, said "We are very, very happy to have won this order, not only for ourselves, but because it will help all workers"

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*Handwritten signature*

140A Staw 11/1/82

# Company told to reinstate 51 workers

By Tony Davis,  
Labour Reporter

The Industrial Court has ordered an Elandsfontein firm to reinstate 51 workers who were dismissed during a dispute last August

The decision is viewed as highly significant as this is the first time the court has made such an

order and it confirms the right of dismissed workers to demand temporary reinstatement from their previous employers

Fosatu's Metal and Allied Workers' Union made an urgent application to the Industrial Court last September after the management of Stocks and Stocks dismissed the workforce of

78 men after a week's go-slow dispute

The court met in Johannesburg in November where Mawu claimed the workers had been dismissed without sufficient reason and without being able to state their grievances to management

Stocks and Stocks, and the holding company Sto-

bar Reinforcing, had failed to fully investigate the go-slow before dismissing workers, counsel for the 51 men stated

Disciplinary procedures laid down in the metal industry's industrial council agreement were described as being too vague

Judgment was reserved but was awarded

this month to the 51 workers, ordering the temporary reinstatement of the men by the firm in terms of Section 43 of the Labour Relations Act

The chairman of Mawu's shop stewards' committee at Stobar, Mr Robinson Ramasodi, said they were pleased with the decision

# Magnum

move against whatever personal assets Mr Summerley holds by applying for the sequestration of his estate

Last night at least one Lamborghini car— owned by the Magnum group and driven by Mr Summerley — was safely locked up in a Johannesburg sports car company's garage

The garage is owned by a personal friend of Mr Summerley, but an employee said he was not allowed to comment on the car or allow pictures of it to be taken without the permission of the owner, who is out of town on business

It is believed that another, older, Lamborghini is being sought by the liquidators who maintain that it, too, could be an asset of the Magnum group

# 18 entry days left for Mail Iron Men



By LARRY LOMBAARD  
ASPIRANT qualifiers for the Rand Daily Mail Nutri-Sport Iron Man triathlon on February 26 have 18 days left in which to enter

The energy-sapping event — rated among the toughest endurance tests in the world — has attracted 107 entries so far. The closing date is January 31

Competitors will canoe once around Hartbeespoort Dam, a distance of 28km cycle 90km to Voortrekkerhoogte and then run a 42.2km marathon on the Old Pretoria Road to the finish in Sandton. They must finish within 13 hours of starting at 5am

The competition has a R20 000 sponsorship. The winner receives two tickets to Hawaii, valued at R8 000, where he can compete in the Hawaii Iron Man competition if he wishes to

The second prize is an overseas trip valued at R3 000. The third man home will receive a prize valued at R3 000. There are also prizes for the two age-group categories, the Masters section between 35 and 40, and the veterans of over 40. The first three receive R1 000, R750 and R500, with the same money breakdown going to the first three women

● The Sandton Holiday Inns has offered special rates to competitors over the weekend of the competition — R24 a person for bed and breakfast (double bedroom) for two nights, or R24 a person per night for a double room only, or R40/person per night for single accommodation

● Entry forms can be obtained from Promotions Department, Rand Daily Mail, P O Box 1138, Johannesburg 2 000, or telephone 710 2263

# Mawu says 140 were dismissed

By CHRIS FREIMOND

MOVES are under way to request the governments of Botswana, Zambia and Zimbabwe to consider banning the import of products from a South African company because of its alleged exploitation of black workers

In a statement yesterday the Metal and Allied Workers' Union (Mawu) said it was declaring a dispute with an Alberton company, Screenex Wireweaving Manufacturers, because it had dismissed its entire work force of about 140 after a dispute over retrenchments

A union spokesman said the matter might be taken to the Industrial Court. In the meantime the workers had called on Fosatu — to which Mawu is affiliated — to ask the governments of neighbouring countries to which Screenex products were exported to reconsider allowing the trade to continue

Screenex makes wire screens mainly for the mining industry. Its customers are believed to include mines

in neighbouring states, De Beers, Anglo American and Gencor

According to Mawu, Screenex has refused since the middle of last year to negotiate with the union

The union says 11 workers were effectively retrenched on December 10 in spite of an agreement that all contracts would be renewed

The remaining workers stopped work and were told they would be fired if they did not resume work the following Monday, when most were due to start their leave

A Mr Freissie at Screenex yesterday denied that the company had a dispute with Mawu. "We don't have any of their members here," he said

He also denied the work force was fired last year, but confirmed that after the stoppage workers were told that they would be replaced if they did not resume work

He said the company was not concerned by possible moves to stop exports to neighbouring states. Screenex exported very little, he said

annually to a pharmacist who is an outstanding contribution to the pharmaceutical profession in South Africa. He is a retail pharmacist from Durban. The award for initiating the in-depth study into the future of pharmacy in Africa

## Colonel Maggs

UNKNOWN Pretoria businessman, Eugene O'Connell Maggs, 83, has died at his Pretoria home after suffering from cancer. Born in Port Elizabeth and educated in Cape Town, Colonel Maggs also attended the London School of Economics and was in both World Wars. He was a member of the Board of the South African Reserve Bank and on the boards of various other companies. A Pretoria resident for 40 years, Colonel Maggs' family home in Arcadia, was given to the British Army. He is survived by his widow, three sons and six grandchildren

## Photo night

One of the top amateur photographers in Africa, Mr Terry Carew, will be guest speaker at the Springs Colour Slide Club's photo night of the year tonight. He will give a lecture on 'Aspects of Photography' in the Founder's Hall of St Michael's Anglican Church in Seventh Street. The night starts at 7.45

## Janet Jaycees

Annual meeting of the newly-formed Janet Jaycees will be held at 6.30pm on January 17, in the Rivonia Room of the Holiday Inn. Interested members are welcome between the ages of 18 and 40. For further details contact John Ford, phone 832-2933

MAIL IS YOUR column about happenings in YOUR area. Pass on any snippets of local or community interest you come across to the News Editor's Secretary, Rand Daily Mail, P O Box 1138, Johannesburg 2000. Her on 710-9111 or 710-2510 after hours. For Pretoria the number is (012) 38861. East Rand 56-2534

# destiny

gratiably turning into a bronze monument of herself. She is living out a legend in the Falklands which will go down in history and in myth

"Years after she and her politics have crumbled, they'll carve magnificent

## MATTER OF FACT

TO CORRECT specific errors of fact, write to the Editor at P O Box 1138, Johannesburg, or telephone the Editor's secretary at 710-9111 between 9am and 5pm on weekdays

# Weather

THE Weather Bureau's forecast

TRANSVAAL — Partly cloudy with thundershowers, but somewhat cooler in the highveld where it will be cloudy and hot with isolated thundershowers in the north, but cloudy in the morning

Free State — Fine and hot, but cloudy along the south and east coasts with light rain clearing in the morning

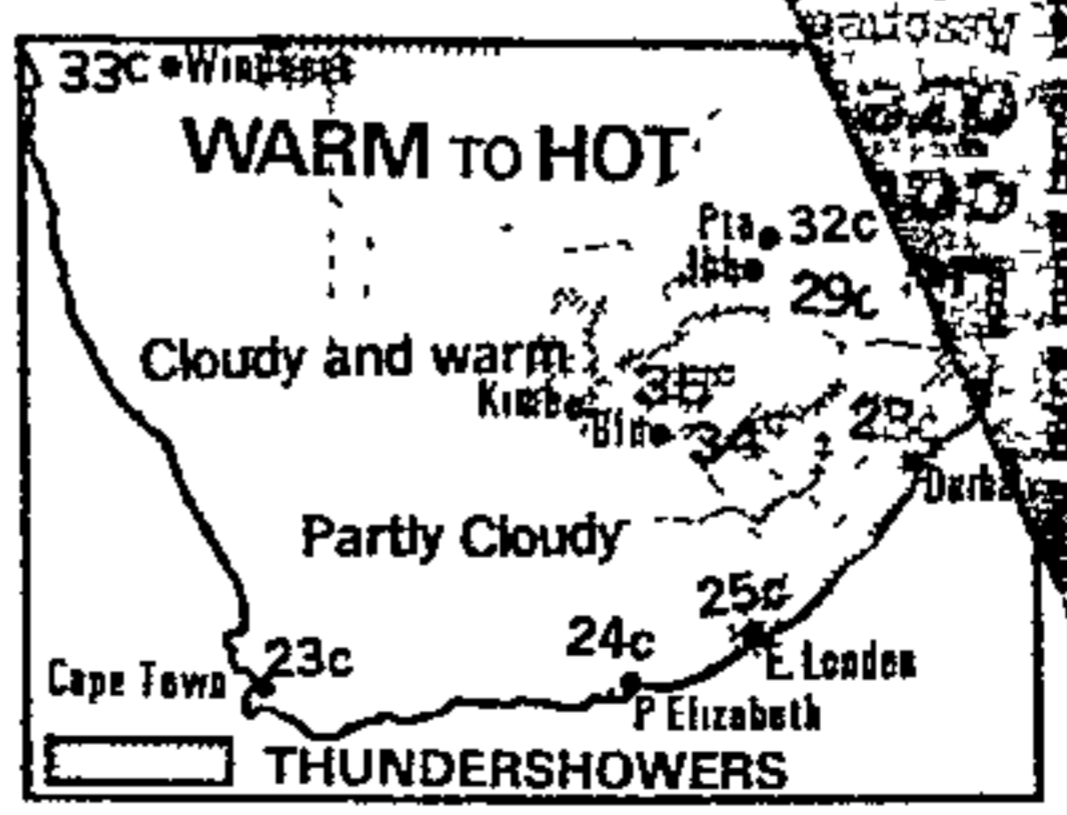
NATAL — Cloudy and cool with light rain in the south and becoming warmer in the north

SOUTH WEST AFRICA — Partly cloudy with scattered thundershowers over the centre and isolated in the south-east

BOTSWANA — Partly cloudy and hot with isolated thundershowers, but scattered over the north-west

Temperatures are Celsius maximums expected for each city

**Rand Daily Mail Weather Station**  
YESTERDAY  
Wednesday  
January 12, 1983  
Temperatures:  
09h00 14h00 21h00  
25°C 32°C 24°C  
Humidity:  
38% 25% 42%  
Max temp 33°C  
Min temp 19°C  
Rain 24 hours to 20h00: Drops



## SOUTH AFRICA YESTERDAY

Temperatures at 14h00

Bloemfontein .. 31	Jan Smuts .. 32	Potchefstroom .. 32
Cape Town .. 20	Nelspruit .. 32	Pretoria .. 34
Durban .. 26	Platzersburg .. 32	Rustenburg .. 36
East London .. 20	Port Elizabeth .. 21	Skukuza .. 36

SOUTH AFRICA: Hottest at 14h00: Ellisras 38.8°C. Coldest at 08h00: Butha Buthe 5.6°C  
TRANSVAAL: Hottest at 14h00: Ellisras 38.8°C. Coldest at 08h00: Standerton 15.3°C

## THE WORLD YESTERDAY

**POLLUTION INDEX**  
THIS SHOWS THE LEVELS OF POLLUTION IN THE CENTRES OF JOHANNESBURG AND PRETORIA FOR THE 24 HOUR PERIOD ENDED 5PM YESTERDAY

	Min	Max	Weather
	°C	°C	
Amsterdam ..	3	8	Cloudy
Athens ..	4	15	Clear
Brussels ..	4	10	Cloudy

~~165~~ ~~151~~ (140A) ~~188~~  
FM 14/1/83

INDUSTRIAL COURT

# landmark ruling

The Industrial Court ruling that 51 workers dismissed by Stobar Reinforcing last year should be reinstated, appears to have profound implications for labour relations in SA.

Although the written judgment in the case is still awaited, it is already clear that the court has made a landmark ruling. This is the first time it has reinstated dismissed workers in terms of Section 43 of the Labour Relations Act, which provides for interim relief of an aggrieved party involved in certain types of labour disputes. The court can order reinstatement, via a status quo order, pending another hearing at which the dispute will be heard.

In the Stobar case, the court has ordered that the workers have to be reinstated with effect from October 1 last year through to February 29 this year on terms and conditions no less favourable than they enjoyed prior to dismissal.

The case was brought to the court last

year by the Metal and Allied Workers' Union (Mawu), an affiliate of the Federation of SA Trade Unions (Fosatu), and 51 workers dismissed by Stobar Reinforcing a wholly-owned subsidiary of the Stocks group.

Stobar maintained that the workers had broken their contracts, and therefore had effectively dismissed themselves by having embarked on a go-slow. The workers denied that they had resorted to such action. The workers and the union argued that it was an unfair labour practice to unilaterally sack a whole workforce to avoid re-trenchment negotiations with the union — a charge which the company denies.

For anyone trying to assess the significance of the court's ruling, it is possibly wise to focus not on these and other accusations and denials made by the parties, but to examine arguments presented by the union and the workers for reinstatement.

Their case rested on two main argu-

ments firstly, they submitted that an employer must have reasonable grounds for dismissing an employee and must have conducted a thorough investigation into the alleged misconduct before sacking a worker. Secondly, they argued that a worker faced with dismissal should be given an opportunity by an employer to present his side of the matter.

It must again be emphasised that because the court's written judgment is still being awaited, it is not yet possible to give a thorough assessment of its ruling. However, it is extremely significant that the court has granted reinstatement in the light of the arguments presented by the union. This has some important implications.

The whole concept of unfair dismissal is becoming an important issue in SA labour law. Employers will, in future, have to be far more cautious in their approach towards dismissing employees, especially when those employees are represented by a

DIRK MUDGE

# Towards nationalism



Dirk Mudge resigned this week from the Ministers' Council of the National Assembly in Namibia, of which he was chairman. He is also chairman of the Democratic Turnhalle Alliance, and has declared that he will remain in the Namibian political arena.

FM: You have said that SA policy within Namibia is increasingly to support the rightwing. Why do you think this is?

Mudge: I've learned that everything the SA government does in Namibia is in the interests of the ruling party in SA. Presumably this is behind it. As a politician I comprehend this, as a Namibian I cannot accept it.

Do you expect new internal elections to be held, or will the Administrator-General rule, possibly with an advisory council, until a settlement?

Because of my resignation, the Ministers' Council will dissolve, and my colleagues won't be prepared to elect a new one.

I have no idea whether there will be a

new National Assembly. The Administrator-General will have to take over all legislative and executive functions.

There are rumours about new elections. But the DTA won't take part unless they lead somewhere, towards finality and stability.

We've had three elections in the last five years without getting there. Our priority is still elections that will get us international recognition, elections under UN Resolution 435 if the UN can repair its biased image.

If these continue to be remote, we must consider internal elections. But this time we shouldn't be rushed into them. It has done us a lot of harm on previous occasions.

And the commission of inquiry into corruption must table its report beforehand, so that people know where they stand with the people they're electing. Would you participate while AG8, the current ethnic constitution, is in force?

The Republican Party, the white party in the DTA, is withdrawing from the white Legislative Assembly in protest against AG8. We've tried for amendment to it and didn't get it, which put us in the middle, between SA and popular

expectations.

Now we're effectively getting out of the whole system of government, because we can't achieve what we promised.

Is the DTA moving away from being an ethnic-based alliance towards a more unitary centralised political organisation?

For all practical purposes we are a political party, with our ethnic member parties functioning as branches. This makes us more representative than other parties because we have roots in all the ethnic groups.

The ethnic structure of the DTA is a technical factor. Member parties are not independent units. The DTA's aspect as an alliance mustn't be overemphasised.

Many observers believe the DTA has moved into a far more strongly Namibian nationalist position over the past few years, partly because of SA actions. Is this the case?

Yes, I believe that if all groups, black and white, are going to participate in a common political structure, we need a common ideology, a philosophy to make that possible. And that is Namibian nationalism.

face to face  
~~271~~ FM  
14/1/83

~~185~~ ~~163~~ (140A) ~~152~~

union which has the resources and expertise to challenge employers' actions in court,

□ Companies will have to ensure that they have equitable disciplinary, dismissal and dispute-settling procedures in order to prove that a dismissal was not conducted in an arbitrary, unfair manner;

□ Employers who face litigation over alleged unfair dismissals will not only have to contend with high legal costs, but also the possibility of having to pay large amounts of money in back-pay. In the Stobar case, the amount the company will have to pay is being negotiated between it and the union. There are indications that a settlement will total between R25 000 and R40 000;

□ Even when, as in the Stobar case, reinstatement may only be a prelude to the holding of an unfair labour practice hearing, the company's chances of recovering this back-pay if it wins the unfair labour practice hearing are slim. Tracing dozens of migrant workers living in various homelands to recover the back-pay would obviously be extremely difficult, and

□ Finally, the ruling is yet another indication that the Industrial Court is beginning to occupy an important position in labour relations in this country. Mawu's victory at the court will doubtless prompt many unions and employees to approach the court for rulings on other important labour

issues

Discussions are being held between the company and the union in the wake of the court decision. As the *FM* went to press, there were signs that they were heading for a settlement. If such a settlement is reached the union will obviously not pursue its unfair labour practice case against the company.

**SOWETO FM 14/1/83**  
**Unity talks soon**

Greater Soweto or tripartite Soweto? This highly contentious issue is up for discussion on January 18, when Soweto's three community councils meet West Rand Administration Board (Wrab) and Co-operation and Development Department officials to discuss whether the three councils that represent Greater Soweto should be scrapped in favour of one Greater Soweto Council.

The existing community councils are David Thebehali's Soweto council, Joseph Mahuhushi's Diepmeadow council and Isaac Mashoa's Dobsonville council. Soweto is the giant, with 76 000 houses. Diepmeadow has 26 000 and tiny Dobsonville, near Roodepoort, 4 000.

Co-operation and Development commissioned an investigation of the issue in 1981. Last year the Smuts report came out, rec-

ommending amalgamation of the three.

In the light of the Black Local Authorities Act passed last year, black community councils will get near-municipal powers. This means that ultimately a number of the functions of Wrab will fall under the authority of the Soweto council — or councils.

Elections for community councils are due to take place in November this year and, presumably, unification must take place by then, if ever.

David Thebehali, head of the Soweto Council, and Wrab chairman John Knoetze are in favour of unification. The Dobsonville and Diepmeadow chairmen, predictably, are not. It's a tangled issue. The existing councils were created by the Community Councils Act and have only existed in their present form since 1978. But it's easier to create administrative machinery than to abolish it.

Knoetze says that a decision will probably be taken in the very near future. "No city as developing as Greater Soweto is at the moment can afford the luxury of three administrations. There must be one administration — one electrical engineer, one chief executive officer," he says, adding "I have not got the staff I'm to transfer between a third and a half of my staff to Soweto alone to make it a viable administration."

Thebehali argues "Most of the Greater Soweto facilities are in Soweto. For exam-

# Do you know how many blacks drink Rooibos?

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# Dispute is declared after 100 dismissed

Star 15/1/83  
Labour Reporter

The Metal and Allied Workers' Union has declared a dispute with the management of an Alberton wire weaving firm for dismissing its workforce of more than 100 workers following a recent dispute over re-trenchments

The Fosatu-affiliated union has accused Screenex of having dismissed the workers and replacing most of them with migrant workers

A Mawu statement said the company had been unable to replace its skilled staff and had refused to hold talks with the union since mid-1982

## REQUEST

The affected workers had asked Fosatu to request that the neighbouring governments of Botswana, Zimbabwe and Zambia reconsider importing wire products made by Screenex, the statement said. Clients of the firm include mines in Southern Africa

Mawu would also notify the Industrial Council about the dispute

A Screenex spokesman has said that workers were dismissed only after they had refused to return to their jobs after the dispute at the end of last year, and the firm was replacing workers

# Union declares war with wire factory

## Company dismissed entire workforce after dispute

By SELLO RABOTHATA

THE Metal and Allied Workers Union (Mawu) has declared a dispute with Screenex Wire Weaving Manufacturers (Pty) Limited following retrenchments, and is to notify the industrial council about the matter in the near future.

Mawu, an affiliate of the Federation of South African Trade Unions (Fosatu), said the Alrode company dismissed its entire workforce after their leave had started, following a dispute over retrenchments. The owners of the company Messrs Freissle and Rosenbusch, are also alleged to have refused to speak to the union since the middle of last year. "They have not answered letters and telexes. They have stated that they will not, in any way, deal with the

union," the union said. "Following discussions with the workforce all but one of whom are Mawu members the management agreed to renew all migrant labour contracts. However, just before closing, they cancelled 11 call-in-cards and refused to discuss this with the workers or the union. The union tried on many occasions to speak to management but failed when workers reported for work on January 3 this year. Management called the police and six workers were arrested. Only one was later charged with trespassing."

Mawu said the company had now hired about 73 migrant workers and was hiring coloured and Indian

workers to replace the skilled operators who have all been dismissed. Workers say that the company cannot produce anything without its old workforce. Most of them have very long services and are the only ones who can set and operate the machines.

The Mawu members intend to ask all the company's customers whether they are prepared to buy from a company which treats its workers in this way and exploits the migrant labour laws and racial differences. The major customers are mines, in neighbouring States and locally.

The SOWETAN could not get a comment from the company as the personnel manager was said to be in a meeting.

~~127~~  
140A  
~~151~~

Sowetan  
17/1/83

# Unionists slam jail sentence

17/1/83  
Sowetan  
140A

By JOSHUA RABOROKO

ABOUT 30 trade unionists have condemned the 18-month sentence imposed on trade union leader Phillip Dlamini for refusing to testify in a terrorism trial in Johannesburg last week.

The unionists affiliated to the Council of Unions of South Africa (Cusa), and the Metal and Allied Workers' Union an affiliate of Fosatu, observed a moment of silence during a special service held in Johannesburg on Friday. In a statement afterwards they also condemned the solitary confinement legislation in South Africa.

Phillip Dlamini, former general secretary of the SA Black Municipality Workers' Union, was sentenced after refusing to testify in the much publicised trial of Miss Lillian Keagile in the Johannesburg Regional Court.

In a statement the unionists said they protested against unjust victimisation, intimidation and subjugation by the South African Government on trade unionists.

"We condemn solitary confinement and feel this form of legislation is unfair. We support the stand Dlamini has taken," said Mrs Agnes Molefe, general secretary of the South African Laundry Dry Cleaning and Dyeing Workers' Union.

In a separate statement, Mawu also condemned the sentence imposed on Mr Dlamini.

# Another 120 at GM retrenched

18/1/83 E. Post

192  
140A

By JERRY McCABE  
GENERAL MOTORS today announced the retrenchment of a further 120 members of its workforce

These workers join the 230 who were retrenched by the company in December and the 200 in September last year, bringing the total to 550 in the past four months

Mr Peter Sullivan, GM's public relations manager, said today the continued economic downturn in the motor vehicle market had once again forced his company to reduce manpower in line with production schedules

"In keeping with the company's undertaking to minimise potential for retrenchments, GM in Port Elizabeth has been working a four-day week since October, 1982, and this situation will continue until further notice," he said

"Under the prevailing circumstances the company is forced to bring about a further measure of retrenchment

"The 120 jobs of factory workers affected by this adjustment have been discussed with the unions and the company has agreed to rehire as many of the affected employees involved as possible, when the economic situation improves"

Mr Dennis Neer, general secretary of the Motor Assembly and Component Workers Union (Macwusa), said GM's retrenchments were "unacceptable" to his union

"We feel that quite a lot of people are already unemployed and GM's move is only adding to the problem in the townships," he said

Workers were prepared to work fewer days and shifts as long as they knew

they had the security of their jobs, Mr Neer said

Mr Freddie Sauls general secretary of the National Automobile and Allied Workers Union (Naawu), described GM's latest retrenchments as "unacceptable and disgraceful"

"We put forward several recommendations to them with regard to retrenchment and these were all rejected out of hand

He said the motor companies were in a strong position because of the economic recession knowing workers tended to cling to their jobs

"They are using this opportunity to weed out the people they don't want in the company," Mr Sauls said

Ford and Volkswagen have indicated that they do not intend retrenching staff at this stage

2 tax?

## STOBAR SETTLES

114Da  
A settlement has been reached between Stobar Reinforcing and the Metal and Allied Workers' Union (Mawu) in the wake of the Industrial Court ruling that the company must reinstate 51 workers it dismissed last year

The court ordered (*Current affairs*, January 14) that the workers should be reinstated with effect from October 1 last year. Following talks with Mawu, Stobar has announced that it will re-employ the workers and pay them a per-

FM 21/1/83  
centage of back pay. Neither of the parties are revealing details of the agreement, but the *FM* understands that the dismissed workers are receiving a fairly substantial portion of back pay.

"We are satisfied that a measure of understanding has been reached with Mawu and that the agreement will form the basis of sound labour relations with the union in future," says a spokesman for the company.

# Escaper led to robberies

Crime Reporter

Escaped gunman who was arrested this week has been charged by police to two armed robberies, one of which he was on trial for while he was on trial for the other.

He said yesterday that he was the man who escaped from Hillbrow prison in Johannesburg this month while on trial for 10 counts of armed robbery. He is suspected of having stolen a R12 000 holiday home in the Bank of Lisbon in the day after his escape.

He was arrested by Murder and Robbery detectives, who found the man in a park at Sandton Valley on Monday. He said he had also been charged to an attempted robbery at Volkskas Bank in Johannesburg.

The holdup attempt was aborted before police arrested the man. He is expected to appear in the Johannesburg Magistrate's Court today.

# Union anger on shacks grows

By STEVEN FRIEDMAN  
Labour Correspondent

ANGER at the demolition of shacks in East Rand townships is rising among Metal and Allied Workers Union members and MAWU shop stewards plan to approach employers to ask them to intervene a union spokesman said yesterday.

He said the decision to take the matter up with employers followed continued demolition of shacks in the township, many of which were occupied by union members.

The decision was taken at a meeting of the union's Wadeville shop stewards' council.

Demolition of township shacks by the East Rand Administration Board began towards the end of last year with the board alleging that the shacks were "illegal structures".

According to MAWU members in the townships, demolitions are continuing.

MAWU organiser Mr Moses Mayekiso said yesterday that most of the union mem-

bers who had occupied demolished shacks were contract workers who in terms of influx control laws must live in hostels without their families.

Mr Mayekiso said that these workers had been joined by their families in the cities and had therefore moved out of the hostels and built shacks to enable them to live a family life.

Others are workers who are city residents who had built shacks as they could find no other accommodation in the townships.

"At the meeting, shop stewards said they believed that employers had a responsibility to see to it that their workers had proper accommodation.

"They also believe employers must support workers who want to live with their families in the cities."

It had been decided that stewards would approach employers and ask them to either intervene or to see to it that accommodation was provided for workers and their families.

# Public water record is clean

Mail Reporter

WATER restrictions have been in force in Johannesburg and on the Reef for almost three weeks and to date no offence has been charged with contravening them.

Most municipal representatives who spoke to the Rand Daily Mail yesterday could not specify what the penalties were for violating the restrictions in their areas but all said that as yet nobody had been charged.

In an earlier interview Mr John Bates a spokesman for the Johannesburg City Engineer's Department, said fines in the city were pegged at R20 but he pointed out there were no special personnel to ensure the implementation of the new restrictions.

He said the Johannesburg Municipality was having to rely on police officers to make checks in the course of their normal duties.

A spokesman for the Pretoria Municipality said yesterday it had set a fine of R10 for offences in terms of municipal by-laws dealing with water restrictions.

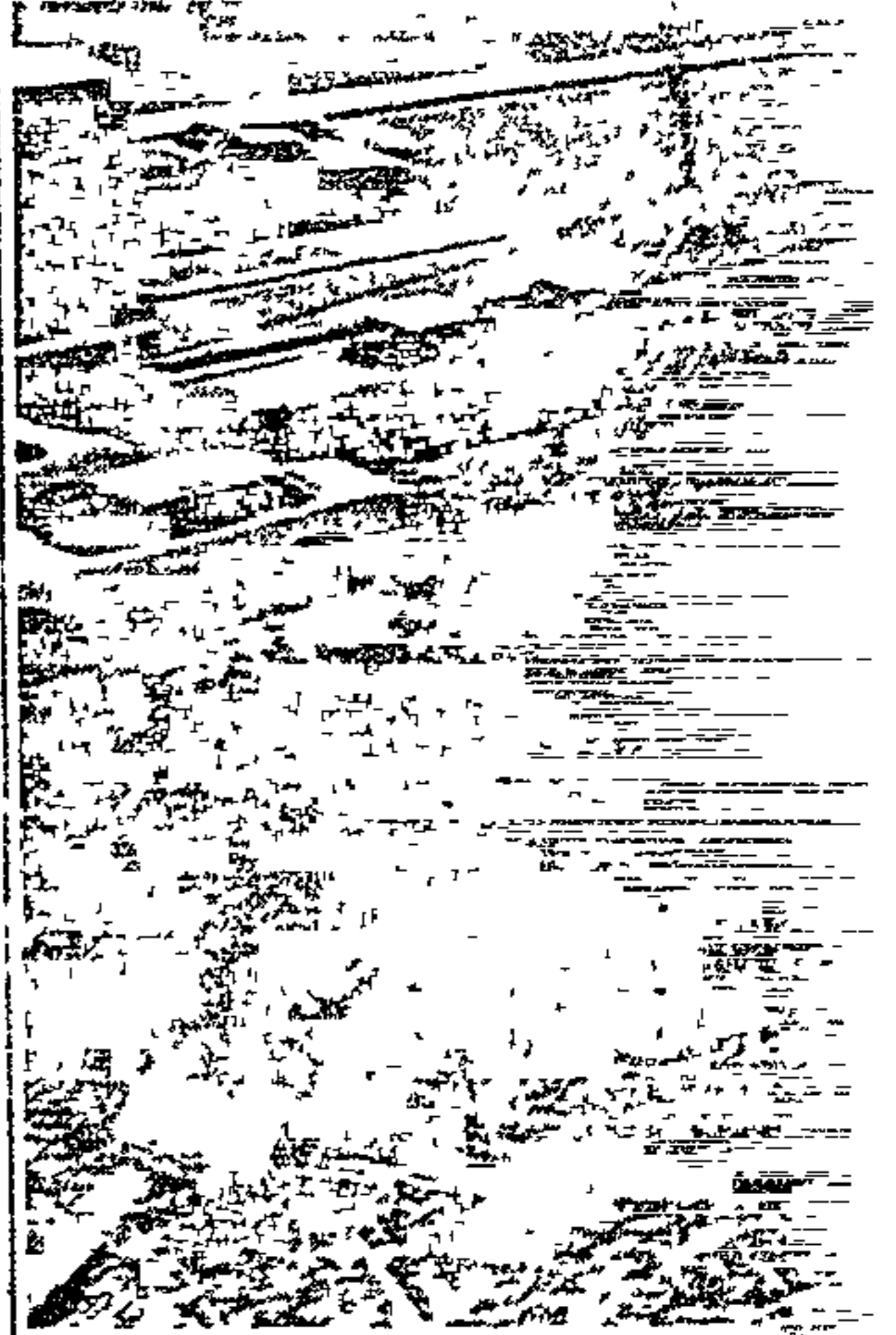
The Pretoria local authority has embarked on a campaign to gain co-operation by alerting the public to the water situation.

In Germiston, the fine for contravening water restrictions is R300 but the town clerk, Mr J du Plessis said nobody had yet been caught.

In both Vanderbijlpark and Vereeniging fines for water contraventions may not exceed R100.

The Vaal Dam the main source of water for the Reef is 42% full at present.

Johannesburg's average daily water consumption is 650Ml during the summer months. However, the average daily consumption for November was 667Ml and for Pretoria 281Ml.



Leaving a trail of debris behind, a barrier and shrubbery on the roadside.

# More rail hikes are likely

By GERALD REILLY  
Pretoria Bureau

FURTHER rises in railway tariffs are possible in the SA Transport Services budget on March 2, it was learnt in Pretoria yesterday.

Tariffs were raised by 15% from the beginning of January.

If they are raised again the fight to keep inflation below 14% may be lost, economists claim.

Arriving from Cape Town yesterday the Minister of Transport Affairs Mr Hendrik Schoeman said that during the next two weeks he would have discussions with his senior officials on the financial plight of the administration.

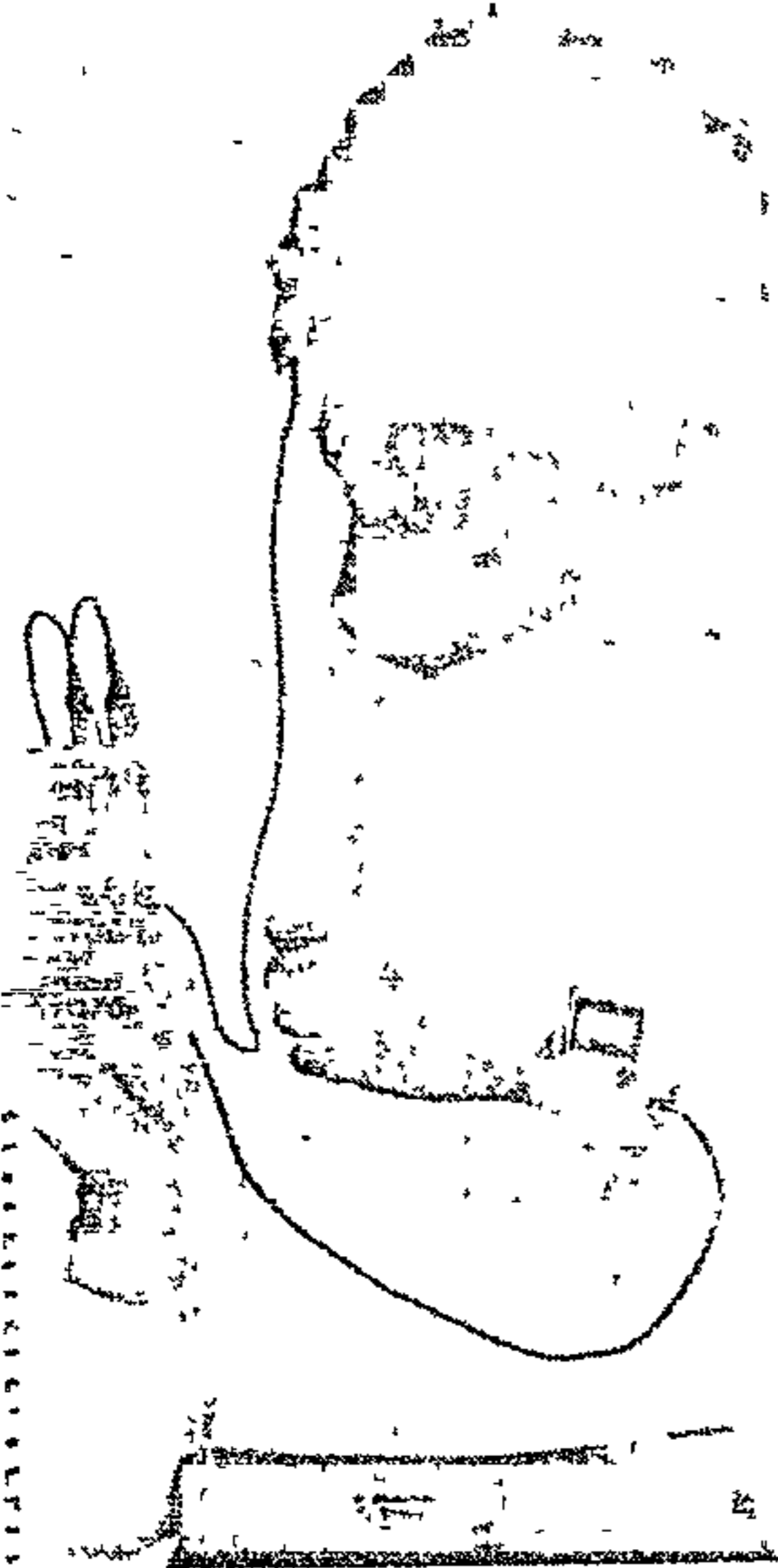
"We will come to certain decisions after studying the available figures which will be made known in the budget," he said.

However, Mr Schoeman indicated that the fuel pipeline tariffs would not be raised because of the undertaking given by the Prime Minister of a 1c cut in the fuel price from April 1.

"For the foreseeable future there is no intention of adjusting the pipeline tariffs."

However the SATS was still suffering severe losses and the prospects of an up-

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# Japanese invent TV wristwatch

Mail Reporter

THE latest in micro-electronics is the creation of a tiny 17mm by 25mm television set that straps onto the arm like a wristwatch.

Claimed to be the smallest television set in the world and weighing only 80g it also tells the time and has day, date and alarm facilities.

The watch comes with a pocket receiver and stereo headphones which double as an aerial.

Its advantage is that instant image and sound can be seen and heard outdoors as well as indoors.

The watch is still in the development stage but is expected to hit the Japanese market in April this year. It may also even be marketed in South Africa next year.

A spokesman for the Department of Posts and Telecommunications said yesterday there were no legal obstacles barring the sale of the TV watch in South Africa.

Claimed to be the smallest in the world is this 80g TV watch that straps on like a watch. It will be launched in April this year.

# WE ARE MOVING

Union gets wage deal

Labour Correspondent

TRAILER manufacturers Henred Fruehauf and Fosatu's Metal and Allied Workers' Union have negotiated an interim wage agreement at the company's New Germany plant outside Durban

According to a joint statement by Henred and the union, the agreement provided for an across-the-board increase of 16c an hour, which brings minimum starting pay at the plant to R86 a week, "well above the average starting wage in the area".

Mawu's shop steward chairman at the plant said union members were satisfied with the increase

## Union act a 'man bites dog' story

THE news that the SA Allied Workers' Union has taken part in industrial council negotiations must have seemed like a labour "man bites dog" story

Not only is SAAWU regarded by many employers — and the Security Police — as "radical", but it is one of the unions which refused to enter unity talks with rivals who joined industrial councils

But it did take part, albeit unofficially, in the explosives council's annual pay talks, and SAAWU's insistence that it was not there as a party to the council does not alter that

Whether it will do so again is another matter. It says it won't.

AECI (African Explosives and Chemical Industries), the only employer on the council, hopes to negotiate a national bargaining deal with SAAWU and the black SA Chemical Workers' Union, the other emerging union with which it deals

It wants pay bargaining to take place at a national level, but won't insist on the council as a vehicle

But AECI also obviously plans to continue bargaining with the established unions on its council. They include major metal unions who are committed to the council system

So a formula reconciling these factors will have to be found

There are some interesting facets to the AECI developments

Firstly, SAAWU's participation is further evidence of the silliness of assigning

images to unions — a practice much beloved by some employers and trendy university labour watchers

Whether a union is "radical" only becomes clear in negotiations and is at any rate fairly trivial compared to the overriding question of whether it represents its members

The last four years have seen several cases in which "militants" bargained like "moderates" and vice-versa

The AECI developments come as the National Union of Textile Workers (NUTW) has been working out an arrangement with knitting employers which may see sweeping changes to the knitting council and a decision by the NUTW to join it.

Some labour watchers see the beginning of a trend

They suggest a growing number of employers accept that industry-wide bargaining with emerging unions can only come about through major changes to councils or arrangements to accommodate unions which refuse to join them

This might produce a changed union stance and open the way for industry-level deals between employers and union opponents of councils, so settling conflict on how bargaining will take place

It's far too early to predict that in the vital metal industries, such an accommodation seems as far off as ever, despite some planned changes to the council

But there is a whiff of change about, however slight

THIS month the industrial court handed down two landmark rulings

In both cases, its reasons for the decisions are perhaps more important than the rulings themselves, which are expected to be released late this week or soon thereafter

But the rulings themselves have far-reaching implications

In the first decision, the court ordered three newspaper employers to reverse their decision to quit an unofficial conciliation board where they bargain with the Southern African Society of Journalists

Lawyers say it could not have done so without finding, at least in part, that it is an "unfair labour practice" for employers to refuse to bargain with majority unions

This is a watershed in labour law, with a direct bearing on recognition disputes involving emerging unions

But much will depend on the court's reasons, which should spell out the circumstances in which it will intervene in these cases

The second was the granting of the first-ever "status quo" order compelling an employer to reinstate fired workers pending the settling of a dispute. It ordered Stobar Reinforcing to reinstate 55 members of the Metal and Allied Workers' Union

As influx control laws compel many black workers to leave the cities when they lose their jobs, the granting of such orders would be a key impetus to settling disputes. Employers' ability to fire

migrants in the sure knowledge that they must leave the cities would be restricted and unions would have an incentive to use the court, rather than boycotts and campaigns

The Stobar dispute has already been settled

But, as with the SASJ, there were unusual features in the case and the reasons will indicate the circumstances in which these orders will be granted

□□□

THE outcome of that annual slugfest, the Mine Workers' Union general council meeting should be revealed early this week

Other established mine unions are watching carefully. They hope the all-white MWU has abandoned its long-standing refusal to bargain at the same table as unions representing black workers

They want to get all mine unions, from the MWU to the black National Union of Mineworkers, into one caucus

There was a difference of opinion within the MWU on this before the meeting

But the MWU stance may be less important than the NUM's. An industrial council or some similar forum is not on without its agreement, which seems unlikely

Meanwhile, the NUM is about to enter into negotiations on its first recognition agreements — on two Anglo-American mines

Recognition is likely, but will the NUM win agreements from houses which have taken a tougher line than Anglo?

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140A

# Fosatu to campaign against Govt plan

By STEVEN FRIEDMAN  
Labour Correspondent

THE country's biggest emerging union federation, the Federation of SA Trade Unions, yesterday announced plans to mobilise members against the Government's new constitutional plan and the Labour Party's decision to take part in it.

Fosatu also said it would take part in campaigns against the plan and LP participation, but said it would remain neutral if differences emerged between groups opposing the plan

This is the first directly political campaign Fosatu has decided to take part in

Fosatu's decision was announced in a Press statement yesterday Fosatu said delegates at a meeting of its executive at the weekend were strongly opposed to the Government's proposals and "angered" by the Labour Party's decision

It said the meeting had attacked the Labour Party's decision as being "racially divisive"

Fosatu has a membership of at least 100 000 in the Transvaal, Natal, Northern Natal and Eastern and Western Province It is a nonracial federation and has large coloured worker membership in the Eastern Cape

Uitenhage, home of LP leader the Rev Allan Hendrickse, is a Fosatu stronghold

Fosatu said its executive would now "take steps to reach a common stand" on opposition to the plan and the LP's move with "other progressive unions"

"Plans to mobilise and inform members have been referred to all regions and affiliates and these will be further reviewed at Fosatu's April central committee meeting," it added

Fosatu expressed concern at divisions between community and political groups opposed to the plan

Fosatu would take part in "all united

and progressive campaigns" but where "sectarian differences" emerge, it would "rely on mobilising its own members and would not facilitate such divisions"

Open tension between Fosatu and the LP emerged last year when the Rev Hendrickse criticised worker leaders during the East Cape motor strikes

At the time, worker meetings adopted resolutions attacking the Rev Hendrickse and the LP and some union members reportedly resigned from the LP in protest

In a statement earlier this month, Fosatu said the LP "showed its true colours" when its leaders "sided with employers and attacked workers when they were striking for a fair living wage"

It said the LP had "bowed to racist political divisions and abandoned 80% of South Africa's population" and said the party was "politically irrelevant" for workers

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12/18/83

140A

Some law

# Union warns of future 'horror'

The continued demolition of shacks by authorities in three townships under the East Rand Administration Board has come under fire from the 10 000-strong Metal and Allied Workers' Union shop stewards

Mawu's Transvaal secretary, Mr Moses Mayekiso, said yesterday that the shop stewards had urged the administration to build more homes in the area to avoid "a horrible situation"

The union's reaction arises from the recent demolition of shacks — scores have so far been destroyed in Katlehong, Wattville and Thokoza — mostly owned by contract workers employed by industries on the East Rand

The union also sees this action, which affects wives of contract workers coming from "homelands" to stay with their husbands in the urban areas, as an embodiment of the country's influx control laws

The union believes their employers must "flex their muscles" and urge the board to build more homes

# Labour Party comes under fire

*Sowetan 2/2/83*

**FIVE FOSATU regions strongly opposed and expressed anger at the Labour Party's decision to participate in the Government's constitutional reforms during a meeting at the weekend.**

In a statement the regions — Natal, Northern Natal, Transvaal and Eastern and Western Province — say they have decided to take a common stand on this issue with other unions.

The Labour Party's

decision to participate in the constitutional proposals have been slammed by several leaders, church groups and political organisations.

Most groups saw the stand as "an act of betrayal of black solidarity" in the country.

The statement says that plans to mobilise and inform members about the decision have been referred to all regions and affiliates.

# More and more workers being held for intimidation

Sowetan  
2/2/83  
(140A)

**MORE and more workers are being arrested under the new Intimidation Act, according to the Federation of South African Trade Unions**

The union says the Act has now been used to charge eight workers at Litemaster on the East Rand who were not even on strike

The union was also referring to the case of the Transvaal secretary

of the General Workers' Union of South Africa, Mr Donsie Khumalo, who was acquitted in the Pretoria Magistrate's Court on a charge of inciting workers at a dry cleaning firm to strike

The article says the Act has also been used in Empangeni in Northern Natal and Brits, during strikes which occurred in the areas

The Intimidation Act

was passed by Parliament last year following the report of the Rabie Commission concerning security laws

At the time it did not attract much comment from worker organisations as it seemed to contain the same provision as the Riotous Assemblies Act which it partly replaced

The Riotous Assemblies Act made it an of-

fence to force or persuade someone to do something or not to do something, by damaging his person or his property by "jibing or jeering at him"

The intimidation Act contained the same provision but then went further than the previous law. According to the Rabie Commission, the police found it difficult to get convictions under

the Riotous Assemblies Act

According to the new Act the police have much greater freedom to act against worker organisations, and they have been using their powers with great enthusiasm, the union says

Not only have striking workers been prosecuted but fellow workers from a rival union have also laid charges against eight Metal and Allied Workers' Union members at Litemaster

They have since withdrawn these charges



# Firm told <sup>Star</sup> to reinstate <sup>3/2/83</sup> sacked men

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**Own Correspondent**  
DURBAN - An out-of-court settlement in which Vleissentraal agreed to reinstate dismissed trade union workers was hailed as a tremendous breakthrough by union officials here this week.

They claimed the agreement, validated by the Judge President Mr Justice Milne, was the first in which employers agreed to re-employ dismissed trade union workers.

Up to now the courts have not reinstated dismissed workers because of soured relationships between workers and employers, Mr Jay Nao-vo, organiser of the Sweet, Food and Allied Workers' Union, said.

Vleissentraal agreed to re-employ 30 dismissed workers. Ten were taken on yesterday and the rest are to be re-employed within three months as jobs become available. They will be given preference over other workers.

The workers were dismissed after a work stoppage at the Vleissen-

traal Cato Ridge factory on July 30 last year. Work stopped after five employees, all trade union members, were dismissed.

Workers claimed the five were dismissed for trade union activities but Vleissentraal claimed that they were retrenched.

The case was brought by Mr T Xaba and Mr M Nala who were among those dismissed by Vleissentraal.

An official said that if the company had been prepared to negotiate with the union in the first place, the dispute could have been avoided. The company had claimed that a worker committee system had worked but trade union members claimed that most workers did not feel the committee was representative.

Mr Justice Milne also ruled that an order from the Minister of the Interior of kwaZulu and the township manager of Mpumalanga, ejecting Mr Xaba and Mr Nala, was invalid.

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered), leave columns (2) and (3) blank

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## THE CONSTITUTION

### Fosatu to fight

140a

FM 4/2/83

Angry opposition to the Labour Party's decision to participate in government's planned three-chamber parliament has come from the Federation of SA Trade Unions (Fosatu)

At a meeting last weekend, Fosatu's executive rejected government's constitutional proposals as racially divisive. Fosatu delegates from various regions reported strong membership opposition to the proposals and anger over the Labour Party's decision.

The executive will take steps to reach a common stand with other "progressive" unions on the proposals and the Labour Party's stand. Plans to mobilise and inform members have been referred to all regions and affiliates, and these will be reviewed at a meeting of Fosatu's central committee in April.

Fosatu's stand is important because in the past, unlike some other emerging unions, the federation has refrained from taking part in political campaigns. It also reveals how seriously relations have deteriorated between the federation, which has more than 100 000 members, and the Labour Party. Members of the Fosatu affiliate, the National Automobile and Allied

Workers' Union (Naawu), were angered last year when Labour Party leader Allan Hendrickse criticised workers leaders during their dispute with motor industry employers.

There are also signs of deteriorating relations between the party and members of three other important emerging unions — the Food and Canning Workers' Union, the General Workers' Union and the SA Allied Workers' Union.

RAM Feb. 1983

# Unions set to oppose Labour Party

AN ALLIANCE of emerging unions against the Labour Party's decision to take part in the Government's constitutional plan seems on the cards

The Federation of South African Trade Unions (Fosatu) has decided to campaign against the LP move. So have the Food and Canning and General Workers' unions. There have been clashes at meetings between LP supporters and union members.

Unions such as the SA Allied Workers' Union and General and Allied Workers' Union have also backed action against the proposals.

This is a significant development.

Fosatu, particularly, has not involved itself in a political campaign before — though it has always rejected claims that it is "non-political" and has been more prepared to make political statements for the past year or so.

The reason has been largely tactical — the belief that unions should build factory-floor strength before taking up political issues.

But what makes last week's union moves doubly significant is that they are, unionists say, a reaction to a groundswell of worker anger at the LP move.

Thus unionists report many requests from workers to discuss the proposals and the union's stand on them.

Fosatu's general secretary Mr Joe Foster says that, at Fosatu's recent executive meeting, all regions reported "anger" at the LP move, with black delegates — particularly from the Inkatha stronghold of Northern Natal — charging that they had been

"sold" and asking where coloured delegates stood.

There are many reasons why unionised workers might oppose the plan. But one factor may help explain why they see this as such a pressing issue.

A key aim of many emerging unions is to build co-operation between black and coloured workers. In some areas, they have succeeded.

They argue that the plan seeks to split irrevocably coloured and black people and so flies in the face of what they are trying to achieve in the factories. Its effect on them as unions is thus far more concrete than many other political issues.

□□□

LAST week saw the launching of the country's first labour mediation service.

The new service plans to set up a panel of mediators which will be available to help settle labour disputes.

Mediation is a normal part of factory life in many Western countries, with governments often assisting it.

A mediator's job is to help bargaining — he only intervenes when both sides ask him to and seeks ways to get them bargaining again.

Here, worker suspicion of the Government has led to the belief that mediation must be totally independent of officialdom, which the new service is.

But planned legislation enabling the authorities to appoint mediators to settle disputes if both sides ask for them means mediation clearly has Government support.

Many unions are suspicious of it, seeing it as a threat to their independence.

And some labour experts argue that for mediation to work both sides must recognise the value of bargaining with each other — at least in principle. Where that exists you don't need a mediator, they say. Where it doesn't, mediation will be resisted.

Supporters of the new service reply that once it establishes itself it will show it is an aid, not an obstacle, to independent bargaining.

They also believe there are many firms in which the two sides have agreed to bargain but where this is placed under stress by a dispute.

They believe they have a key role there and that, once they prove they can play a useful role, the demand for mediation will grow.

In this way, they say, the service can play a key role in promoting bargaining and reducing factory conflict.

□□□

FORMAL efforts to cement unity between emerging unions are under way again.

Last year efforts to get the unions to bury their differences and get together in a working alliance failed.

But the talks led to a realignment in which two groups emerged — on the one hand Fosatu, the GWU, and two food and canning unions, on the other a group of "community" unions led by the Motor Assemblers' and Components Workers' Union and the SA Allied Workers' Union.

The Council of Unions of SA has remained neutral.

With plans afoot to call a new meeting of unions to form a federation, the trends which emerged last year have hardened. Co-operation between Fosatu and its allies has increased — as has hostility between them and the Macwusa group.

There is thus little chance the latest move will produce an alliance of all the unions. But it may well cement the alliance between Food and Canning, GWU and Fosatu.

As they have the vast bulk of unionised workers and factory muscle, this would be a big boost to unionism.

□□□

FOSATU's Sweet, Food and Allied Workers' Union is predictably delighted about an out-of-court settlement which means meat employers Vleissentraal will reinstate 30 workers it fired after a dispute last year.

One reason for the union joy is that Vleissentraal is a tough employer which took an uncompromising stance for much of the dispute.

But the deal was also made an order of court and is the first such order reinstating workers, rather than compensating them for their sacking.

Because it did not come to court, the case does not set a legal precedent.

But in this and similar recent cases, employers seem willing to settle rather than face court action.

One reason may be the judgment in a Transvaal case last year which gave much greater legal muscle to dismissed workers.

Paper No

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(to be copied from the heading on the Examination Paper)

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day, February 10, 1983

140A

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Letters to the Editor *Sowetan* 10/2/83

# Paintshop strike view

SIR — I hope that my letter will be considered as very urgent because of the serious situation existing at our company Datsun Nissan at Rosslyn in Pretoria -

When all the black employees at Datsun went on strike over wages last year in December we at the Paintshop did not go on strike and are now being called traitors and sellouts and in some cases we were nearly assaulted in arguments that ensued I would nevertheless like to make the following issues clear

- (1) Our department, being isolated, was never consulted on the strike. Had we been told we would definitely have gone out on strike with them because what they went out on strike for affected us as well
- (2) By the time we realised there was a strike on it was virtually over. Even up till then we thought that it was only

a departmental strike by VAD section because we have had departmental strikes before

(3) The most important thing about paintshop is that over the years we seemed to have been given the harshest white supervisors

(4) The company, realising it had problems, engaged labour relations consultants who questioned nearly all the employees in the company on conditions of employment. Until then the company had turned a blind eye on all that was happening

(5) We then had our first strike and immediately thereafter the company went into very heavy training with emphasis placed on white management

(6) The employee council bore results almost immediately because we noticed a lot of meaningful changes and the implementation of certain structures that func-



**MOTOR WORKERS** Labour conflicts at plant.

tioned very well. The most critical thing that happened was that our white foremen were then sent on a two weeks labour relations course. Here we must pay special thanks to Mr Gert van Zyl and Mr L Khumalo, the course leaders from an outside company who did the "impossible"

There was a noticeable change in the peo-

ple who went through the course. We were sceptical and thought it would not last. We were being treated like human beings not "kaffirs" anymore. The assaults stopped and here again we must give credit to Mr J Stone who policed the area relentlessly

Ever since then the relationship has improved to the point where the consultants virtually made the

Namb Desert bloom  
(7) Our situation improved dramatically after our superintendent went through the same course last year. Who can then blame us for being over-cautious on a situation which was never discussed with us. We don't want to return to that situation of three years ago when "paintshop" was the worst department in the whole company

(8) We sympathise with our brothers but we are not sell-outs or traitors. If a meeting had been called and a unanimous decision to strike had been taken, we would definitely have gone out on strike as well

Let nobody think something else — what the company needs is a top, effective black labour relations manager

**CONCERNED SOUL BROTHERS**  
Bophuthatswana



FM 11/2/83

(14De) (KST)

LABOUR DISPUTES

(165)

## Sudden settlement

Did the Industrial Court ruling in the case of Stobar Reinforcing have a bearing on the sudden settlement of a similar labour dispute at Vleissentraal's Cato Ridge plant in Natal?

The Vleissentraal management says no. But representatives of the Fosatu affiliated Sweet Food and Allied Workers Union say they detected a discernible shift in management's position following the court's decision. In terms of Section 43 of the Labour Relations Act, the court ordered the temporary reinstatement of 51 dismissed Stobar workers pending another hearing.

In an out-of-court settlement last week Vleissentraal agreed to take back 30 of the 85 workers originally dismissed, ending a dispute that had lasted almost seven months. In terms of the agreement, 10 of the workers were to be signed on immediately and the balance taken back over a period of three months.

The dispute at Vleissentraal has been particularly acrimonious. In July last year five workers, including three shop stewards, were retrenched. Plant workers who refused to go back to work until they were reinstated were fired.

Vleissentraal also sought to evict the former employees from their hostel accommodation. The union's response was to seek an Industrial Court hearing. At the same time it brought an action in the Supreme Court for the reinstatement of five workers on the grounds that they had not been retrenched, but dismissed because of union activity. But before the matter could come before the court Vleissentraal signalled that it was prepared to negotiate.

Union organiser, Jay Naidoo, believes the Stobar ruling could have played a role, along with a number of other factors. "They realised that we had a strong case and it was possible that they would lose the court action, with costs. In the light of that they thought it was better for them to settle."

Head of Vleissentraal's hides and skins department, Hendrik Hart, says "The union approached us, that's why we negotiated. Had they approached us earlier we would have taken them on. As it is, they have been taken back on our terms. This is no victory for the union."

Did the judgment in the Stobar case have any influence on their decision to negotiate? "It wasn't even mentioned," says Hart.

14/12/83  
**Labour Week** By STEVE FRIEDMAN

20M (270) (140A) (37)  
**A slow-clap for SATS**

THE CURTAIN rang down last week on one of 1982's key labour disputes as General Workers' Union members, fired after a go-slow at Port Elizabeth harbour in September, conceded defeat

The go-slow was prompted by GWU's year-long battle to talk to the South African Transport Services about recognition at Port Elizabeth and East London harbours. The dispute was an embarrassment for Government labour reformers and raised fears of overseas union sympathy action.

By signing off and collecting their pay the GWU men accepted that they are not going to be re-employed and that the dispute is over — for the moment.

The defeat is obviously a setback for GWU. But the union has a reputation for taking on tough employers and this is not the first time it has had to admit defeat in a major dispute.

It survived defeat in the 1980 Cape meat dispute and will do so this time. The question now is whether fresh attempts will be made to organise SATS.

Clearly this won't happen overnight.

The GWU believes an employer like SATS — not only the country's biggest but one of the least interested in sickly concepts like freedom of association — will only be fully organised by a united emerging union movement and is pressing ahead with efforts to achieve this.

But one factor suggests SATS may face a similar dispute sooner than it thinks. Privately-employed stevedores in the harbours remain GWU members. Their work brings them into daily contact with SATS dockers. It was this which led to the dockers joining GWU before, and it could happen again.

Meanwhile, SATS seems not at all disturbed that its stance has dealt a major blow to the image of Government labour reforms among overseas unions.

A Bill governing work conditions on the Railways has been published. It shows little change from present legislation and confirms that SATS believes its cosy relationship with compliant staff associations can last forever.

So last year's events have made SATS no friendlier to the 20th century.

□□□

FOSATU'S National Union of Textile Workers, in a move long predicted by some labour insiders, has moved into the Western Cape.

It has been organising there for the past couple of months and has a majority in two factories and significant support in a third.

Initial organising was begun by Fosatu but now NUTW has appointed a full-time organiser there. Once membership reaches 1 000, it will form a West Cape branch.

This is Fosatu's first organising push in the area.

While the only motor plant in the Western Cape, Leyland, is organised by a Fosatu union and the small Jewellers and Goldsmiths' Union is a Fosatu affiliate, it has never had a major presence in the Peninsula.

Textiles are a key industry in the area, employing, NUTW believes, around 30 000 workers. Success for NUTW would boost Fosatu's claims to being a truly national federation.

By organising in the area, NUTW is taking on Tucsa's long-established Textile Workers' Industrial Union. One advantage for NUTW is that its rival does not have a "closed shop" agreement forcing workers to join it — its membership is far short of a majority in the industry.

But there are still obstacles in NUTW's path. It claims many employers prefer to deal with the Tucsa union and have threatened to act against workers who join its Fosatu rival.

And industrial council agreements between the Tucsa union and employers

bar companies from deducting union dues through "stop orders" for any union not on the council such as NUTW.

Nevertheless the Fosatu union is cautiously confident of success. It says it has solved the "stop order" problem by arranging with employers to collect dues by hand. It also claims widespread worker disenchantment with the Tucsa union.

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THE Confederation of Associations and Mining Unions (CAMU), which brings together white-led mine unions and officials' associations for the first time, meets the Chamber of Mines today to discuss whether the Chamber will bargain with it about pay and work conditions.

The Chamber has reservations about negotiating with unions and officials' organisations in one forum and is also unhappy as it would have to bargain separately with one of the officials' associations which has not joined CAMU.

But CAMU sources insist that, if the Chamber doesn't agree, CAMU will declare a dispute with it and thus force it to the negotiating table through a Conciliation Board.

As CAMU has refused to admit one coloured and black union and other new black unions on the mines won't join it seems the mines will have to negotiate separately with blacks and non-blacks for the time being.

Meanwhile, annual metal and mining pay negotiations are due soon. They are likely to be tough. But any deadlocks are equally likely to be resolved short of strike action.

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GOVERNMENT speakers often caution against overreacting during labour disputes.

Last week proved again the wisdom of these words. After all, those who lose their heads during disputes over labour matters might end up losing the Soutpansberg as well.

Sigma to  
lay off

ARGUS 16/2/83

700 workers

~~ARGUS~~ ~~ARGUS~~  
Argus Correspondent

11407

PRETORIA — Sigma is to lay off temporarily 700 workers at its Pretoria production plant within the next three weeks

The workers who represent 35 percent of the work force, will receive 70 percent of their normal weekly wages during this period

The motor corporation said the move is essential to correct stock imbalances and reduce inventories in its passenger vehicle model ranges

Production has been planned so that no workers will be laid off for more than 10 working days, a spokesman for the company said today

The National Automobile and Allied Workers Union ( Naawu), which represents the Sigma workers, has accepted the conditions of the company

# Sigma will lay off 700 for 10 days

*Star 12/2/87* Labour Reporter

The Sigma motor company's plant near Pretoria will be temporarily laying off about 700 workers from next week because of the slump in the motor industry

A company statement said none of the affected workers would be idle for more than 10 days as the lay-offs were being staggered, and workers would receive 70 percent of their weekly pay

The lay-off is for a four-week period from February 21, and the action was required to help restore Sigma to profitability, the statement said

A spokesman for the National Automobile and Allied Workers Union said Sigma had contacted them about the temporary lay-offs in advance. The union felt it had negotiated the best possible settlement in the circumstances

246 (140A) (21/2/83)  
**Labour Week** By **STEVE FRIEDMAN**

FOR the past few years, the debate over the Industrial Council system has been a key labour relations issue

For varying reasons, almost all emerging unions have not joined councils, preferring to negotiate on the shop floor

Most employers, their associations and the established unions, have insisted on council bargaining

The nuances of the argument are many and varied, and many have seen this as a classic clash between white and black perceptions

But some major developments appear to be just around the corner

At least two unions of the Federation of SA Trade Unions (Fosatu) are considering joining councils. One, the National Union of Textile Workers, has already expressed an interest in joining at least one council under certain conditions

The other has been canvassing members on the issue and a decision either way will be revealed soon. There is support for going in as a tactic, but also for continuing to stay out

The debate centres around tactics only — Fosatu made it clear last year it saw the council issue as tactical, rather than one of principle. In other words, the issue was what the union could get out of joining or staying out

Even if the unions go in, two points have emerged already

Agreement by a Fosatu union to join a council is unlikely to be unconditional — demands for changes in exchange for its participation are almost certain

And any Fosatu union which joins a council will continue to demand, and engage in, wage bargaining at plant level

□□□

THIS week's industrial court judgment in the case between the Southern African Society of Journalists and newspaper employers gave little comfort to employers who take a tough line on labour issues

Firstly, the court found that there are circumstances in which it could order an employer to bargain in "good faith" with a union

It implied only that this applied where there was already a bargaining relationship, and also stopped short of holding that there was an automatic duty to bargain

But lawyers point out that it did not rule out other possibilities and believe the judgment could serve as a "stepping stone" to orders compelling employers to bargain in other situations

RDM  
21/2/83  
**Unions' new stance on councils**

And they also point out that it is a major development for the court to rule that there is any right to compel bargaining at all

The judgment also laid down rules for granting "status quo" orders — temporarily restoring the situation before a dispute began — which are favourable to parties seeking orders

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IS the pressure on workers' jobs lifting slightly?

It might seem foolhardy to even suggest this after a week in which the Minister of Finance warned that continued difficult times and rising unemployment lie ahead

But one well-connected management source claims an unmistakeable change in the attitude of some companies. Some managements of his acquaintance are, he says, rethinking planned retrenchments or planning to move from a three or four-day week to a five-day one

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WHILE there are growing signs of a new era of labour reform on the mines, this does not seem to have got through to the unknown men who this week arrested two organisers of the National Union of Mineworkers and took them off to a Commissioner's court.

Clearly, this is not a help to mine labour relations

But there is another disturbing aspect. The men were fined for not having lodgers' permits to live in the Klerksdorp house in which they were staying

Black mine union organisers have, of necessity, to travel around from mine to mine, spending days, if not weeks, recruiting

Where are they going to live while they do this if finding somebody to put them up for a few days also means being fined at the Commissioner's courts?

# 206 car plant men lose jobs

Post Reporter

THE Volkswagen plant in Uitenhage today laid off 206 workers as a result of the current slump in the economy

VW's Press Relations Manager, Mr Graham Hardy, said the workers were retrenched because of the current economic situation and its effect on the vehicle market

"Every effort has been made to minimise the number of people affected by the lay-off by reducing the work week to four days and by reducing working hours," he said

"However, the car market is at its lowest level for three years and production volumes have to be adjusted accordingly"

Those laid off would be given preference when demand improved and production increased

"We are confident that the upturn will not be too long in coming, but in the meantime it is essential that the cost to the customer be contained and that our market share improves further," he said

General Motors said it did not have retrenchment plans

Ford's public affairs manager, Mr Phaldie Kalam, said the company did not plan lay-offs, but would review production patterns

The regional secretary of the National Automobile and Allied Workers' Union (Naawu), Mr Les Kettledas, said the union's management had on-going negotiations at which Naawu representatives had suggested alternatives to lay-offs.

A spokesman for the SA Iron, Steel and Allied Industries Union said the difficulty of VW's position was understood and the union could see no alternatives to lay-offs at this point

# Volkswagen lays off 206

25/2/83  
Star By Tony Davis, Labour Reporter

The huge Volkswagen assembly plant in Uitenhage this week laid off 206 workers because of the slump in the industry

Several thousand workers at car plants in the Eastern Cape and Pretoria area have been retrenched over the past year as a result of the recession

Company spokesmen said Volkswagen had been operating on a four-day week since last month and would probably continue to do so

Auto industry firms have resorted to shorter work weeks no overtime and no weekend production to cope with the recession. Firms such as Sigma have taken to temporary lay-offs of workers to offset flagging sales

## TALKS WITH UNION

The latest retrenchments at Volkswagen follow talks between the company and officials of the Fosa-tu-affiliated National Automobile and Allied Workers' Union (Naawu)

A Naawu spokesman said Volkswagen had originally intended to retrench about 900 workers but the talks had resulted in the company's finding alternative measures

A statement released by Volkswagen said the company was attempting to minimise the number of workers affected by sticking to the shorter work week and reducing regular working hours

It was hoped that in the event of an upturn in the industry retrenched workers could be taken on again, the statement said

140A (2) 183  
1983  
25/2/83  
**Union's reasons**

HERE is an edited version of the major policy statement reported on Page 2, announcing the Metal Workers Union's decision to join an industrial council

MAWU said it would be guided on the council by these principles.

- That factory floor bargaining "is fundamental" Industry-wide bargaining "may supplement, but can never take (its) place"
- MAWU is "democratically controlled and will be represented primarily by elected worker representatives", who will be "mandated at all stages of negotiation by shop stewards"
- The union will "represent all its members regardless of race"
- It "will not be party to any agreement or action of the council with which its members do not agree"
- It "will withdraw from the council if necessary"
- The union "understands that the council will not attempt to limit or discourage shop-floor bargaining"
- It will insist on facilities for reporting back.

MAWU said it had warned members "of the many potential dangers of becoming a member of the council". MAWU is "a minority on the council and cannot hope to win big gains"

It thus remained committed to shop-floor organisation.

Giving its reasons for applying, the union said that since its formation in 1973, "the employers and the State have tried to kill or cripple MAWU". But it had grown into a national union with about 200 organised factories and was one of the two largest in the industries.

During the 1981 and 1982 strike waves, MAWU members made "substantial gains" until mid-1982 when "unemployment, action against migrants by Administration Boards and concerted action through Seifsa allowed employers to resist these demands"

The strikes assumed industry-wide proportions, but workers in different factories did not unite in their demands

"It has become clear that MAWU needs a focus around which workers could unite demands

"The employers are solidly united behind Seifsa while the unions are divided. So at this time the council will have to be the focus of mobilisation"

To "dominate the industry", MAWU would have to organise a large fraction of "at least the 1 000 major factories in the industry"  
"Moreover demands made by MAWU have been hijacked and mishandled by the council"  
"Some unions now on the council claim to speak for black workers. It is necessary to establish that only MAWU and a very few other unions with the same policies are the true representatives of oppressed workers"



# Fosatu union joins council in key move

By STEVEN FRIEDMAN  
Labour Correspondent

IN A key change of tactics which could have a major effect on labour relations the Federation of SA Trade Unions' Metal and Allied Workers' Union (MAWU) has decided to apply to join the giant metal industries industrial council.

MAWU's decision follows a three-year battle in which it refused to join the council, the country's biggest, despite the refusal of most employers to bargain with the union outside this official forum.

However, MAWU says it will continue to insist on bargaining with employers at individual plants — which the council and the industries employer federation, the Steel and Engineering Industries Federation of SA (Seifsa) oppose.

It says it will regard council bargaining as "secondary" and also says it will demand various changes to the council, will review its participation from time to time and will withdraw if necessary.

The council issue has been one of the most important sources of conflict between employers and emerging unions.

MAWU is the first Fosatu union to announce formally that it is applying to join a council since the new labour dispensation was introduced. Its decision is likely to have repercussions beyond the metal industries.

MAWU said the decision to apply was taken

en unanimously by its executive last week after eight months of "intensive discussion" with shop stewards and ordinary members. All its branches had now voted to join.

In its statement, MAWU says it will continue to represent all its members, regardless of race, which may bring it into conflict with white-led unions on the council.

It also says it will demand facilities to report back to members on negotiations — that it "understands" that the council will attempt to "limit or discourage factory floor bargaining".

Among its reasons for joining are employee resistance to bargaining outside councils and its belief that industry-wide bargaining will enable workers to unite demands.

It says it has warned members that it will not be able to make major gains on the council and that factory-bargaining remains primary.

Reacting to MAWU's announcement yesterday Seifsa's director Mr Sam van Coller said "This is obviously an important and lengthy statement of policy and we will make arrangements to discuss it at the next Seifsa Board of Management meeting".

It is understood MAWU's move is unlikely to jeopardise union unity talks between Fosatu and other key emerging union groups who are against councils.

● See Page 9

## Santa training centre gets R65 000

Mail Reporter

PEOPLE with charity at heart saw the fruit of their generosity when a cheque for R65 000 was handed to the Santa training centre.

vice-hairman of the Christmas Stamp Fund, to the national chairman of Santa Mr P H Anderson at Santa's

money would be used at the centre to educate blacks on the dangers of tuberculosis.

## Break-in while at hustings

MELBOURNE — Detec-

tives in Melbourne are investigating a burglary on Wednesday at the home of the Leader of the Opposition, Mr Bob Hawke, while he was away on the campaign trail. A police spokesman said they were treating the incident as a straight criminal matter rather than a political one, since there had been a number of burglaries in the Sandringham area in recent months.

Mrs Hazel Hawke was alone in the house at the time of the late-night break-in, which she discovered next morning. She said Mr Hawke's study would be assigned to the agriculture, financial and infrastructure, community and authorities.

A meeting of the committee as well as replies had been sent to the committee. The invitation was issued as a result of a meeting of the committee.

Mr Hawke was told of the order was stolen. Furnhille Alliance spokes-

men would not serve on DTA would not serve on the Administration by the Admin-

Mr Hawke said she did not see the break-in as particularly sinister. "I am not making any assumption about what the motive was," she said.

The general election here is on March 5 and Mr Hawke is believed to be marginally in the lead of the Prime Minister, Mr Malcolm Fraser.

## Fugard

Fugard, 51, said he did not want to leave South Africa permanently. "I think I'm really too old to make a change to a younger society," he said.

"I'm rooted in that society and I watch people passing, and I feel I know their story. I can't do that in Manhattan." — Sapa-AP

## expertise

each were being planned. She said Mr Hawke's study would be assigned to the agriculture, financial and infrastructure, community and authorities.

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men would not serve on DTA would not serve on the Administration by the Admin-

## Manhunt

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~~376~~ 140A ~~157~~ ~~176~~

# Unions may block MAWU bid

By STEVEN FRIEDMAN  
Labour Correspondent

ESTABLISHED unions on the metal industries' industrial council could oppose an application to join the council by the creation of SA Trade Unions' and Allied Workers' Union (MAWU)

It is the implication of the reaction by the director of the Confederation of Metal and Building Unions (CMBU), Mr Ben Nicholson, yesterday to the news that MAWU had applied to join the council that the CMBU is the biggest union body on the council

No union can join a council unless all the parties on the council agree to admit it

MAWU's announcement follows a three-year battle in which employers, often supported by established unions, have refused to bargain with it outside the council

It was expected that both employers and unions on the council would see this decision as a major breakthrough and accept MAWU's application

However, in its announcement, MAWU said its letter of application would contain a list of principles which the union would follow on the council

These included continued support

for factory-floor bargaining on wages outside the council, which both the giant Steel and Engineering Industry Federation of SA (Seifsa) and the established unions oppose

Mr Nicholson said he could not comment fully before examining the text of MAWU's letter of application

He said "If they have simply applied to join the council, I cannot imagine anyone objecting"

He said the MAWU statement "may mean that their letter will be hedged with conditions which imply that they are trying to dictate terms on the council"

"If this is the case, I am sure unions already on the council will treat MAWU's application with the

greatest circumspection"

Mr Nicholson said the way the council operated was agreed by its members and that this was constantly changing in the light of new circumstances

"But it would be unacceptable for a new union to come in and immediately insist on dictating the way the council should operate," he said

Factory-floor bargaining on wages, he added, "runs counter to the whole idea of an industrial council"

Mr Nicholson stressed, however, that much would depend on the wording of MAWU's letter

"If they are not setting conditions to their application, we would certainly support it," he said



# Big steel company pays out workers

Feb 1983

A MAJOR steel company, Dunswart Iron and Steel, has agreed to pay more than R30 000 in compensation to migrant workers who were retrenched at its East Rand plant last year, according to informed sources.

The settlement is the first to be revealed in which an employer has compensated migrant workers for being retrenched before their contracts expired.

It is understood that Dunswart, which is controlled by the Gencor group, agreed to pay the compensation at a time when it faced the possibility of court action to challenge the retrenchments on the grounds that the workers were migrants whose contracts with the company had not expired.

A company spokesman yesterday reacted to queries about the settlement with a brief "no comment". And Mr David Sibabe, general secretary of the Metal and Allied Workers Union (MAWU), also refused to comment.

The retrenched workers are members of MAWU and it is believed that the union played a role in the negotiations after their retrenchment.

It is understood that, after negotiations in which the possibility was raised of court action to test the legality of retrenching migrants in mid-contract, Dunswart agreed to pay the workers R500 each as compensation.

Estimates of the amount paid out in terms of this formula range between R32 000 and R35 000.

Retrenchment of migrants in mid-contract has been a common practice in manufacturing industries and, until last year, it had been assumed that there was no legal obstacle to it.

However, last year the giant Steel and Engineering Industries Federation issued a circular on retrenchments to its members saying it had taken legal advice on the issue.

# Labour Week 140A By STEVE FRIEDMAN

## Industrial Council Victory

✓ SUPPORTERS of industrial councils seem to have won a major victory now that the Metal and Allied Workers' Union has applied to join the Metal Council

For the past three years, MAWU, with other emerging unions has resisted joining these cornerstones of the Government-approved bargaining system

It argued that to join the council would be to bargain where it would be weak, rather than in the factories where it was strong

But "seems" may be the operative word MAWU's move doesn't automatically imply greater black worker support for councils

MAWU has not changed its basic view of the council, but two factors have now forced it to apply to join There is almost universal employer resistance to bargaining with it outside the council

And the recession, which has brought unprecedented retrenchments and tougher Government action against migrant workers — most of MAWU's members — has weakened its ability to use factory muscle to force employers to do so

So it believes tactics force it to join the council — perhaps temporarily, until it feels strong enough to move outside it again

That MAWU is applying to join the council while proclaiming that it will continue to bargain outside it and will withdraw if necessary, and while warning workers not to expect great things from the council, confirms this

Its move may usher in a stormy period on the council and it does not necessarily mean greater grass-roots worker support for the council

In previous strike waves, black workers ignored, or rejected, wage deals made at the council and may do so again when the economy improves

Even before its membership application MAWU lacked control over worker action — employer refusal to bargain with it in factories meant it could not develop the muscle to control events and

its scanty resources worsened the problem

There is still gut black worker resentment of councils and MAWU's ability to control worker action may not grow simply because it has joined a council

Much will depend on whether MAWU can, by its presence, effect the kind of changes which will increase the Metal Council's black worker credibility

Only if it does will MAWU's move herald a beginning of an end to the battle over councils

□□□  
A MINOR dispute at three OK Bazaars stores in Port Elizabeth has placed labour relations in the major chainstores on a knife-edge

The strike comes at a time of worsening relations between stores and the Commercial, Catering and Allied Workers Union (CCAWUSA) and has already led to a decision by OK to suspend recognition negotiations with the union

The stakes are high Last year CCAWUSA's membership snowballed as its members were involved in a series of strikes at leading stores

Employers agreed to negotiate recognition with the union in an attempt to stabilise relations These talks, which seemed set to lead to black bargaining rights in many major stores, have reached a relatively advanced stage

Now the entire deal could be in jeopardy Employers claim that since the beginning of the year CCAWUSA has been damaging negotiations by adding new issues for discussion whenever agreement seems to be reached

If OK continues to hold off on recognition talks — and this depends on the outcome of the dispute — other stores could do the same

This could lead to all-out conflict between CCAWUSA and employers

In the short term, bearing in mind the recession and the fact that CCAWUSA has still to consolidate its newly-won support, employers hold the whip-hand So there is little mileage for CCAWUSA in confrontation

But in the long-term, stores are vulnerable to walk-outs by key staff and to consumer action and employers need a permanent accommodation with a union

So there is still incentive aplenty for both sides to rescue matters

□□□  
RETRENCHING or firing workers is becoming a costly business for some employers

Last week a major steel firm, Dunsward Iron and Steel, paid out more than R30 000 to retrenched migrant workers because they were fired before their contracts expired which, lawyers, believe, may entitle workers to damages

The Durban textile company SA Fabrics, too, shelled out R16 000 to ex-workers on the eve of an industrial court case in which a union planned to allege it was an "unfair labour practice" to retrench workers without consulting a majority union and building in certain safeguards for workers

Recently, the industrial court twice ordered reinstatement of fired workers, and meat giant Vleissentraal agreed to rehire fired workers

All this confirms that unilateral employer decision-making on firings and retrenchments is under intense pressure

It also shows that, because their power has been weakened by lay-offs, better-organised unions are turning to court action to reinforce their demands

Although the scope for this sort of action is clearly limited, they appear to be doing so with some success

□□□  
THERE were clear signs last week that major employers are pushing for an unofficial wage "freeze" for at least the next few months

Both Escom and metal employers said as much and they are not alone

Some tough talking lies ahead But this punter is backing two near-certainties There will be negotiated pay rises, but these will be the smallest for some years

# Record cash payment for fired workers

Labour Correspondent

AN OLIFANTSFONTEIN company, Stobar Reinforcing, has paid R38 000 in back pay to 51 Metal and Allied Workers. Union members fired last year, according to Fosatu Worker News, journal of the Federation of SA

Trade Unions

(140A) RDM  
This follows a recent landmark Industrial Court ruling in which the court granted the workers a 'status quo' order, instructing the company to reinstate them temporarily while their dispute with it was being resolved. It is believed to be the biggest cash settlement paid by an employer to dismissed workers in the current series of disputes over dismissals and retrenchments.

1/3/82  
The court's order temporarily reinstating the Stobar workers was made in early January and was the first

such order made by the Industrial Court

The case arose out of dismissals last August. Management charged that the workers had been fired for engaging in a "go slow". The union disputed this and alleged that the firings were "disguised retrenchments".

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she has kept as pets for a year She says they have bred only twice

## A party fit for a queen

LOS ANGELES — Hundreds of Hollywood stars put on a spectacular show for Queen Elizabeth on Sunday night that had her clapping her hands and tapping her feet to the music

"The Queen had a great time she was relaxed and she was super," said British actor Dudley Moore, who was at the top table

Mrs Nancy Reagan was the hostess for the party held in a lavishly-decorated set at 20th Century-Fox studios in Los Angeles

Five hundred of Hollywood's biggest personalities packed the studio for the party — Sapa-Reuter

## 11 illegal KTC squatters guilty

Staff Reporter  
MOST of the 11 women found guilty in the Langa Commissioner's Court yesterday of being in the Peninsula for more than 72 hours came from Transkei to find work, to seek medical treatment for sick children or to be with their husbands

All 11 of those acquitted on charges of being in the area "illegally" were legal residents in the Peninsula, but chose to live at KTC because of overcrowding and lack of housing in the Cape's black townships

One of those found guilty of being in the area "illegally" was Mrs Miriam Maqaqa, a 37-year-old woman from Cofimvaba, Transkei

She appeared in court with her three children — an infant on her back, a three-year-old son and a six-year-old daughter

Miss Y Meer, appearing for Mrs Maqaqa, said she was "the wife of a sick

man who lives and works in Cape Town

"She has come here to be with him and attend to him while he is sick, as he has no-one else to care for him in Cape Town"

Mr D Mngomeni for the State, said "It was not necessary for the accused to come to Cape Town as there are people specially employed to care for the sick.

"The accused built a shelter of her own at KTC. Further, if the accused was coming to visit a sick husband, she should have come alone and left the children in the home-lands"

The commissioner, Mr J J Uys, found Mrs Maqaqa guilty and fined her R70 (or 70 days), suspended for two years

The full sentence would come into force if she did not leave Cape Town for Transkei by this Sunday, or if she was convicted of a similar offence within the next two years

CAPE TOWN  
1/3/83



From page 1

tween R30 and R70, with the option of the same number of days in prison. Four of the sentences were suspended for periods of one and two years, provided the person left for Transkei by this Sunday and that he was not convicted of the same offence again within the period of suspension

When the crowd gasped at one of the answers given by an accused, Mr Fourie warned them to "behave" and said "If I

hear any more remarks from you people, I will order that you be vacated from this courtroom. This is not a circus tent"

The remaining 219 KTC residents who are still in prison awaiting trial will appear in court in batches between today and March 10

Mr P Crossly appeared for 11 of the accused. Miss Meer appeared for the remaining 12

● PFP hits at KTC 'madness', page 4

## Woman dies in Paris blast

PARIS — A woman was killed and three people were injured yesterday in an explosion at a Paris travel company specializing in flights to Turkey

The Armenian Secret Army for the Liberation of Armenia claimed responsibility in a phone call to news agencies. Police said the blast was caused by escaping gas, but could have been set off by an explosive device. They said the dead woman was a telephone operator, Mrs Renee Morin, 26, of Paris — Sapa-AP

## R38 000 back-pay for 51 sacked workers

Own Correspondent  
JOHANNESBURG — An Olifantsfontein company, Stobar Reinforcing, has paid R38 000 in back-pay to 51 Metal and Allied Workers' Union members sacked last year, according to Fosatu Worker News, journal of the Federation of SA Trade Unions

over dismissals and re-trenchments

The court's order temporarily reinstating the Stobar workers was made in early January and was the first such order made by the industrial court

Although it was known that the dispute had since been settled, the precise terms have not yet been disclosed

The case arose out of dismissals last August. Management charged that the workers had been fired for engaging in a 'go slow'

The union disputed this, charging that the dismissals had followed re-trenchments at the company which had been rejected by workers. It alleged that the firings were "disguised re-trenchments"

This settlement follows a recent landmark industrial court ruling in which the court granted the workers a "status quo order" instructing the company to reinstate them temporarily while their dispute with it was being resolved

It is believed to be the biggest cash settlement paid by an employer to dismissed workers in the current series of disputes

## Military funeral for officer

Staff Reporter

A SENIOR South African Navy officer who died on Friday will be buried with full military honours from the Da Gama Park Free Church at 3pm today

Commander Walter McDonald Henderson 43, was attached to Naval Training Command in Simon's Town

His wife Mavis said last night that he had suddenly become ill at home during the afternoon. Doctors, suspecting cardiac arrest, had transferred him to Wynberg Military Hospital where he died later

Commander Henderson went to sea as a leading seaman at the age of 16. He served in several naval vessels, including the frigates SAS President Pretorius and SAS President Kruger, which sank in mid-ocean last year with the loss of 16 men

He is survived by his wife, son Roy and daughter Cheryl-Lee

# SAFETY CHECK STATION

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BEST! WE RETREAD  
OURS IF SUITABLE OR  
BUY FROM STOCK  
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TYRE TRUING  
RECTS FAULTY WEAR!  
TYRE REPAIRS!

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## GENTLEMEN!

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HAS TAKEN OVER  
Judith  
SWISS HAIR  
VISIT HIM AT  
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## JONES CHOIR

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1st MARCH 1983 AT 7.30pm

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# MAWU DECIDES IT IS TIME FOR A CHANGE

THE METAL and Allied Workers' Union (Mawu) decided to apply for membership of the industrial council for the Iron, Steel, Engineering and Metallurgical Industry at a meeting held last week

According to a statement released by the union which is affiliated to the Federation of South African Trade Unions (Fosatu), this decision was taken after eight months of intensive discussion among the union members, shop steward committees and executive committees. All the union's branches have now voted in favour of applying and the national executive committee decided last week to do so.

The letter of application sets out the union's principles

• Mawu organises primarily at the shop floor

level and that it is committed to the principle that shop floor bargaining is fundamental. Industry wide bargaining may be supplemented but can never take the place of shop floor bargaining on all issues including wages and working conditions.

• Mawu is democratically controlled by its members and that it will be represented primarily by elected workers' representatives. These representatives will be mandated at all stages of negotiations by the union's shop steward councils.

• The union will represent all its members regardless of race.

• Mawu will not be party to any agreement or actions by the council which the union's members do not agree with.

By SELLO RABOTHATA

• The union will withdraw from the council if necessary.

• It understands that the council will not attempt to limit or discourage shop floor bargaining. In addition Mawu will insist on facilities for reporting back during negotiations.

### WARNED

In a booklet circulated to the union's members following the national executive committee's decision, members are warned of the many potential dangers of Mawu becoming a member of the council. Members are warned that Mawu is in a minority on the council and cannot hope for big gains, so they should not

rely on the council in any way. The union remains committed to shop floor organisation as being its most important function — industry wide organisation is secondary.

In the statement, Mawu said it decided to apply because from the time it was inaugurated in Pietermaritzburg in 1973, employers, the Steel and Engineering Federation of South Africa (Seifsa) and the State repeatedly tried to kill or cripple the union. Despite this Mawu has grown into a national union with about 200 organised factories. It is one of the two largest unions in the metal industry and has a mass membership organised factory by factory and concentrated in the main industrial areas of South Africa.



Mr Davis Makhaga through a Blackch Magdeline Rapoo, Unita Oliphant dur



Mr Kenneth Mak'bananas with an

# Mamelodi residents set to take legal action over lodgers fee issue

MORE than 200 Mamelodi residents are to take legal action to try and force the Central Transvaal Administration Board not to remove the married dependants of permit holders from house files until alternative accommodation has been provided.

Residents under councillor H M Pitje, told a meeting held at the Monare Higher Pri-

removed from the house files.

Mr Pitje said the only way to remedy the situation was to take the board to court. The move was applauded by residents who said the problem had gone too far with the authorities constantly turning a deaf ear to their complaints.

Aphane had gone to the homeland in preparation for the coming elections, the meeting called for his resignation.

"Mr Aphane and his council have failed the community of Mamelodi. Let him resign as chairman, stop deceiving the community and go to serve in the home-

able to run matters related to the development of a township. There would be no progress in the area if such behaviour was allowed.

On the issue of the increased rent in the township, residents said they were not in a position to pay and that a public meeting should be called to "let the people of Mamelodi know who their killers are." They said

# WE A B

# DO YOU LONG F A SMOO BODY?

★ SLIMMING  
★ FIRMING

By ALINAH DUBE

# Union to fight against tightened influx control

By STEVEN FRIEDMAN  
Labour Correspondent

✓ THE Metal and Allied Workers' Union (MAWU) has vowed to "rally" its members to fight tightened influx control and will ask the Federation of SA Trade Unions, to which it belongs to back the campaign

MAWU says it has taken this step because, although the Orderly Movement and Settlement of Black Persons Bill has been temporarily withdrawn, administration boards have already begun to implement its "worst parts"

Its move is also a reaction to the demolition of squatters' shacks on the East and West Rand. Many of the East Rand shacks were occupied by MAWU members

MAWU's East Rand shop stewards have been discussing this issue for months and have issued statements attacking tighter influx control and demolitions

But the decision to campaign against them has been

2/3/83  
taken by the union's national executive and means MAWU has now decided to campaign nationally against these measures

Among moves recommended by MAWU's executive is an attempt to "make clear to employers that the new measures will cause great dissatisfaction and instability among workers, and employers will also suffer directly from an unstable work force"

It will also call on community councils to resist these measures

Many MAWU members are migrant workers and are affected by the Bill

MAWU said in a statement that measures taken by administration boards to tighten control over workers include

● The tearing down of "hundreds" of shacks owned by workers in East and West Rand townships. Because of the housing shortage, the shacks provided "the only

way they can live with their families

● "Very heavy" pass raids in all townships and towns

● A measure by the West Rand Administration Board stipulating that a contract worker who brings his family to the cities can have his work contract cancelled "so not only will he be fined, but he and his family will be sent home to starve"

"It is clear to all workers that influx control laws have one purpose only — to oppress workers, to keep them weak and to keep their labour cheap

"Through these laws our members are cut off from their families, forced to live in degrading hostels and condemned to starve if they lose their jobs

"Now their lives are to be made even worse — they will be even more insecure," the union said

It said workers and their children could "never accept" laws which made them "criminals"



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2/3/83  
CAB TIME

# Union pledge on influx control

Own Correspondent

JOHANNESBURG — The Metal and Allied Workers' Union wants a nationwide campaign in protest against tighter influx control and actions against squatters

A statement released by the national executive of the union criticizes the recently withdrawn Orderly Movement and Settlement of Black Persons Bill, "the worst parts" of which, it alleges, are already being implemented

The move also follows the recent demolitions of squatter shacks on the East and West Rand, many of which had been occupied by MAWU members

Among moves recommended by MAWU's executive is an attempt to "make clear to employers that the new measures will cause great dissatisfaction and instability among workers, and employers will also suffer directly from an unstable work force"

It will also call on community councils to resist these measures

The executive said in a statement that measures already taken by administration boards to tighten control over workers include

- The tearing down of "hundreds" of shacks owned by workers in East and West Rand townships. Because of the housing shortage, the shacks provided "the only way they can live with their families"

- "Very heavy" pass raids in all townships and towns

- A measure by the West Rand Board stipulating that a contract worker who brings his family to the cities can have his work contract cancelled, "so not only will he be fined, but he and his family will be sent home to starve"

MAWU said workers and their children could never accept laws which made them "criminals" if they stayed in a town, looked for work or allowed friends and relations to stay with them

"We are human beings with families that we love. We want to live like human beings"

*Roody*

*found ref - my*

Cape Times 3/3/83

# Unions facing hard bargaining

By PHILLIP VAN NIEKERK  
Labour Reporter

WITH the Steel and Engineering Industries Federation of South Africa (Seifsa) advocating a six-month wage freeze, employers and unions in the recession-hit metal industry are gearing up for a tough round of bargaining

And the decision by the Metal and Allied Workers Union (Mawu) to apply for membership to the metal industry's industrial council could further focus attention on the body which negotiates wages and working conditions for some 500 000 workers

Mawu's decision makes it the first affiliate of the largest independent black union grouping, the Federation of South African Trade Unions (Fosatu), to apply to join an industrial council since the government's new labour dispensation was introduced

Industrial councils, the official negotiating machinery, are a major issue among emerging black unions and have been severely criticized by black workers

Mawu, which represents 200 organized factories, was at the centre of a wave of strikes on the East Rand last year which saw individual plants, as opposed to the industry-wide industrial council, emerge as the main industrial relations arena for black workers

Weakened by massive retrenchments and facing strong employer opposition to shop-floor wage bargaining, Mawu says its decision to join the council is tactical. It insists that participation in the council will remain secondary to shop-floor bargaining and it will with-

draw if necessary

Mr Sam van Coller, the director of Seifsa, said that though employers had not yet discussed Mawu's decision, "the more employees represented in the council, the better"

Explaining the employer's call for an effective six-month wage freeze Mr Van Coller said "In the light of very serious economic conditions in our own industry, in South Africa as a whole and among our main trading partners, it is essential to avoid cost increases which could jeopardize the viability of companies and the jobs of employees"

He said there had already been a major reduction of employees in the industry

However, the biggest white union on the council, the South African Iron, Steel and Allied Workers Union, and the multi-racial South African Boilermakers Society have rejected the call for a wage freeze

## 'Sensitive situation'

In a union newsletter, the Boilermakers Society said it did not believe that postponing wage negotiations would reduce costs

"Any delay in compensating workers for the loss in the value of the rand will only aggravate a sensitive situation. The rapidly rising cost of foodstuffs, which the drought is sure to bring, will hit workers hardest

"Freezing wages will only lead to labour unrest which is a major contributor to inflation, increased unemployment and a further recession"

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By STEVEN FRIEDMAN  
Labour Correspondent

AN IMPENDING law to prevent all South African trade unions from operating in Bophuthatswana has serious consequences for at least two emerging unions, unionists said yesterday.

And one unionist said this could bring workers in Bophuthatswana into conflict with the authorities.

One union, the Food and Canning Workers' Union, already has majority membership at a Bophuthatswana

factory. The other, Fosatu's National Automobile and Allied Workers' Union, has been organising workers in Rosslyn, near Bophuthatswana.

A NAAWU spokesman said yesterday that one motor company, BMW, had a plant in Bophuthatswana and added that there were signs that other Rosslyn employers were contemplating opening plants across the border.

The Bophuthatswana move had "serious policy implications" for NAAWU, he said.

Mr Rowan Cronje, Minister of Manpower in Bophuthatswana, said in an interview reported yesterday that he planned an Industrial Conciliation Act which would grant workers in Bophuthatswana limited union rights.

But, according to Mr Cronje, the law would bar South African-based unions from Bophuthatswana. He added, however, that workers living in the territory and working in South Africa would be allowed to join South African unions.

This affects Pretoria workers, many of whom live in the Ga-Rankuwa township, which is in Bophuthatswana. Both NAAWU and the Metal and Allied Workers' Union have members in Bophuthatswana. A representative of the Food and Canning Workers' Union confirmed yesterday the union had recruited a worker majority at a bakery in Bophuthatswana.

It was owned by a major food company which, she said, appeared to be delaying a union recognition decision.

"Any move to bar us would be a problem. But workers there were organised by their fellow-workers, not union officials, and it is difficult to see how the authorities are going to stop this without creating conflict," she added.

A NAAWU spokesman said that, while the planned law seemed not to affect union members who worked in Pretoria, it posed a threat to future organising plans.

"We would obviously want to organise the BMW plant in Bophuthatswana, as well as those employers who are planning to move there from Rosslyn," he said.

fully suspended by court

**Major step**  
Mercury Reporter  
4/12/83

THE Sweet Food and Allied Workers' Union has concluded negotiations with a sugar company which they regard as 'a major breakthrough'

Union official Mr Jay Naidoo told the Mercury yesterday the most important feature of the new agreement was that it had created a new structure for negotiating wages and working conditions on a corporate basis

UNIONS FM 4/3/83

### Mawu's IC decision

The decision by the Metal and Allied Workers Union (Mawu) to apply to join the metals industries industrial council is a significant event in SA labour. However it may be a little soon for employers to celebrate.

Mawu's announcement during the past week that it is to apply to join the industrial council has been seen in some quarters as a victory for employers in the turbulent relationship they have had with the union. An affiliate of the Federation of SA Trade Unions (Fosatu), Mawu has until now opposed the industrial council. Instead it sought plant-level negotiations and recognition agreements with individual companies.

There have been predictions for a long time that emerging unions such as Mawu would ultimately be forced to join industri-

al councils because of problems involved in administering numerous recognition agreements. And indeed there are signs that Mawu, which has representation in about 200 factories, has seen the need for some form of industry-level negotiation.

However, it seems there are two other important reasons for its decision. Firstly, the union faces extremely tough employer resistance to bargaining outside the council. Secondly, widespread retrenchments and tougher government controls on migrant workers have affected its power on the factory floor.

It therefore makes good strategic sense for the union to join the council, especially as this can provide a focal point for union demands at a time when it is being weakened by the recession. However, this does not necessarily mean that there has been a change of heart among its rank and file about the council. Mawu has warned that it will not be party to any council agreement with which its members disagree and says it may withdraw from the council if this becomes necessary.

#### Lack of control

One question which should be in employers' minds is whether the union — which has been accused of lack of control over its members in the past — will be able to exert effective control over them once it is a council member.

One way to help resolve this problem is to make the council more credible to black workers. For that to happen, employers and established unions will have to consider a number of changes to the way in which the council has traditionally operated.

They will, for example, have to contend with Mawu's insistence that factory floor bargaining is "fundamental" and that it can only be supplemented — not replaced — by industry-level negotiations. Many employers are extremely wary of two-tier wage bargaining. They believe that where there are two levels of bargaining, one ultimately becomes irrelevant.

There is little doubt that all the parties in the metals industries are heading into a period of tough negotiations. However, if they are able to reach accord they may set a trend which will be followed in other industries where disputes over councils have raged in the past.

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## Mawu executive slams migrant laws

# 'Bill intolerable'

THE NATIONAL executive committee of the Metal and Allied Workers Union (Mawu) yesterday issued a statement condemning the planned Orderly Movement of Black Persons Bill and the destruction of shacks in the townships.

The committee resolved to rally its members to oppose the new measures and will also request the Federation of South African Trade Unions (Fosatu) to take up the campaign. The shop stewards councils have been discussing the matter for some months and found that more than half the union's members are directly affected.

The union felt that although the bill had been temporarily withdrawn, the administration boards were already implementing many of the

worst aspects of the bill

- Hundreds of shacks have been torn down in Katlehong Soweto and Alexandra. These shacks are said to belong to workers and because of the shortage of housing, this is the only way they can live with their families.

- There has been heavy pass raids in all townships and in the town centres.

- The West Rand Administration Board has ordered that a worker who brings his family to the town can have his contract cancelled — so

not only will he be fined, but he and his family will be sent home to starve.

Mawu said "The national executive supports the initiative of the Transvaal branch in informing all members about the Bill and in mobilising members, through the shop steward councils, to demand that employers and the community councils condemn these measures. It also recommended that it be made clear to employers, that the new measures will cause great dissatisfaction and instability among workers. Em-

ployers will also suffer direct from a dissatisfied and unstable workforce."

Mawu's NEC stated "It is clear to all workers that influx control laws have only one purpose, to keep them weak and to keep their labour cheap. Through these laws our members are cut off from their families, forced to live like ants in degrading hostels and condemned to starve in the areas if they lose their jobs.

"Now their lives are to be made even worse — they will even be more insecure. The new

By SELLO RABOTHATA

# Fosatu union breaks into sugar industry

By STEVEN FRIEDMAN  
Labour Correspondent

SUGAR corporation CG Smith and Fosatu's Sweet, Food and Allied Workers' Union have signed a ground-breaking agreement

The accord will allow the union to bargain on wages and conditions at any CG Smith mill where it has a worker majority, will set up a new negotiating organisation within the corporation, and has been reached despite an official industrial council agreement covering some CG Smith mills

A unique feature is that CG Smith hope the new negotiating group will become a sub-committee of the industrial council, even though SFAWU has not joined the council — this is possible through a little-known clause in Section 25 of the Labour Relations Act allowing a council to delegate any of its functions, such as bargaining in an area, to a committee which includes non-council members

It will mean that agreements between the union and CG Smith can be published in the Government Gazette and it would be a crime to infringe them

Announcing the agreement yesterday, a SFAWU organiser, Mr Jay Naidoo said SFAWU already had a recognition agreement allowing it to negotiate pay at CG Smith's

Noodsberg mill, not covered by the council. It had now gained a majority at Umzimkulu mill at Port Shepstone

The two sides had now signed an agreement creating a negotiating organisation for CG Smith mills. The worker representatives would be six union shop stewards for every mill at which SFAWU gained a majority

At present, stewards at the two mills where it has gained a majority will be represented and about 1 000 workers will be covered by agreements signed. Mr Naidoo said the union regarded this as a 'major breakthrough'

It not only gave it bargaining rights throughout CG Smith, but meant SFAWU had obtained a firm footing in the sugar industry

SFAWU has been locked in a battle with the National Union of Sugar Manufacturing and Refining Employees (NUSMRE), which sits on the council. Mr Naidoo said the entire workforce at Umzimkulu had resigned from this union to join SFAWU

CG Smith's personnel director, Mr Barry Horlock, described the agreement as 'ground-breaking'. He believed it was the first recognition agreement giving a Fosatu union bargaining rights across an entire corporation. SFAWU had agreed that other unions could take part in the new organisation. Mr Horlock said management also hoped to see the new body become the basis for a council sub-committee

# Union's 'sabotaged' by State

By JOSHUA RABOROKO

Sowetan 4/3/83  
THERE IS increasing evidence that the country's migrant labour laws are being used against workers in an attempt to curb trade union strength.

According to the Federation of South African Trade Unions (Fosatu), members of the more than 10 000-strong

Metal and Allied Workers' Union (Mawu) involved in a dispute with Screenex company have found themselves confronted not only by a stubborn management but also by the might of the East Rand Administration Board (Erab)

Following discussions last year with workers at the factory near Elandsfontein, management agreed to renew all migrant labour contracts' However, just

before closing time they cancelled 11 call-in cards

Screenex refused to discuss the issue with workers or the union and when workers reported for work in January, the management called in the police Six workers were arrested and one was later charged with trespassing according to Fosatu

The company has not hired 73 new migrant

workers and Mawu members have been threatened with eviction

"It appears that the Government is prepared to use the country's migrant labour laws against workers exercising their rights to withhold their labour "

Workers have slammed the German-owned company for not complying with the EEC code of conduct and for exploiting local workers



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# Union attempts to join another council

Labour Correspondent

✓  
THE Federation of SA Trade Unions' Metal and Allied Workers' Union has applied to join a second industrial council, it was learnt yesterday

Last week, MAWU became the first Fosatu union to apply to join a council when it announced it had decided to join the metal industries' council, the biggest in the country

This followed a three-year battle in which the union stayed off the council and employers resisted its attempts to bargain outside it.

A MAWU source confirmed yesterday that the union's Natal branch had applied to join a council which covers one Durban plant owned by the Dunlop tire group

"There is no change of tactics or policy involved. As the

council covers one plant only, there is no real difference between joining and bargaining wages and work conditions at an individual plant," he said

The industrial council system was devised to provide a forum for bargaining across an entire industry and councils like that at Dunlop are extremely rare

It not only applies to one company only, but to only one of the company's plants

It is understood that until now, Dunlop have been negotiating on the council with an "in-house" union, started within the plant to represent workers at the plant only. Unionists allege that this is a "company" union

The source said the council had thus far been a "cosy" forum for discussion between Dunlop and this union and added that MAWU believed its presence would change this

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SHORTLY after becoming the first Fosatu union to apply to join an industrial council since the new labour dispensation, the Metal and Allied Workers' Union has become the second as well

It wants to join a council which not only covers one company only — tyre firm Dunlop — but one plant only that in Durban

✓

Mawu has a majority at the plant and its decision, which apparently took management by surprise, came during recognition talks between the two sides

The only other union on the council has no members outside Dunlop

Mawu will demand changes to the council constitution — one clause forbids strikes by council members — and may also try to extend it to other Dunlop plants and rubber firms.

COM 7/13/83



up by this agreement could form the basis of an industrial council sub-committee

The union is not a party to the council, but Section 2 of the Labour Relations Act allows a council to set up sub-committees of non-members

The sugar council includes several leading established unions who, CG Smith says are prepared to accept this arrangement, which would give the agreements at the new body added legal force

The agreement also means Sifawu has gained a firm footing in the industry, despite its charge that some employers have backed a rival union run by the amazing Mr Selby Ntsibande

He allegedly set up his union with employer financial support, but then sought to enhance his credibility with a burst of militancy

He is now continuing this campaign by boycotting the council thus delaying a final decision on the future of the CG Smith arrangement

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SUGAR giant CG Smith's Barlow Rand subsidiary broke new ground last week when it signed an agreement with Fosatus Sweet Food and Allied Workers Union giving it bargaining rights in any CG Smith mill where it recruits a majority

The only similar agreement is that at Putco which gives two unions the right to bargain at any depot where they have a majority

A further possibility is that the bargaining committee set

\_\_\_\_\_

# Pinetown textile stoppage

~~SA~~ (40A) Labour Reporter

*Mercury*

10/3/83

ABOUT 200 textile workers employed at Ninian and Lester's textile factory in Pinetown stopped work yesterday after the suspension of a shop steward, a spokesman for the Fosatu-affiliated National Union of Textile Workers said yesterday

The stoppage began when the 6 a m shift refused to start work. The company's management had declined to meet worker representatives to discuss the matter, the spokesman said

Uniformed police were at the scene of

the stoppage

The union's general secretary, Mr Obed Zuma, said last night no agreement had been reached with the management and the stoppage would continue.

Spokesmen for Ninian and Lester were not available for comment yesterday

In April last year about 500 workers at the factory downed tools for a day after they claimed the management was stalling over the signing of a recognition agreement

# Impasse faces union in labour dispute

140A

By STEVEN FRIEDMAN  
Labour Correspondent

IN A highly unusual move, an Alberton metal company has refused to take part in the procedures laid down by labour law for settling disputes over alleged "unfair labour practices"

The company, Screenex Wireweaving, is involved in a dispute with the Metal and Allied Workers' Union over the alleged firing of 140 workers in January, after a dispute over retrenchments

MAWU has declared a dispute with Screenex, alleging it is guilty of an "unfair labour practice", which could see the dispute referred to the industrial court

But the Labour Relations Act lays down that an "unfair labour practice" dispute must first be referred to the industrial council in the industry affected, which must try to settle it within 30 days. So the parties must appear before the council, which will try to settle the dispute. If it fails, then the issue can be referred to the court.

On March 1 Screenex wrote to the council refusing to attend a meeting

It says MAWU is "at liberty" to proceed to the industrial court and the company "reserves its rights" if the union does so

It says MAWU's charges against the company are "vague" and Screenex's failure to negotiate at the council should not be seen as an admission of accurate union allegations. Repeated attempts to obtain Screenex comment have failed

MAWU general-secretary Mr Ginger de Jager said yesterday the matter was "sub judice". Asked if any employer had refused to discuss a dispute over an alleged "unfair labour practice" at the council, he said in one instance an employer refused to appear before the council, but made submissions in writing

In cases where either party refused to appear at all, the council found itself in a legal quandary, he said. The Act gave the council subpoena powers, but the Industrial Registrar had to agree before a subpoena could be issued — and this would jeopardise the chances of resolving the dispute within the 30 days

● MAWU has also reacted to the dispute by asking Southern African governments and mining houses to which Screenex sells equipment not to buy its products



700 'could  
~~be~~ (140A)  
be sacked'

Labour Reporter 11/3/83

NEARLY 700 textile workers face dismissal this morning at the Niman and Lester textile factory in Pinetown if they do not return to work.

According to a statement from the general secretary of the National Union of Textile Workers, Mr Obed Zuma the workers were given an ultimatum yesterday to return to work or collect their pay at 11 a.m. today.

The company and the union will meet this morning.

A director and factory manager, Mr G Macgregor, refused to comment yesterday.

winning league

(14Da) (45) (165)  
INDUSTRIAL COURT

## Braitex pays out

FM 25/3/83 (117)  
A dispute between the Fosatu-affiliated National Union of Textile Workers (NUTW) and textile manufacturers, Braitex, has been settled — with the workers receiving R40 000, the largest pay-out so far in a labour dispute

The settlement, which also provides for plant bargaining rights for the union, was made an order of the Industrial Court. Braitex is also required to reinstate 15 retrenched workers and to hold a ballot to avoid allegations of favouritism against the Cusa-affiliated Textile Workers Union (TWU)

During hearings, the Industrial Court subpoenaed an employers' association, the Textile Yarn and Fabric Manufacturers Association, to appear before it and provide documentation. This is believed to be the first time the court, which has made several precedent-setting decisions lately, has taken such action.

The Braitex dispute revolved around allegations of unfair labour practices and, in particular, the unilateral alteration of wages, in particular bonuses, without discussion with the NUTW. There was also a dispute between the NUTW, which claims majority membership among Braitex employees, and the TWU.

The court order establishes the factory rights of the NUTW — meaning that wage negotiations may now be conducted at factory level if the ballot establishes the NUTW has a majority over the TWU. The implication of the order is that unions which are members of the Industrial Council for the textile industry, as the TWU is, don't automatically acquire rights at factory level simply by virtue of council membership.

Nonetheless, the TWU is entitled to ask for a ballot once a year to establish the membership majority.

In terms of the court order, Braitex has been ordered to conduct a ballot among employees, with the NUTW and TWU observing. If the NUTW gets the majority in the ballot, the court-ordered procedures will come into operation. These include grievance, retrenchment, disciplinary, negotiation and dispute procedures. Failure

to comply with these procedures will be contempt of court.

Retrenchment procedures stipulate that a month's notice is necessary with time to allow discussion between the union and the employer as alternatives to retrenchment. Retrenchment must be on a last in-first-out basis, subject to special circumstance, and retrenched employees must get severance pay and preferential re-employment.

Legal sources believe that the Industrial Court appears to be endorsing the principle of one union per factory. If the principle is accepted, and if the TWU loses the ballot, their stop-orders and access will be cut off.

John Copelyn, NUTW general secretary, says: "This is significant because Braitex is covered by an Industrial Council. In the past the council has tried to prevent the NUTW's recognition at factory level by Braitex.

"It's also a significant step forward in terms of established relations between factories and industrial bargaining. Now they will not be entitled to avoid plant bargaining by looking to the IC. In terms of the settlement, the court has permitted bargaining at both levels."

It is possible the union is reading too much into the settlement — at least as far as its effect elsewhere is concerned. Labour litigation, through the IC, is new and case law is still being developed. Future developments remain to be seen.

BY STEVE  
FRIEDMAN

# Labour Week

## Unions take up question of influx control

FOR reasons which are at best obscure, influx control is only now becoming a labour relations issue.

As metal unionist Mr Ike van der Walt pointed out last year, few issues have more direct implications for black job security than tougher clamps on their right to stay in the cities.

Until fairly recently, employers tended to ignore the issue. Indeed many employers might still be surprised to find how many of their workers are not urban blacks at all according to the law.

And it is only recently that unions like the Boilermakers Society and Metal and Allied Workers' Union (M.A.W.U.) have taken up this issue.

The reason they have done so is that, as a Black Sash report shows, control is tightening all the time, and black union members are feeling the effects.

Though the recession makes factory floor unrest

this issue unlikely, union demands on employers to take up workers' influx control problems are certain to grow.

In a limited way, some employer groups have tried to meet this challenge. A Sash call for employers to help their workers obtain city rights has met with some response.

But the report also notes that most employers are co-operating, perhaps unwittingly, with influx control by refusing to hire blacks who lack city rights.

Indeed, at least one firm in a group with an enlightened labour image has a stated policy of not employing workers who lack rights.

This makes it far easier for management to guarantee workers housing and other perks aimed at achieving a stable workforce and worker loyalty.

But union members tend to take the opposite view. In the

Cape those with rights have sacrificed jobs to protect those of migrants. They say workers with rights are far more likely to find new jobs than those who must return to job-starved homelands.

140A RDM 14/3/83



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DESPITE key changes in the industrial court's role, the law setting out its procedures still presents problems

One controversial clause requires workers who allege an "unfair labour practice" to take their dispute to an industrial council, which must attempt to settle it within 30 days

The council cannot dictate a settlement and there is no record of a council having achieved one. Hence the claim that this simply delays the dispute on its way to the court

The problem has been lessened by a change allowing workers to go straight to the

court to ask for temporary court orders, but it still persists

It was given a new twist this month when a metal firm Screenex, which is involved in an "unfair practice" dispute with MAWU, simply told the council it did not wish to attend the meeting arranged to attempt a settlement

In what is believed to be a unique move, it said it could see no point in negotiating with the union on the dispute

The law says the council can force either party to attend such a meeting. But it needs the permission of the industrial registrar and, by the time this is obtained, there is little time to attempt to settle the dispute in thirty days. In other words, labour law's answer to Catch 22

Another clause causing concern is that which says the court can only award costs to either party in special circumstances

This plays a major role in cutting down the ability of workers to approach the court. Legal costs are steep and are made steeper if they are unlikely to be recovered even if the case is won

**Workers' minimum wages raised**

140R (1915) (1935) Mercury  
Labour Reporter 25/3/83

MINIMUM wages for workers at the Cappa Sacks plant, Isithebe, have been raised from R1,30 to R1,64 per hour

A spokesman for the Fosatu-affiliated Paper, Wood and Allied Workers' Union said the agreement included an 18 percent raise of 24 cents on the minimum wage as well as the incorporation of the 11c attendance bonus pay into the minimum wage

Wage negotiations began last November but were only concluded after a mediator was brought in, the spokesman said

By STEVEN FRIEDMAN  
Labour Correspondent

ACCEPTANCE of the Metal and Allied Workers Union's application to join the metal industrial council seemed almost certain after yesterday's monthly meeting of the council, which is the country's biggest

This means that opposition from some unionists on the council, which seemed set to greet MAWU's application, has abated

Mawu is the first Fosatu union to apply to join a council since the Government's new labour dispensation was introduced. Its decision followed a three-year battle in which Mawu sought to negotiate with employers outside the council, but most employers refused.

In its letter of application, Mawu set out nine principles which it intended to follow on the council.

These included its right to continue bargaining outside the council, to refer negotiating issues back to its members and to withdraw from the council.

Some unionists on the council saw these as conditions which ran counter to the way councils operated and hinted they might block the application because of this.

But sources on the council said yesterday that, at the meeting, no major objections to the Mawu application were raised. They added that unionists who had seemed set to oppose the application had changed their stance.

"Seven of the nine conditions set by Mawu are standard rights which any union on a council enjoys, and the council will write to the

Mawu  
all set  
to join  
council

union telling it this" a unionist on the council said

But the council would also, he added, write to Mawu telling it that it was entitled to negotiate agreements with employers outside the council only if these did not contain pay levels and work conditions which were less favourable to workers than the council agreement.

Mawu is certain to have no objection to this. It would be impossible for the union to negotiate worse conditions than those in the agreement because this would be illegal.

One condition set by Mawu — that it have the right to withdraw from the council giving only one month's notice — does, however, run counter to the council's constitution, which sets a three-month notice period.

The council is to write to Mawu pointing out this conflict.

"It is now a matter of waiting for their reply and their application is likely to be discussed at the next council meeting on April 12," a unionist on the council said.

It is unlikely that differences over the notice period will be a major obstacle to Mawu's joining the council.



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# Mineworkers are federation's target

140A

Labour Correspondent

THE Federation of SA Trade Unions (Fosatu), the country's biggest federation of emerging, mainly black, unions, is considering recruiting black workers on the mines

A decision on whether to begin recruiting, which may involve forming a new union, is expected to be taken at a meeting of Fosatu's central committee next month

Several black unions are currently trying to organise

black mineworkers in the wake of the Chamber of Mines decision to grant access to the mines to black unions for the first time and to grant them recognition

By far the biggest is the

18 000-member National Union of Mineworkers, which belongs to the Council of Unions of SA

Until now, Fosatu has not shown an interest in recruiting black mineworkers

140A

# The question of unity in unions

WILL the major emerging unions get together in a federation, and so provide a boost to union muscle?

The second week of April is likely to provide the answer. The General Workers' Union has invited all emerging unions to a meeting in Cape Town then to discuss unity.

Unlike some of its predecessors, the meeting is to be intensely practical. GWU's letter inviting unions makes clear that the purpose is specifically to discuss the formation of a new union body.

So far, "mainstream" groups like Fosatu, the two food and canning unions and a few others have accepted GWU's invitation. The Council of Unions of South Africa and the Commercial, Catering and Allied Workers Union (Ccawusa) have expressed interest but have not given a final answer.

Whether the more vocal "community" unions — who see the "mainstream" unions as dangerous sell-outs — will attend is unclear.

But the rift between them and the "mainstream" group is so great that the chances of their joining in any alliance, if they attend, is minimal.

Instead, unionists expect the meeting to decide whether groups such as Fosatu, GWU and Food and Canning will get together.

Since these unions, with Cusa and Ccawusa, represent something more than 90% of emerging union members, this is the event to watch.

For a start, some officials of these unions believe it will be impossible for their unions to organise major industries — such as the mines and railways — thoroughly until such an alliance is achieved.

## Labour Week

By STEVE FRIEDMAN



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140A ~~107~~ ~~211~~ ~~145~~  
EVER since the mines granted access to  
black unions last year, there has been specu-

lation that the Federation of South African Trade Unions might recruit black mine workers

So far, that has seemed unlikely. Fosatu is the biggest emerging union group, but a Government fund-raising ban and other factors have meant that it has not always had enough resources for even its work in key manufacturing industries.

Now it may well be about to enter the mining fray. Next month, its central committee will discuss a request by its Metal and Allied Workers Union that Fosatu recruit mine workers.

The immediate reason is that MAWU is recognised at a far Eastern Transvaal plant, Tubatse Ferrochrome, whose workers live in the same township near the Lebowa homeland as men who work at three mines in the area.

The miners apparently want to join MAWU.

But it feels its own resources are too thinly stretched to take on the three mines as well and has asked Fosatu to consider doing so, perhaps by setting up a new union for the purpose.

MAWU suggests a new union could concentrate on two or three mines and then consider expanding.

The biggest black mine union, the National Union of Mineworkers, belongs to Fosatu's rival, the Council of Unions of SA. If Fosatu goes ahead, it might well accuse it of "poaching" from NUM.

But Fosatu is likely to argue that the chances of one black union organising the industry on its own are slim and that a decision by it to move into the mines would prompt a further growth in black mine unionism.

22/3/83

The Star Tuesday March

# Rival unions join to fight pay issue

Labour Reporter

Two rival trade unions met at the weekend to discuss common complaints against a major engineering and automotive components group

The meeting is seen as a significant alignment against an employer

The General Workers' Union (GWU) and the Metal and Allied Workers' Union (MAWU — an affiliate of the Federation of SA Trade Unions) met in Johannesburg at the weekend to discuss industrial relations problems with the Dorbyl group

A statement said the talks concerned Dorbyl's unwillingness to negotiate retrenchment pay

MAWU complained that in cases of retrench-

ment Dorbyl had paid out only one days pay for each year of service while other major employers paid at least one week's pay for each year

The GWU-MAWU meeting resolved to call for a joint meeting with Dorbyl's board of directors before the end of March to negotiate retrenchment pay

A spokesman for Dorbyl in Johannesburg said the unions' statement would be looked into before any public reply might be issued

● Fosatu's first national shop steward council for Barlow Rand companies also met at the weekend. The meeting discussed difficulties in concluding recognition agreements with Barlow subsidiaries

140A

# More unity likely after rival unions hold talks

22/3/87 By STEVEN FRIEDMAN  
Labour Correspondent

IN an "historic" move which heralds increased unity between union groups which were once bitter rivals shop stewards of the Federation of SA Trade Unions Metal and Allied Workers' Union have met stewards of the General Workers' Union to discuss common problems at the giant Dorbyl group.

The meeting was held at the weekend and will be followed by attempts by the two unions to negotiate jointly retrenchment pay for members with Dorbyl.

MAWU said in a statement yesterday that stewards of the two unions were sharply critical of Dorbyl's unwillingness to pay retrenched worker severance pay.

The joint meeting between the two stewards groups is the most concrete evidence so far of co-operation between the GWU and Fosatu unions such as MAWU.

It is understood that there has also been informal co-operation between other Fosatu unions and both the GWU and the Food and Canning Workers Union.

Union sources expect this to lead to an alliance between these unions when emerging unions meet in Cape Town to discuss unity on April 10.

In its statement MAWU described the first-ever meeting between shop stewards of

the two unions at Dorbyl as "historic and said the meeting had discussed common grievances against the Dorbyl group".

The major issue was 'the refusal of Dorbyl to pay retrenchment pay'. The statement said stewards were 'disgusted with Dorbyl which earns millions in profits but does not think at all for the workers it retrenches'.

It claimed the group had earmarked R40 million for projects at one of its companies alone but was unwilling to compensate retrenched workers.

It said that where factories had been closed Dorbyl had paid workers only one day's pay for each year of service which 'compared very badly' with other big metal groups which paid one week's pay for each year.

Dorbyl is expected to reply to the statement today.

MAWU also said yesterday it had held its first national shop stewards council meeting for Barlow Rand companies at the weekend. Stewards from Transvaal and Natal firms in the group had attended.

It said recognition talks with Barlow firms were 'deadlocked over several points' and accused the firms of setting "unreasonable preconditions" to recognition.

Comment from Barlow Rand could not be obtained yesterday.



## Old rival unions meet

SHOP stewards from one-time rival unions, the General Workers Union (GWU) and the Fosatu affiliated Metal and Allied Workers Union (Mawu) met for the first time to discuss common grievances against the giant Dorbyl group at the weekend.

The major issue at the meeting, which was described as historic, was the refusal of the company to pay retrenchment pay. Shop stewards said they were disgusted with the company, which earned millions of rands in profits every year while not considering the workers it retrenched.

The meeting heard that while the Dorbyl group was spending tens of millions of rands

every year on various projects, where factories had been closed, the company had sometimes paid retrenched workers only one day's pay for each year of service.

Shop stewards said this compared very badly with the other big groups in the metal industry, most of which paid at least one week's pay per year of service. The meeting resolved to recommend that all the company's shop stewards should ask their managements to arrange a joint meeting with the board of directors before the end of March to negotiate this issue.

Also held at the weekend was Fosatu's first

national shop steward council meeting for the Barlow Rand companies which was attended by the federations shop stewards from the Transvaal and Natal.

The meeting concentrated on the problems faced by the federation in trying to negotiate recognition agreements with the group's companies.

Negotiations have reached deadlock over several points according to the shop stewards council especially the "unreasonable preconditions which companies are insisting on to restrict collective bargaining".

~~197/12/1~~ (140A)  
**Firm to pay out R40 000  
for 'unfair practices'** RDM  
24/3/83

By STEVEN FRIEDMAN  
Labour Correspondent

A SPRINGS textile firm, Bratex has paid the National Union of Textile Workers — affiliated to the Federation of SA Trade Unions — R40 000 in the biggest cash settlement yet of a court action in which a union has accused an employer of an "unfair labour practice".

The company will also reinstate 15 retrenched workers and offer them jobs which should fall vacant.

The settlement could have important implications for labour relations as it includes several unique features and was made an order of the industrial court on Tuesday.

This means the court has approved these procedures, which include measures preventing management from changing work conditions or retrenching workers without negotiation with a majority union.

The agreement also provides for a ballot to be held to determine which of two unions workers want to represent them.

The ballot will also attract interest in labour circles because it pits the NUTW, a major Fosatu union, against a union affiliated

to the rival Council of Unions of SA.

The settlement follows a long and bitter dispute between Bratex and the NUTW which began after the company recognised the union in 1981.

The NUTW claimed that Bratex "unilaterally" scrapped workers' bonuses shortly after signing the agreement and breached an agreement to negotiate with it.

It also claimed that retrenchments of 11 workers in June last year and 60 in December were carried out without consulting workers explaining the basis on which workers were selected for retrenchment or granting them severance pay.

In its replying papers, Bratex denied most of the charges.

In the settlement Bratex agrees, without admitting liability, to pay the union R40 000 within one month in full settlement of claims arising out of the retrenchment and the scrapping of the bonus, as well as agreeing to reinstate 15 of the retrenched workers.

It also agrees, "to avoid any allegation of favouritism", to hold an independent secret ballot within two weeks to determine whether workers support the NUTW or its Cusa-affiliated rival.

4

# Judgment for textile union

Labour Reporter

The National Union of Textile Workers won a significant industrial court determination in Johannesburg this week

The union, a Fosatu affiliate, took the Springs textile firm Britex to court for allegedly taking unilateral decisions on wage increases and retrenchments

The industrial court confirmed a settlement between the two parties and made it binding

The judgment is seen as a slap in the face for the textile industrial council, which has opposed factory floor bargaining. The union, which is not a member of the council, won on the principles of factory-level talks, stop-order facilities and access for union officials

Britex agreed to pay R40 000 to the workers without accepting any liability and immediately to reinstate 15 workers who were retrenched last year

The union had subpoenaed the Textile and Yarn Fabric Manufacturers' Association. The court upheld the subpoena and the association had to present correspondence between itself and Britex from the time that the dispute started

The documents showed the association's opposition to factory-floor bargaining and its advice to Britex to withhold certain privileges from the union

The court also confirmed a settlement between the union and Britex which provided for certain procedures. These were grievance, disciplinary, dispute, negotiating and retrenchment

Retrenchment procedure includes one month's advance notice regarding any retrenchments, the principle of last-in, first-out, subject to special circumstances, alternate measures, severance pay and preferential rehiring

Sfor 24/3/83

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# PRESS STATEMENT



✓ MAWU 25/3/83

THE Metal and Allied Workers Union has decided to apply for membership of the Industrial Council for the Iron Steel and Engineering and Metallurgical Industry.

This decision was taken after eight months of intensive discussion among the union's members, shop stewards committees and executive committees. All the union's branches have now voted in favour and the National Executive Committee decided unanimously on 20.2.83 to apply for membership of the Industrial Council: the letter of application from the union sets out MAWU's principles.

1. That MAWU organises primarily at the shop floor level and that MAWU is committed to the principle that shop floor bargaining is fundamental. Industry wide bargaining may be supplemented but can never take the place of shop floor bargaining on all issues including wages and working conditions.
2. That MAWU is democratically controlled by its members and that the union will be represented primarily by elected worker representatives. These representatives will be mandated at all stages of negotiations by the union's shop steward councils.
3. That MAWU will represent all its members regardless of race.
4. That MAWU will not be party to any agreement or actions by the Council which MAWU's members do not agree with.
5. That MAWU will withdraw from the Council if necessary.
6. That the union understands that the Council will not attempt to limit or discourage shop floor bargaining. In addition MAWU will insist on facilities for reporting back during negotiations.

In a booklet circulated to MAWU members following the NEC's decision, MAWU members are warned of the many potential dangers of becoming a member of the Council. Members are warned that MAWU is in a minority in the Council and cannot hope for big gains. So members should not rely on the Council in any way. MAWU remains committed to shop floor organisation as being the most important - industry-wide organisation is secondary.

Why has MAWU decided to apply?

From the time it was inaugurated in Pietermaritzburg in 1973, the employers -

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~~3/11/81~~  
Mawu  
25/3/83

SEIFSA - and the state have repeatedly tried to kill or cripple MAWU. Despite this MAWU has grown into a national union with about 200 organised factories. It is one of the two largest union in the metal industry and has a mass membership organised factory by factory and concentrated in the main industrial areas of South Africa.

During the wave of strikes in the metal industry in 1981 and 1982, MAWU members made substantial gains until the middle of 1982. A combination of high unemployment, action against migrant workers by the Administration Boards and concentrated action by employers through SEIFSA, allowed employers to strongly resist workers' demands.

MAWU has fully reviewed the events of the past year. All the strikes were over the same issues - wages, pensions, job security and retrenchment. Although the strike wave assumed industry wide proportions the strikes themselves were fragmented. Workers in different factories did not unite in their demands.

MAWU has made various attempts to overcome this problem, as for instance in the campaign on the East Rand against retrenchment: this campaign was conducted through shop steward councils. However it has become clear that MAWU needs a focus around which workers could unite in their demands. Industry wide bargaining is needed for this level of mobilisation of members.

MAWU needs to mobilise its members as a mass union and to unite them across factories. The employers are solidly united behind SEIFSA while the unions are divided along racial, political and occupational lines. Most of the unions have aligned themselves in support of the Industrial Council. So at this time, the Industrial Council will have to be the focus for mobilisation.

With 200 organised factories MAWU has to rely more and more on the shop steward councils. The union cannot any longer rely only on the structure in each factory. To dominate the industry MAWU will need to organise a large fraction at least of the 1 000 major factories in the industry out of a total of about 8 000 factories.

So strategies to work as a mass union are of crucial importance.

Moreover, the Industrial Council is more and more taking over demands made by MAWU to individual employers. These demands have been hijacked and mishandled by the Council. These demands include:

- minimum R2 per hour
- retrenchment procedures

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Mawu  
25/3/83

- layoffs instead of retrenchment
- recognition of shop stewards
- recognition agreements and dispute procedures
- bargaining in industrial sectors.

Whether MAWU likes it or not the minimum conditions of employment are negotiated annually in the Industrial Council. Some of the unions now in the Council claim to speak for black workers. It is necessary to establish clearly that only MAWU and the very few other unions in the metal industry with similar policies are the only true representatives of the oppressed workers.

MAWU will review its decision to enter the Industrial Council at regular short intervals and will withdraw if necessary. Besides entering the Council, MAWU is also developing strategies to build its power in the industry. During 1983 the union has resolved to concentrate on organising and consolidating a few sectors of the metal industry in order to reach a dominant position.

MAWU will also continue to build its structures to face employers at all levels:

- in the factory
- joint company shop steward councils
- local shop steward councils
- shop steward councils for different sectors.

25th March 1983

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## RETRENCHMENTS

### Pressure on Dorbyl

FM 25/3/83  
This week's joint meeting between shop stewards of the emerging General Workers Union (GWU) and the Metal and Allied Workers Union (MAWU) to plot strategy over grievances against the Dorbyl group may reflect increased union unity. It certainly does reflect the recession. The issue that brought them together was retrenchment pay.

The two unions have long been rivals. Their decision to form a united front against Dorbyl on the retrenchment issue indicates that rivalry in other areas does not necessarily preclude joint pressure on managements over specific issues. In this instance, they charge Dorbyl with failure to make severance payments or with calculating payments on a low basis.

Dorbyl's industrial relations adviser, Mike Beaumont, counters that the group is not "unmoved" by retrenchments, "but would prefer it to be dealt with at industry level. We consider retrenchment to be a last resort option where alternative measures have been exhausted or are not feasible in the circumstances. However, it has been our practice to pay out where we've closed factories permanently."

The unions allege that "where factories have been closed, Dorbyl has sometimes

paid only one day's pay for each year of service. This compares badly with the other big groups in the metal industry, most of whom pay at least one week's pay per year of service."

Shop stewards told the meeting that "Dorbyl is spending tens of millions of rands every year on projects. For instance, Dorbyl Auto Products has earmarked R40m for 1983, but refuses to pay for service on retrenchment."

Counters Beaumont "We consider profits and expansion in a favourable light as they have a positive influence on both job security and job creation for our employees. We also consider the overall conditions of service in the group better than the industry average. For example, Dorbyl is probably the largest trainer in the metal industry and this permits advancement and upgrading."

The unions' meeting resolved to recommend "that all Dorbyl shop stewards should ask their managements to arrange a joint meeting with the board of directors before the end of March."

Beaumont says "We haven't been approached by GWU and MAWU jointly, but we will continue to talk to all trade unions with members in our employ. We regard any action bringing unions together as positive and to be welcomed. We support the idea of freedom of association and, if our employees wish to get together, we would

not resist"

The joint approach could well spur efforts to draw emerging unions together. A meeting is to be held in Cape Town in April, at the instance of GWU, to discuss the issue.

Unions to meet for historic unity talks

# SUPER UNION ON THE CARDS

CAPE TOWN — South Africa's major independent unions will take a break from bargaining with the bosses in the second weekend of April and get down to some hard bargaining among themselves.

What could emerge is the largest non-racial body of organised labour in recent history.

The Cape-based General Workers' Union has invited all the major independent union groupings to Cape Town to discuss the formation of a new union body.

At this stage, union leaders are tight-lipped about their attitudes to the meeting and its chances of success

## CITY PRESS Correspondent

They fear a repeat of last year's breakdown in unity talks at Wilgespruit and Port Elizabeth.

Off the record, unionists believe a new federation will emerge, even if it contains only some of the invited unions.

Most likely at this stage is an alliance between the largest union grouping, the Federation of South African Trade Unions (Fosatu), the smaller GWU, the Food and Canning Workers' Union (FCWU) and the African Food and Canning Workers' Union (AFCWU)

Signs of new ties between these unions have been seen lately.

This week shop stewards of the GWU and the Metal and Allied Workers' Union (Mawu), an affiliate of Fosatu, employed by the Dorbyl Group met to discuss retrenchment procedures at Dorbyl factories.

Formerly bitter rivals, Mawu and the GWU decided on a joint strategy in their severance-pay dispute with Dorbyl.

And the FCWU has co-operated with Fosatu's National Union of Textile Workers (NUTW) to organise Cape workers

Labour observers are watching with interest whether the Council of Unions of South Africa (Cusa), the South African Allied Workers' Union (Saawu), the Commercial Catering and Allied Workers' Union

(Macwusa) and the Orange Vaal General Workers' Union will also become party to the new alliance

The Port Elizabeth-based Motor Assembly and Component Workers' Union (Macwusa) which led the walk-outs at the two previous unity meetings, will be sending a delegation, even though its annual conference

is being held on the same day

Macwusa walked out because it objected to the fact that some of the unions present were registered or served on industrial councils

This time individual union policy will not be at issue — the criterion for participation will be democratic control of unions by their members



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MANU  
28/3/83

SALDRU  
SCHOOL OF ECONOMICS  
U.C.T.

# PRESS STATEMENT



## CALL FOR R90.00 a week

AT A meeting held in Durban on Saturday Mar 26 one thousand members of the Natal Branch of the Metal and Allied Workers Union unanimously called for a minimum wage of R90.00 a week in the metal industry.

The meeting was convened by the union in order to discuss its proposals to the Industrial Council for the Iron, Steel and Metallurgical Industry. This meeting was the first of a series of meetings to be held in all MAWU branches to discuss the proposals with members.

The members also strongly rejected an earlier proposal from SEIFSA the powerful employer association in the industry which had called for a freeze on mid-year wage increases.

Further demands were made for an R18.00 a week across the board increase for all workers, increased overtime rates, longer notice and a 40 hour working week.

Many speakers emphasised that the union was now entering a new phase of organisation which involved mass mobilization of members across factories while retaining and continuing to build stable structures at the shop floor.

"We can see clearly that the time has come to use our collective strength to push workers demands in the industry. For too long workers real interests have been ignored at the industry level - we cannot allow that situation to continue" the President of the union Mr. Jeffrey Vilane said.

Discussions were also held on the Metal Industries Pension Fund because it was reported that the enabling agreement was due to expire. A unanimous resolution was consequently adopted calling for the control of the fund to be handed over to the unions properly representative of the members of the fund so that workers would be able to make the necessary changes.

Finally, the meeting discussed the Presidents Council and the "Koornhof Bills". These were totally rejected and a call was made for the scrapping of the pass laws and for a free and democratic South Africa with one parliament.

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28.3.83

(197) (171) (140A) WDM 6/4/83

# SA union fights against 'brown lung' disease

By STEVEN FRIEDMAN  
Labour Correspondent

THE National Union of Textile Workers has stepped up its campaign against a disease which it says has hit thousands of textile workers throughout the world.

The disease "brown lung" is potentially fatal and afflicts workers who work for long periods with cotton dust.

Recently, the union — affiliated to the Federation of SA Trade Unions — announced it was launching a campaign against "brown lung" and had begun by getting a union-appointed doctor to test workers at an East Rand textile plant for the disease.

In the latest issue of Fosatu's journal, Fosatu Worker News, it says it has now extended the East Rand cam-

paign by testing more than 1 000 workers at a factory in Mooi River and recently followed this up with tests at a textile plant in Port Elizabeth.

A spokesman for the NUTW said the campaign had thus far unearthed "numerous" workers who were permanently disabled. He said the union would now claim workmens compensation on their behalf.

He said other workers had been found to be suffering from diseases which would heal if they were moved to less dusty areas of their factories and the union would urge that these workers be moved.

According to the union, "hundreds" of workers overseas annually claim compensation for 'brown lung', but

only two workers had ever applied for compensation in South Africa despite the fact that the Workmen's Compensation Act allowed them to do so.

It said employers argued that this meant no South African workers were suffering from the disease "but this is highly unlikely, as the campaign is beginning to show.

The union is also planning to keep medical records of its members which it believes will enable it to link lung illnesses to factory conditions even if they occur after workers had left a particular plant.

Workers would also be urged to make "reasonable demands" for the reduction of dust levels in their factories.

UNION - THE STRUGGLE

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Unions  
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head for  
15A  
key unity  
8/4/83  
summit

**Labour Correspondent**

ALL the country's emerging union groups are expected to attend a key meeting on union unity in Cape Town this weekend to explore the formation of a closer working alliance between them

While the meeting is certain not to lead to an alliance of all emerging union groups, it could see three major groups — the Federation of SA Trade Unions, the General Workers Union and the two food and canning workers unions — decide to cement a closer alliance, although even this is not certain

The meeting was called by the General Workers Union which told unions in its invitation that the meeting would explore forming a new union federation

Fosatu the food and canning unions and several other unions quickly accepted the invitation, but it appeared at first that unregistered unions which have adopted a tough stance against registration with the Government and joining official industrial councils, might boycott the meeting

These unions, led by the SA Allied Workers Union and Motor Assemblers and Components Workers Union (MACWUSA), have now indicated that they will attend

But observers believe the meeting may see a confrontation between them and groups like Fosatu, the General Workers Union and the food and canning unions

The SAAWU/MACWUSA group is likely to accuse Fosatu of not honouring resolutions at earlier union summits to boycott industrial councils and registration while the Fosatu/GWU group is likely to accuse its opponents of giving little practical support to grassroots union unity efforts

(A40A) (344) [ ] [ ] (VBL) (MMA) VCDM  
FOSATU'S Paper, Wood and Allied Workers' Union has gained an advance in its attempt to bargain outside an industrial council  
It has been recognised by Carlton Paper in Wadeville, which means two of the four paper employers have agreed to bargain outside the council  
There has been employer association pressure on firms not to bargain outside the council  
Clearly, the paper union feels more able to resist pressures to join a council than Fosat's Metal and Allied Workers' Union, which recently joined one

1/14/83

# Trade unions 'move away from strikes to legal action'

11/4/83

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140A

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## Labour Reporter

A CHANGE of emphasis in trade union industrial action strategy had been noticed by academics, industrial relations practitioners and union watchers during the past year.

This new trend, which seemed to be becoming increasingly common, was a swing from strike and work stoppages to legal action. Unions were, more and more frequently, turning to both the ordinary and industrial courts to settle disputes and fight for workers and trade union rights.

This new order was the subject of a recent publication, *Industrial Relations Trends*, by Prof Willie

Bendix of the Stell-Bendisch School of Business and Mr Eddie Nicholson, a manager of an industrial relations practice.

They suggested that the business of labour relations was fast becoming equated with that of labour legislation because of the unprecedented number of labour-related cases heard by industrial and ordinary courts recently.

There had been some significant examples of this trend during the past year.

In the *Stag Packaging* case a full bench of the Supreme Court overruled a lower court judgment and allowed seven workers, allegedly dismissed for trade union membership,

to apply for reinstatement.

More recently members of Fosatu's Metal and Allied Workers' Union were granted temporary reinstatement at Stobar Reinforcing when the Industrial Court issued a status quo order after the union claimed the company had committed an unfair labour practice by dismissing all employees and selectively rehiring some of them.

And four Fosatu unions are presently awaiting a Supreme Court judgment after their appeal against a decision by the Minister of Manpower not to allow them to bargain officially for all race groups and to allow race to be one of the aspects of trade union registration.

Significantly the matter has been taken to court, rather than Fosatu unions protesting the decision by deregistering, as many observers expected them to do at the time.

Prof Bendix and Mr Nicholson believe that 'unions see industrial court action as an alternative to strike action and as a means of redressing traditional inequities and bargaining imbalances'.

Trade unionists, however, especially those of the newer unions, see the matter differently.

Alec Erwin, the trade union federation's former general secretary and present national education secretary, does not think unions are using the courts as an alternative to

## strike action

'Legal action is just one of a range of strategies that unions have adopted to gain and ensure worker rights. Fosatu will only go for a court action if it is linked to a planned organisational drive.'

It seems likely however that Fosatu unions will become more involved in Industrial Court cases in the years ahead. Their changed attitude towards union registration, which drew criticism from some unregistered unions, and the decision by some Fosatu unions, notably the Metal and Allied Workers' Union to join industrial councils could lead to increased industrial court action in the settling of disputes.

Mike Morris of the unregistered, independent General Workers' Union agreed that the Industrial Court was just one strategy open to trade unions, but believed the current recession had led to the increased use of the court in settling disputes and protecting workers' rights.

'The economic climate has put unions on the defensive. This has pushed the Industrial Court, as a union tactic, to the fore.'

Mr Morris said some unions always resorted to the courts as a means of settling disputes, but believed this was due to a lack of organisation in the unions concerned.

'For some unions the

court is the only weapon they have.

'It is important to remember that the status of the Industrial Court is ambiguous at the moment. Unions are therefore testing it all the time, and testing new labour legislation, for example unfair labour practices, by taking it to the Industrial Court.'

Durban lawyer Richard Lyster, who has represented trade unions in legal disputes, believed the creation of the Industrial Court was an attempt by the Government to come to terms with 'what is perceived as a move away from traditional and reactionary labour practices'.

orders for p wages after d held out to w union alike t them to deal disputes in a rather than by Mr Lyster's decisions from trial and Sup had dismissed ceptions of the tools of manual of having an ment bias decisions.

He warned that 'it would believe that movement do ceive the Indu clearly in its can context, t functional o aimed at mai the status of steady growth

# Trade unions 'move away' from strikes to legal action

Reporter of emphasis Industrial had been idemics, in- d union ing the past nd, which becoming common, om strike Unions nd more urning to ary and ts to set- fight for ide union

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There had been some significant examples of this trend during the past year In the Stag Packaging case a full bench of the Supreme Court overruled a lower court judgment and allowed seven work- ers, allegedly dismissed for trade union member- ship, to apply for reinstatement. More recently members of Fosatu's Metal and Al- lied Workers' Union were granted temporary reinstatement at Stobar Renforcing when the In- dustrial Court issued a status quo order after the union claimed the com- pany had committed an unfair labour practice by dismissing all employees and selectively rehiring some of them

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Trade unionists, howev- er, especially those of the newer unions, see the matter differently Alec Erwin, the trade union federation's former general secretary and present national educa- tion secretary, does not think unions are using the courts as an alternative to strike action

Legal action is just one of a range of strategies that unions have adopted to gain and ensure worker rights Fosatu will only go for a court action if it is linked to a planned organisational drive

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Durban lawyer Richard Lyster, who has repre- sented trade unions in le- gal disputes, believed the creation of the Industrial Court was an attempt by the Government to come to terms with 'what is per- ceived as a move away from traditional and reac- tionary labour practices'

'The carrot of the indus- trial Court, of temporary reinstatement orders, of orders for payment of wages after dismissal, is held out to worker and union alike to persuade them to deal with their disputes in a court of law rather than by striking

Mr Lyster said recent decisions from the Indus- trial and Supreme Court had dismissed some per- ceptions of them as being tools of management and of having an establish- ment bias in their decisions

He warned, however that 'it would be naive to believe that the union movement does not per- ceive the Industrial Court clearly in its South Afri- can context, that is as a functionary of the State aimed at maintenance of the status quo and the steady growth of capital

UNIONS

FM 15/4/83

## Moving to unity?

~~139~~ ~~140A~~ ~~143~~ ~~145~~ ~~145A~~  
Past attempts to forge unity between SA's emerging unions have faltered, but there are signs that the latest effort has a good chance of succeeding. Leaders of unions representing about 200 000 workers agreed last weekend to form a feasibility committee which will investigate the possibility of establishing a major new trade union federation.

Unions and groupings which have committed themselves to the investigation are the Federation of SA Trade Unions (Fosatu), the General Workers' Union, the Food and Canning Workers' Union and the African Food and Canning Workers' Union, the SA Allied Workers' Union (Saawu), the Commercial Catering and Allied Workers' Union (Ccawusa), the General and Allied Workers' Union, and the Cape Town Municipal Workers' Association.

Most union leaders involved in the latest unity effort are reluctant to comment publicly about what exact form they would like the new federation to take. But there is considerable optimism that it will be possible to find a formula acceptable to all who have agreed to serve on the feasibility com-

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mittee. One union leader tells the FM it would be more accurate to describe the committee as a "steering committee," thus implying that the body will have more on its agenda than a mere examination of the desirability of a new federation.

There is little doubt, however, that much hard bargaining has still to take place. Some unions are, for example, opposed to past suggestions from Fosatu members that there should be tight, centralised control within a new union federation.

Unions and groupings which did not vote in favour of the federation were the Council of Unions of SA (Cusa), the Motor Assembly and Components Workers' Union of SA (Macwusa), the Orange Vaal General Workers' Union and the Municipal and General Workers' Union. Cusa has displayed a lukewarm attitude towards past unity efforts, while Macwusa has refused to ally itself with unions which register with government or take part in the industrial council system.

Employers are obviously watching these developments with great interest — and a certain amount of anxiety. If the new federation is formed, it will be the largest, and probably the most effective, co-ordinating body to represent black workers in SA's labour history. Inevitably this could strengthen the position of black workers on the factory floor.

But there could be some benefits for employers as well. Relations between some of the unions which are moving in the direction of the new federation have been extremely poor in the past. The fact that they are now willing to enter a strong alliance suggests that inter-union rivalry, which has presented severe problems to employers, may be reduced.

# Unions win battle on race ruling

16/4/83  
Mercury 1740A  
Pietermaritzburg Bureau  
THE racial qualification placed on the registration of four trade unions by the Industrial Registrar was set aside in the Supreme Court in Pietermaritzburg yesterday

The trade unions successfully appealed against the decision by the Industrial Registrar to place a racial qualification on their registration when they registered in 1980

The appeal by the Metal and Allied Workers' Union, the Transport and General Workers' Union, the Chemical Workers' Industrial Union, and the National Union of Textile Workers is regarded as a test case which is likely to have an effect on the future registration of trade unions

In upholding the appeal by the unions, Mr Justice Leon, with Mr Justice Law and Mr Justice Booysen concurring, said the Industrial Registrar had erred in imposing the race limitation on the registration of the unions

He granted an order setting aside the racial qualification imposed on the registration

The decision by the Industrial Registrar to limit the registration to a particular race was supported by the Minister of Manpower, Mr Fanie Botha

'We are unable to accept the argument that

different races necessarily have different interests. In my opinion, the contrary is true and industrial interests will usually be common to all employees, irrespective of race,' Mr Justice Leon said

The Judge accepted the contention by the unions that the industrial interests of all races were the same and upheld the appeal against the Industrial Registrar and the Minister of Manpower

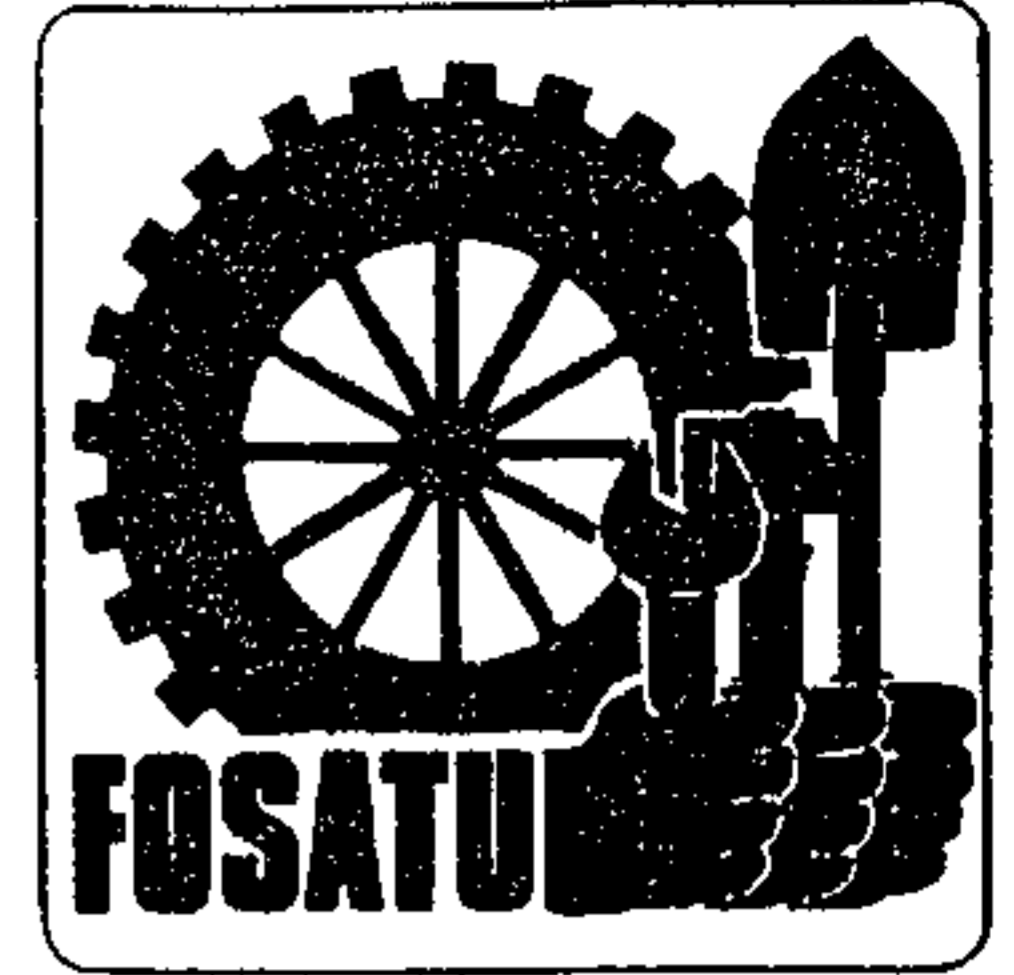


18/4/83

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# PRESS STATEMENTS

SALDRU  
SCHOOL OF ECONOMICS  
U.C.T



## CENTRAL COMMITTEE PRESS STATEMENTS

### SUPREME COURT JUDGMENT

The FOSATU Central Committee at its meeting this week-end heralded the Natal Supreme Court's judgement that race could no longer be considered an industrial interest.

The judgment delivered by a full bench marks a crucial victory in FOSATU's two year battle against the State's insistence on giving affiliates registration certificates restricting them in terms of race.

In line with FOSATU's policy of non-racialism, it rejected 'racial' registration and appealed to the Minister of Manpower to overrule the Registrar. However, the Minister of Manpower turned down FOSATU's appeal which led the federation to take the matter to the Supreme Court.

The judgment totally rejected the State's argument that race could be seen as an industrial interest and furthermore ordered that costs be paid by the State.

The Central Committee now awaits the State's decision on whether they wish to proceed with the case due to be heard in the Transvaal Supreme Court in respect of the 'racial' registration of PWAU and SFAU. It hopes that the State will pay heed to the Natal decision and drop the case and remove all reference to race from the registration certificates.

### TRADE UNION UNITY

The FOSATU Central Committee meeting in Johannesburg welcomed the fact that after a very difficult and disruptive meeting there were 7 unions who were prepared to act in the interests of workers and committed themselves to building a new federation.

FOSATU stated its support for the moves towards a wider federation at it had always believed that such a move based on common policies was crucial to the worker movement in South Africa.

FOSATU elected its 5 representatives to the feasibility committee and mandated them to fully discuss the policies and structures of the new federation. FOSATU stated its belief that there was sufficient common ground to lead to constructive and fruitful discussions.

FOSATU awaited the report back of the feasibility committee and hoped for good progress towards a wider federation.

FOSATU condemned the confusion and misinformation caused by MACWUSA's press statement in Port Elizabeth. Such activities did not benefit workers and would do nothing to build unity.

18th April 1983

PRESS RELEASE

Mr. John Gomomo, Chairman of the Eastern Province Region of FOSATU in a statement released to the press today stated that FOSATU fully supports the initiative taken by the seven independent union groupings representing about 200 000 workers, at the trade union summit meeting held in Cape Town over the week-end, to form a new broader based federation of independent unions.

Mr. Gomomo said the announcement by MACWUSA/GWUSA of their support for the formation of a new federation of unregistered unions is strongly condemned and is a move counter-productive to the initiative taken at the trade union summit meeting in Cape Town.

FOSATU condemns the confusion now being created by contradicting statements issued by MACWUSA/GWUSA by referring to the summit as a summit for unregistered unions only, whereas in fact registered unions as well as unions serving on industrial councils participated in the summit meeting.

FOSATU confirms that MACWUSA/GWUSA was present at the meeting where their representative Mr. Donsi Khumalo, on behalf of MACWUSA/GWUSA voted against the decision to form a new broader based federation.

12th April 1983

PRESS RELEASE

FOSATU today released an Occasional Publication that sets out the dramatic results of a research project on productivity by Charles Meth, an economist at the University of Natal. The two major findings are that the South African economy grew at 5,9% per annum between 1970 and 1980 and not the officially accepted 3,6% per annum and that most productivity figures based on the national accounting statistics are wrong.

The major reason for this absolutely staggering difference in growth rates is a gross miscalculation in the official statistics dealing with mining - particularly gold mining - over the period.

The implications of these findings are far reaching for the South African economy and virtually destroy the basis of existing government economic planning. They also raise fundamental issues for the worker movement and were carefully considered by the FOSATU Central Committee over the weekend.

Over the current planning period, (1978 - 1987) government feels that a growth rate of 4,5% is attainable. At this growth rate, the percentage of workers unemployed would remain roughly constant, but the number would rise dramatically. However the 4,5% is based on incorrect estimates of the performance of the economy in the seventies. The very high growth rate of 5,9% between 1970 and 1980 created a mere 101 000 jobs per annum in the modern industrial sector but coming onto the labour market each year were some 200 000 to 270 000 new work seekers. The figures speak for themselves.

Using these revised growth figures the South African economy has grown at more than 5% per annum for the 20 years between 1960 and 1980. This is a very high rate of growth over such a long period and has seldom been achieved anywhere in the world. Yet we still have poverty and unemployment on a massive scale. Quite clearly South Africa faces economic problems of crisis proportions.

It is also manifestly clear that none of this had been caused by low productivity. The stream of accusations about low worker productivity are nothing other than the uncritical outpourings of pro-capital and

anti-worker 'experts'.

As the study shows, all productivity estimates for the total economy based on existing statistics are wrong, and in addition, all other studies based on the pre-September 1980 national accounting statistics, are also wrong. What now seems a very much more correct story is that worker productivity not only earned the increases in real wages that occurred but also resulted in marked increases in the surplus that went to the wealth owners. Furthermore, the productivity increases in the manufacturing sector cannot only be attributed to investment in plant and equipment as Meth's study shows.

All in all this is a very different picture to that so eagerly painted by Cabinet Ministers and the spokesmen of business.

The study also shows up other very serious anomalies in published national accounting statistics. For instance official figures themselves were quietly revised in 1980 so as to reflect a change in the growth rate of the manufacturing sector from a low 2,6% per annum between 1970-1979 to a very impressive 5,0% per annum. Furthermore it is quite clear that figures for the construction sector are wrong.

FOSATU has always been critical of government economic policy and particularly the new found lunacy of the free market philosophy. This crucial study gives very concrete confirmation of the total bankruptcy of such policies and makes it manifestly clear that a continuation of the present economic policies cannot possibly resolve South Africa's deep-rooted economic and social problems.

FOSATU's Central Committee resolved to intensify its research activities into matters affecting worker interests and to embark on a programme of research, education and discussion that will allow its next congress to consider seriously economic policies that will be in the best interests of workers and a just South Africa.

24th April 1983

# Talks may lead to SA's biggest movement

18/4/83  
LAST weekend's union unity meeting could be a watershed for emerging unions

Groupings with a combined membership of more than 180 000 - Fosatu, the General Workers Union, the Food and Canning unions, the Commercial, Catering and Allied Workers Union and the Cape Municipal Workers Association - have agreed to work out details of a new federation

Thrashing out how this body will operate should take several months at least and there could be hiccoughs along the way

But the unions insist it will emerge Food and Canning, for example, says the unions have "no option" but to form the new body if they want to tackle "intransigent employers" nationally

In other words, most major emerging unions believe they have reached a stage where the costs of not uniting are so great that old rivalries will not stand in the way of the new body

When it is formed, it could be the biggest black union body in the country's history. It also could see a merging of unions in key industries and a streamlining of black union operations in the factories

Who will join is still unclear. It is still conceivable, but unlikely, that some groups listed above could drop out

The SA Allied Workers Union and General and Allied Workers Union have also joined the committee planning the new body

But they have not publicly committed themselves to it as the others have and it will still be a surprise if they join

Several groups which did not join the committee insist they may yet join

The 100 000-member Cusa will discuss the issue on April 30. It stresses it needs a mar-

homelands and workers will have to collect benefits in these areas

There are doubts as how the separate UIFs will be run. And the new system also creates an unusual situation

It will mean, for example, that a Venda citizen who is born in a "white" city, has made his home there and has never visited Venda, will have to commute to that territory fortnightly to claim benefits if he loses his job

TO nobody's surprise, the Metal and Allied Workers Union has formulated demands for the metal industry council pay talks which far exceed those of established unions on the council

MAWU expects to take part in the bargaining for the first time this year

It wants a R90 a week minimum wage - some 40% more than the present minimum - and an R18 a week across the board rise. It also wants an overtime ban and a 40 hour week to reduce retrenchments

Another MAWU proposal is that the council no longer bar "stop orders" to unions who have a majority or represent 500 workers in a plant

Most of these demands will be fiercely resisted by employers who want a temporary wage "freeze" because of the recession

But a key issue could be the metal pension fund

The agreement setting it up is due for renewal this year and MAWU wants its rules changed to give workers a majority on its board

Both employers and established unionists are against this and some industry sources say the fund's existence is in danger - at least temporarily

HERE'S one for those who feel the Mail's labour coverage is madly radical

Two unions, the SA Allied Workers Union and General and Allied Workers Union, this week held a Press conference. We did not attend - it is our policy only to cover conferences if we are told where they are being held

There they issued a statement attacking our coverage of union unity talks and charging we were "prejudiced and derisive" in our labour reporting

The two claim the Mail incorrectly portrayed them as opponents of union unity and say we are "becoming part and parcel of a total strategy aimed at subverting the workers' struggle"

Attempts to obtain confirmation of our new role from General Magnus Malan have thus far proved unsuccessful

## Labour Week



STEVEN FRIEDMAN

date from members to decide

Even the Motor Assemblers and Components Workers Union (Macwusa), which walked out of past unity summit, says it is still to decide on its attitude

Perhaps But Fosatu, GWU, Food and Canning, Ccawusa, and the Cape municipal union are still by far the likeliest starters

# Fosatu takes stand over shacks (40A)

THE Federation of South African Trade Unions (Fosatu) has condemned the destruction of shacks and discussing the Orderly Movement Bill, confirmed the Transvaal region's decision to rally workers' opposition to these actions

This decision follows a meeting between Fosatu shop stewards council and the Katilehong and Thokoza community councils. At the meeting shop stewards were informed councillors had no control over the destruction of shacks, as this was a central Government policy which was being implemented all over South Africa

Fosatu said the coun-

cillors felt they had no control over the issue and that events were controlled by the East Rand Administration Board (Erab). Councillors said they had been able to persuade Erab not to destroy the shacks of people with 10(1)A and B qualifications who were on the housing list but not of other people

**19 APR 1983**

The meeting decided that companies should

be made aware that the destruction of shacks was causing their workers severe problems. It also stated that hostels were an unacceptable form of housing for workers. They said that to make workers live there was inhuman and reduced workers to the level of machines. They called for decent housing to become a priority for all workers and their families.

**SOWETAN**

Workers condemned the community council in Katilehong for not even replying to the letters sent to them. Workers said it showed that councillors did not represent anybody, as they refused to meet the people they claim to represent

The issue of shacks is to be discussed further at the forthcoming Fosatu central committee meeting



## LABOUR

### Workers at Barlow want joint talks

Labour Correspondent

THE Federation of SA Trade Unions wants the giant Barlow Rand group to negotiate a joint recognition agreement with it for all Barlow companies in which it has majority worker support

But yesterday Barlow's industrial relations director, Mr Reinald Hofmeyer, said it was "open to serious doubt" whether this was feasible

The decision to ask for a joint agreement was taken at the second Fosatu national Barlow Rand shop stewards council, which brought together 45 stewards from 14 of Barlow's paper and metal factories in Natal and the Transvaal.

The meeting had also discussed "on-going disputes between Fosatu members and some Barlow companies", a Fosatu statement said.

It said the stewards council would ask for joint recognition negotiations to begin in May.

Mr Hofmeyer said Barlow Rand was "unaware" of "on-going disputes" between Fosatu members and Barlow companies.

"Joint negotiations on a recognition agreement will be feasible only if unanimity can be reached between the managers of all the companies concerned and the union organisers involved.

"Whether this is feasible in a group as diversified and geographically dispersed as our own is open to serious doubt," Mr Hofmeyer said.

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NUTW  
disputes  
19/4/73 140A  
ballot  
result ~~191~~

**Labour Correspondent**

A BALLOT at an East Rand plant, in which workers were asked to choose between Fosatu-affiliated and Cusa-affiliated textile workers unions has ended in a crushing victory for Fosatu's National Union of Textile Workers

But Mrs Evelyn Seloro, general secretary of Cusa Textile Workers Union (Transvaal), disputes the ballot's validity and says she asked her members to boycott it

The ballot was held at textile firm Bratex to comply with a settlement between it and NUTW which has been made an order of the Industrial Court.

In terms of the settlement, the company agreed to hold a ballot between the two unions to determine which had worker support. NUTW's victory means it wins recognition, bargaining rights and protection for members against retrenchment

In a recent ballot, which was scrutineered by the chief shop stewards of both unions, 153 workers voted for Fosatu's NUTW and 9 for Cusa's TWU (Transvaal). Forty-five workers did not vote because they were not on shift at the time

Both unions said this occurred because management unilaterally held the ballot ahead of time, without informing union officials

A Bratex spokesman refused to comment yesterday "We are not interested in talking to the Press. They write nonsense about us"

Mrs Seloro said yesterday that her union had contested the ballot's validity, but apparently without success

"We asked our members to boycott it because it was not held with our knowledge. The steward who scrutineered it should not have done so," she said



(140A) RDM 19/4/83

By STEVEN FRIEDMAN  
Labour Correspondent

# Unions hail court ruling a 'victory'

THE Federation of SA Trade Unions has hailed as a "crucial victory" a Natal Supreme Court decision which allows four of its unions to obtain non-racial Government registration certificates

Fosatu argues that the court decision "totally rejected" the State's argument that race could be seen as an "industrial interest"

The court's judgment is seen by labour observers as a serious blow to registered unions who have sought to use the official machinery to prevent new unions bargaining for white or coloured workers

Fosatu has also appealed to the Government to now grant all its unions non-racial registration, despite the fact that a case in which two more of its unions are appealing against racial registration is still to be heard by the Transvaal Supreme Court

Fosatu took the case to the

Supreme Court after the Minister of Manpower Mr Fanie Botha upheld a decision by the industrial registrar to register six of its unions on a racial basis

The registrar took this decision two years ago after registered unions objected to the Fosatu unions application to be registered non-racially

They argued that, because the Fosatu unions had no white members and some had no coloured members, they were not entitled to non-racial registration

Fosatu argued that, although the industrial registrar has the right to register unions for specific "interests", race could never be regarded as an "interest" and should not be a factor in con-

sidering registration

In a judgment on Friday Mr Justice Leon with Mr Justice Booysen and Mr Justice Law concurring set aside the unions racial registration

The court found that there were cases in which race could be regarded as an "interest" for registration purposes

But it did not follow from this that "the mere difference in race justifies the inference that each race has different industrial interests"

It rejected the argument of counsel for the Minister that different races automatically have different interests, finding that "industrial interests will usually be common

to all employees irrespective of race'

As no evidence had been led to indicate that special circumstances allowing race to be taken into account existed in the case of the four unions the Registrar had "plainly erred" in registering the unions racially

Fosatu said in a statement that it had rejected racial registration "in line with Fosatu's policy of non-racialism"

It said it now awaited the State's decision "on whether they wish to proceed with the case due to be heard in the Transvaal Supreme court in respect of the racial registration of the Paper Wood and Allied Workers Union and the Sweet, Food and Allied Workers Union"

19 APR 1983

# Fosatu in move to aid unity

Labour Reporter *The Star*

The Federation of South African Trade Unions (Fosatu) has elected five representatives to a feasibility committee to promote unity among emergent unions

The announcement was made after the weekend meeting of Fosatu's central committee, which declared its support for a wider federation

Fosatu attended the previous weekend's unity meeting held in Cape Town and joined a number of other trade unions in voicing approval of a committee to study means of furthering trade union unity

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# Metal union wins battle for higher wages

THE METAL and Allied Workers' Union (Mawu) members have won significant wage increases after negotiations with management at Litemaster (Pty) Limited in Wadeville.

The company agreed to an increase of 20 cents per hour with immediate effect and a further 10 cents in July. The increase has been welcomed by workers at the company as a significant move towards a living wage. The chairman of the company's shop steward committee, Mr Richard Ntuli, said, "In the face of continually rising prices, workers are struggling more than ever."

Mr David Seabi, Mawu's general secretary, welcomed the increase and said, "This increase and those recently negotiated in Durban by Mawu are highly significant because they show that even in this recession, companies can afford to pay increases

## PROFITS

The vast majority of companies are still showing big profits. Many companies have retrenched more workers than necessary and are now speeding up production. They did this before the recession, when production increased much faster than the wage bill. We can never accept that workers must carry the whole burden of the recession. Workers and their families are starving — shareholders are not."

Meanwhile at local general meetings held by the Fosatu locals of Katlehong, Benoni and Kempton Park last weekend, members strongly supported the

By SELLO RABOTHATA

Mawu call for a minimum wage of R90 per week in the metal industry. The union's demands for the negotiations of the metal industry's industrial council, which start this month, were fully endorsed at the meetings.

Besides the demand for a minimum wage of R90 per week, the meetings demanded an across the board increase of R80 per week. In order to fight the growing and critical problem of unemployment and starvation, workers demanded that the working week be reduced to 40 hours with no loss of wages

and that overtime be banned during times of retrenchment.

They also noted that in many factories, managements have speeded up production with fewer workers and is talking about higher efficiency and "getting rid of the dead wood". Workers said they knew that management would try not to re-hire the retrenched workers when the economy improved, as they had done this after the last slump and then tried to get the remaining workers to do more work for the same wages.

Workers were strongly in favour of the proposal that no exemption from the conditions of the industrial council agreement should be given without the prior approval of the majority of the workers involved.

# Naawu takes dismissal row to court

THE dispute between the National Automobile and Allied Workers' Union (Naawu) and Alfa Romeo over the dismissal of the union members will come before the Industrial Court on Monday.

The Transvaal regional secretary of Naawu, Mr Taffy Adler, told The SOWETAN yesterday the union had launched an urgent application in terms of the Labour Act to the Industrial Court requesting among other things

**By MONO  
BADELA**

the reinstatement of its victimized members

The union also requested an order restraining Alfa Romeo from imposing the

Works Council on its workforce. The union demanded that Alfa Romeo officially recognise the union as representative of its employees at the Wynberg depot.

Mr Adler said the union had also taken up the matter with Alfa Romeo's head office in Italy for breaches of the European Economic Community (EEC) code of conduct.

He said the union began recruiting workers at the warehouse and workshop depot in Alfa in Wynberg in November 1982. By January the union felt it was sufficiently representative to approach management. A meeting between the union and Alfa took place on January 27, 1983 at which the union requested recognition, stop orders, access to the plant and the election of shop stewards.

Mr Adler said the company refused to give information regarding the number of workers in the plant and refused to consider the application forms offered as proof of union membership. The company said that it would make inquiries about whether workers wanted the union "by its own means".

The following week Alfa commenced interviews between the workers and the company personnel officer. Mr Adler claimed that these were part of an attempt to set up a works council as an alternative to the union.

The union protested at the pressure exerted on workers by these interviews, but received no co-operation from management. On February 10 a council of four was elected. Mr Adler maintained the election procedure was "highly irregular" and that the works council did not represent the wishes of workers.

# Motor company in labour dispute

20 APR 1983

Labour Reporter

Labour Relations Act for the reinstatement of three of its members, recognition of the union and an order restraining Alfa from imposing a works council on workers

A dispute over alleged victimisation of union members and company refusal to deal with a representative trade union is to be heard in the Industrial Court in Johannesburg on Monday.

The union has claimed that Alfa refused to deal with Naawu and initiated a works council in response to Naawu's presence.

The case is between the Fosatu-affiliated National Automobile and Allied Workers' Union (Naawu) and the management of Alfa Romeo

An Alfa Romeo spokesman said the company preferred to await the decision of the Industrial Court before commenting on the matter

Naawu has applied under section 43 of the

# Fosatu hails Supreme Court ruling

THE Federation of South African Trade Union's (Fosatu) central committee this week heralded the Natal Supreme Court's judgment that race could no longer be considered an industrial interest.

A statement released by the general secretary, Mr Joe Foster, said the judgment delivered by a full bench marks a crucial victory in Fosatu's two-year battle against the State's insistence on giving affiliates certificates restricting them in terms of race.

"In line with Fosatu's policy of non-racialism, it rejected racial registration and appealed to the Minister of Manpower to overrule the registrar. However, the Minister turned down Fosatu's appeal which led the Federation to taking the matter to the Supreme Court. The judgment totally rejected the State's argument that race could be seen as an industrial interest and furthermore ruled that costs be paid by the State," the statement said.

The central committee now awaits the State's decision on whether they wish to proceed with the case to be heard in the Transvaal Supreme Court concerning racial registration of two Fosatu affiliates. It hopes the State will heed the Natal decision and drop the case and remove all references to race from registration certificates.

The federation also welcomed the fact that after a very difficult and disrupted meeting, seven unions committed themselves to building a new federation -

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20 APR 1983

# Acid was poured down the drain

Mall Correspondent

CAPE TOWN — About 3 000 l of poisonous waste believed to be a mixture of chromic hydrochloric and sulphuric acids was discharged into a stormwater drain leading into Sandvlei yesterday when a container burst at a Retreat factory.

Officials of the City Council's health department were sent to the scene to trace the flow and ensured that children in the vicinity would not be harmed by the acid.

The container burst on the premises of a printing company, Photoflex at 191 Main Road, Retreat.

Cape Town's Medical Officer of Health Dr R G Coogan said water-sportsmen may have to be warned not to use Sandvlei if water samples taken yesterday showed that the discharge was widespread and concentrated.

"It might also have an effect on the water foliage fish and bird-life," he said.

The managing director of Photoflex, Mr R Jones, yesterday refused to be quoted but denied that the discharge contained any acid. He described it as "purely effluent" that had leaked from a cracked asbestos tank.

He said cracks in the tanks occurred "from time to time" and added that in this case some of the liquid had fallen over an employee's car but no damage had been caused to the spray painting.

# A committee plans for new union federation

By STEVEN FRIEDMAN  
Labour Correspondent

THE Federation of SA Trade Unions has already elected its representatives to a committee which will explore a proposed union federation.

The committee is optimistic the new federation will be formed.

This is the implication of a Fosatu Press statement which details decisions on union unity taken at the federation's central committee meeting at the weekend.

Fosatu says it believes there is sufficient common ground between the seven unions who have agreed to serve on the committee to allow for "constructive and fruitful discussions on a new federation's policy and structure."

Earlier this month, seven unions representing over 200 000 workers agreed at a meeting in Cape Town to serve on a committee to plan a new federation, which would considerably boost black worker muscle if it is formed.

In the statement, Fosatu says its central committee welcomed the fact that after a very difficult and disrupted meeting there

were seven unions who were prepared to act in the interest of workers and commit themselves to building a new federation.

It said Fosatu had backed moves towards a wider federation as it has always believed such a move or common policies was crucial to the worker movement.

It said the meeting had elected Fosatu's five representatives to the committee and mandated them to fully discuss the policies and structures of the new federation.

The statement said Fosatu's central committee also condemned statements made by the rival Motor Assemblers and Components Union (Macwusa), which had not joined the committee.

This is believed to refer to reports that Macwusa had endorsed a federation of unregistered unions in opposition to that which the seven unions are to discuss.

Macwusa spokesmen have since claimed they were misreported, that they endorsed only the idea of a federation of all unions, and that they have not yet decided whether to join the committee planning the federation.

# Teenagers on phone box charge

Mall Reporter

THREE teenagers appeared in the Johannesburg Magistrate's Court yesterday after they were allegedly caught breaking open a public telephone and assaulting the policeman who arrested them.

Mr Andre Erasmus 19, Mr Theo Denton 18 and Miss Lindy Erasmus 19 all of De Ville Street Langlaagte appeared before Mr M M Muller.

Mr Erasmus and Mr Denton pleaded not guilty to both charges.

Miss Erasmus said she slapped Sergeant Petrus Van Vuuren after he grabbed her arm. A plea of not guilty was entered for assault and she was not charged with theft.

The case was postponed to June 9 for trial and all three were allowed out on warning.

## MATTER OF FACT

SYD FLOOK the winner of the 1927 D-J motorcycle race was mistakenly referred to as "the late" in a caption to a photograph in the Rand Daily Mail yesterday. He celebrated his 90th birthday on February 26 and, though compelled to use a wheelchair for several years because of severe arthritis still takes a keen interest in events.

A REPORT in Monday's Rand Daily Mail incorrectly attributed a statement made by Mr Athol Fugard to Sir Richard Attenborough, producer/director of the film "Gandhi".

This mistake occurred during the production process.

In the statement Mr Fugard said Ster-Kinekor had not done enough toward desegregation in the South African film industry, nor enough to help encourage and finance the local film industry.

Mr Fugard told the Mail during the interview that when Sir Richard had phoned him from London to ask advice whether he should visit South Africa for local premieres of the film, he had told him "I don't think you owe Ster-Kinekor anything because they owe the country something. Ster-Kinekor have not put their weight behind desegregation."

TO CORRECT specific errors of fact, write to the Editor at P O Box 1138, Johannesburg, or telephone the Editor's secretary at 710-9111 between 9am and 5pm on weekdays.

If you have broader complaints about the Rand Daily Mail these can be taken up with the Mail Ombudsman, James M. Curg, c/o the Editor's secretary.

# 'Bulldog Drummond' dies

LONDON — Colonel Gerald Fairlie the man on whom "Sapper's" famous character Bulldog Drummond was based died in London yesterday aged 83.

Fairlie was also a prolific

writer of thrillers and collaborated with Col Cyril McNeile ("Sapper") to produce several Bulldog Drummond plays and films in the 30s.

## Weather Mail

THE Weather Bureau's forecast for today —

TRANSVAAL — Fine and cool but cold over the highveld. It will be cloudy over the eastern lowveld and escarpment.

FREE STATE and CAPE north of the Orange — Fine and cold but warmer over the west.

CAPE south of the Orange — Fine and mild but partly cloudy and cold over the east with light rain in the morning. It will be hot over the northern parts of the west coast.

NATAL — Cloudy and cold with occasional light rain.

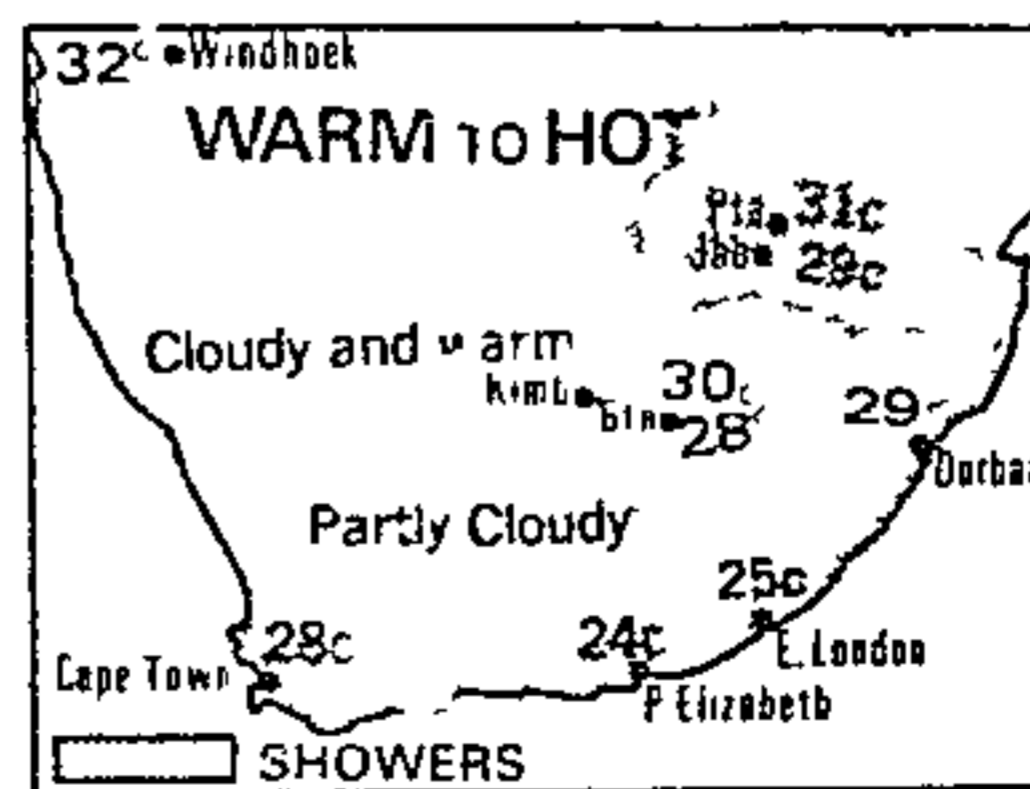
SOUTH WEST AFRICA — Fine to partly cloudy and warm but somewhat cooler in the south. Isolated thundershowers will occur over the north-east.

BOTSWANA — Fine to partly cloudy and warm but cooler over the south-east. Isolated thundershowers will occur in the north — Sapa.

TEMPERATURES ARE CELSIUS MAXIMUMS EXPECTED FOR EACH CITY

Rand Daily Mail Weather Station

TUESDAY  
April 19 1983  
Temperatures  
09h00 14h00 21h00  
14°C 21°C 15°C  
Humidity  
50% 32% 65%  
Max temp 22°C  
Min temp 7°C  
Rain 24 hours to 20h00 Nil  
Sunset today 17h50  
Sunrise tomorrow 08h25



## SOUTH AFRICA YESTERDAY

Temperatures at 14h00

City	°C	City	°C	City	°C
Bloemfontein	25	Jan Smuts	21	Potchefstroom	25
Cape Town	26	Nelspruit	30	Pretoria	22
Durban	25	Pieterburg	21	Rustenburg	24
East London	18	Port Elizabeth	20	Skukuza	21

SOUTH AFRICA Hottest at 14h00 Nelspruit 30°C Coldest at 08h00 Sutherland 0°C  
TRANSVAAL Hottest at 14h00 Hoedspruit 27°C Coldest at 08h00 Potchefstroom 3°C

## THE WORLD YESTERDAY

City	Min °C	Max °C	Weather	City	Min °C	Max °C	Weather
Amsterdam	12	16	Cloudy	Miami	16	24	Cloudy
Athens	10	22	Cloudy	Montreal	0	1	Snow
Brussels	7	13	Cloudy	Moscow	7	13	Cloudy
				New York	4	10	Cloudy

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criminal investigating officer for Northern Transvaal, said.

In another incident, a 76-year-old woman was robbed of R162 after being throttled.

At about 3pm on Monday, Mrs Anna Visser, of Arcadia, was attacked in her flat by a man and left unconscious.

When Mrs Visser came round she discovered the cash was missing. She was slightly injured, police said — Sapa.

# et for trial of e Air Force men

Legal sources said the delay in bringing the officers to trial was because of "difficulties" with the dockets and a heavy backlog of cases before the High Court.

The officers are Air Vice-Marshal Hugh Slatter, the Deputy Air Force Commander, Wing Commander Peter Briscoe, Air Commander

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PPICFS EXCL

# FOSATU MEETS

FORTY-FIVE shop stewards representing metal and paper factories from Natal and the Transvaal held a meeting at the weekend to discuss on-going disputes between union members and some Barlow Rand companies

The meeting was the second held under the auspices of the Federation of South African Trade Unions' (Fosatu) shop stewards council and was attended by 15 representatives from 14 Barlow Rand companies. They resolved that all disputes should be reported to the company's shop stewards executive committee

Mr B Fanaroff, of the Metal and Allied Workers Union (Mawu), said "The meeting agreed to ask for joint negotiations of a recognition agreement to cover factories where Fosatu has more than 50 percent membership. Negotiations should be between the company and a negotiating committee containing representatives of each factory plus union officials. The council will ask for negotiations to start in May"

"Shop stewards also agreed to demand the rules and constitutions of the Barlow Rand and Nampak pension funds. Enthusiastic support was given to Mawu's proposals on wages and working conditions, especially the demands for R90 per week minimum wage and one month notice on dismissal. These will be raised with the Barlow management at a later stage."

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20 APR 1983

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# Race registration out for unions

20 APR 1983

Labour Reporter

The Federation of South African Trade Unions (Fosatu) has won a more than two-year battle with the Government over the issue of racial registration

Last Friday a full bench of the Natal Supreme Court reached a judgment that race could not be considered an industrial interest.

As a result of the judgment, the Industrial Registrar will be obliged to alter or delete any racial references in the registrations of four Fosatu-affiliated unions.

The judgment brings to a close for the four unions years of legal wrangles and appeals over the controversial subject

However, two other Fosatu unions are still facing further conflicts over the issue in the Transvaal.

After its formation several years ago, Fosatu

For the four Fosatu-affiliated trade unions, years of legal wrangling with the Government on the controversial subject of racial references in their registrations has ended.

unions went ahead with applying for registration on a non-racial basis as this was the cornerstone of the federation's policies

However, the Department of Manpower and the Registrar accorded

the unions with a racial registration, and publicly stated that the reason for this measure was the fact that the vast majority membership of the unions was black

Fosatu in turn appealed the decision but

the appeal was rejected and the federation again took up the matter in mid-1982

Last Thursday, the Natal Supreme court announced it would release its judgment the next day

The successful judgment was heralded by Fosatu at a weekend meeting of the federation's central committee in Johannesburg

"The judgment delivered by a full bench marks a crucial victory in Fosatu's two-year battle against the State's insistence on giving affiliates certificates restricting them in terms of race," a statement said

The judgment had rejected the State's argument that race was an industrial interest and had also ruled that costs were to be paid by the State.

The successful judgment affects the following affiliates whose head offices were based in Durban at the time of the racial certification: the Chemical Workers Industrial Union, the Metal and Allied Workers Union, the Transport and General Workers Union, and the National Union of Textile Workers.

# Union dispute:

2 APR 1985

## Anglo knocked

~~WOP~~ ~~STAR~~ Labour Reporter ~~15~~ ~~10A~~

The Metal and Allied Workers Union (Mawu) has criticised Anglo American's gold division over the union's dispute with Screenex, an Albertson wire firm which does business with the mining giant.

The Fosatu-affiliated union is taking Screenex to the industrial court because the Alrode firm dismissed its workforce earlier this year after a dispute over retrenchments.

Mawu wrote to Anglo's gold division asking what the group thought about dealing with Screenex.

"They have not even had the courtesy to reply to our letter," a union spokesman said yesterday.

The union was also investigating worker allegations of underpayment at Screenex.

An Anglo American spokesman said it was policy not to publically comment on a private letter.

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# Shock claims as union acts against firm

By STEVEN FRIEDMAN  
Labour Correspondent

SHOCK claims that the Frame textile group threatened to fire workers who did not join a union affiliated to the Trade Union Council of SA (Tucsa) and that management actively recruited members for this union have been made in papers filed to the Industrial Court

And, in a unique action which could set an important precedent, the court is to be asked to restrain a Frame company from recognising the Tucsa union, the Textile

Workers' Industrial Union, or extending facilities to it

The National Union of Textile Workers — an affiliate of the Federation of SA Trade Unions — has brought an action against a Frame company and the TWIU alleging the company has been guilty of several "unfair labour practices"

Yesterday, the Frame group's joint managing director, Mr Selwyn Lurie, said the union's allegations required "careful consideration"

He said Frame had not yet

decided whether to fight the action

Spokesmen for the TWIU could not be reached yesterday

The dispute concerns a Frame subsidiary, Consolidated Frame Cotton Corporation and its Frametex plant in Pinetown

In papers submitted to the Department of Manpower requesting the appointment of a conciliation board and in papers to the court, the NUTW alleges the company agreed last year to recognise whichever union obtained

majority support among workers as the sole bargaining agent at the plant

It claims the company also agreed not to favour either union

The NUTW says it submitted 2 429 forms to the company from workers who had joined it. The plant, it says, employs 3 680 workers

But it says Frametex rejected over 1 000 forms on various grounds — the NUTW disputes these rejections — and claimed the Tucsa union had majority

support

The NUTW claims Frametex has allowed the Tucsa union to recruit workers during work hours and that management has recruited members for it

It says it asked Frametex to hold a secret ballot to determine which union workers supported but that it rejected this "without good reason"

It has submitted 32 affidavits from Frame workers who say they were pressured by management into joining the Tucsa union

# Workers Revive Council for IMF

## Labour Correspondent

THE South African Council of the powerful International Metalworkers Federation, which collapsed two years ago because of feuding between black and non-black unions, has been re-established.

And revived council is believed to be the only union body in the country in which unions affiliated to the Federation of SA Trade Unions and the Trade Union Council of SA have agreed to cooperate.

Fosatu, the biggest emerging union group, and Tucsa, the biggest established union group, are bitter rivals.

A union affiliated to the Council of Unions of SA (Cusa) is likely to join the council later.

The SA council, which brings together local metal unions affiliated to the 14-million member IMF, concerns itself with building metal union co-operation, and implementing IMF policy in South Africa.

But clashes between two Fosatu unions, the National Automobile and Allied Workers Union (Naawu) and the Metal and Allied Workers Union (Mawu), and white and coloured-led unions led to the breakdown of the council.

Since then, two white unions, the SA Electrical Workers Association and the Amalgamated Engineering Union, have been expelled from the IMF.

It is believed this move paved the way to re-establishing the council.

A statement issued by the unions yesterday said seven unions, all IMF affiliates, had decided to re-establish the council at a meeting on Monday.

The council would, it said, "promote co-operation and understanding between (these unions) and represent the interests of their members jointly on a national and international basis".

Mr Ike van der Watt, general secretary of the SA Boilermakers Society, was elected president of the council.

# Putco signs Fosatu pact



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SOWETAN 12 2 APR 1983

PUTCO, the giant bus company, has signed a recognition agreement with the Transport and General Workers' Union (TGWU) which is an affiliate of the Federation of South African Trade Unions (Fosatu), a statement released by the company said yesterday.

The agreement covers negotiating procedures discipline and grievances, retrenchments victimisation the election and functions of shop stewards and other issues involving labour and management. In terms of the agreement, Putco will recognise TGWU in any of its divisions — the company has about a dozen — where the union can prove more than 50 percent support.

So far the agreement applies to Springs only but the TGWU has shown strength also in Durban where its head office is located. TGWU signed a preliminary agreement with Putco as far back as November 1980 — before the union was registered.

Putco  
grants  
union  
status

Labour Correspondent

THE Putco bus company has recognised the Federation of South Africa Trade Unions' Transport General Workers — the union's first full recognition agreement in the Transvaal

TGWU, which organises chiefly transport and municipal workers, said in a statement yesterday it hoped the new agreement would lead to a softening of employer attitudes towards it

It claims Transvaal employers have been resisting it, preferring to deal either with their own "in-company" unions or with those affiliated to the Trade Union Council of SA.

The agreement grants the union full bargaining rights and retrenchment, dispute, grievance and disciplinary procedures at any Putco depot where it represents a worker majority

At present, it claims a majority at Putco's Springs depot and a "large membership" at Putco in Durban

Up to now, TGWU has been operating at Putco under a preliminary recognition agreement negotiated two years ago. The signing of the agreement means TGWU will now take part in Putco's annual wage negotiations at the end of May.

It also means Putco has now granted full recognition to both TGWU and the Cusa-affiliated Transport and Allied Workers Union (TAWU), both of which are now entitled to bargaining rights at depots where they win majority support

TAWU claims majority support at several Putco Transvaal depots

In its statement, TGWU, which organises workers chiefly in the transport industry and municipalities, said it was currently negotiating three other recognition agreements in the Transvaal

But it charged that goods transport employers and municipalities had been "very resistant to the union"

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UNIONS FM 22/4/83

## Fosatu at law

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Unions affiliated to the Federation of SA Trade Unions (Fosatu) continue to be involved in legal battles which have important implications for labour relations

Four Fosatu unions can now obtain non-racial registration certificates from government, following a Natal Supreme Court decision last week. The unions are the Metal and Allied Workers' Union, the Transport and General Workers' Union, the Chemical Workers' Industrial Union and the National Union of Textile Workers

Fosatu decided to approach the Supreme Court after Manpower Minister Fanie Botha upheld a decision of the Industrial Registrar in 1980 to register six of the federation's unions on a racial basis

Labour observers believe the Natal Supreme Court case is an important one. They say it is a setback to some established unions which have tried to use the registration process to block the advancement of emerging black unions which want to represent white or coloured workers. Previously, some established unions argued that the Fosatu unions were not entitled to non-racial registration because they had no white members and some had no coloured members.

Fosatu's view has been that the Registrar has the right to register unions for a specific "interest," but that race should never be regarded as such an interest

The court ruled that there are cases in which race can be regarded as an interest in the process of registration, but it rejected the argument of the counsel for the Minister of Manpower that different races automatically have different interests. The court found that because no evidence had been provided to show that special circumstances allowing race to be taken into account existed in the case of the four unions, the Registrar had erred in registering them on a racial basis

A case involving two other Fosatu unions which are appealing against racial registration has still to be heard in the Transvaal Supreme Court. Fosatu has now called on government to grant non-racial registration to all its unions

For the moment, this does not seem likely. High-level sources in the Department of Manpower tell the FM that the case in the Transvaal Supreme Court will be contested

Meanwhile, Fosatu's the National Union of Textile Workers has won a ballot in which workers at the textile firm, Brautex, were asked to choose between the union and a textile workers' union affiliated to the Council of Unions of SA (Cusa). The Fosatu union gained an overwhelming majority in the ballot, which was held to comply with a settlement between it and the company which was recently made an order of the Industrial Court.

Next week the Industrial Court will hear an urgent application from Fosatu's National Automobile and Allied Workers' Union which has become involved in a dispute with Alfa Romeo (SA)

The union claims the company is refusing to deal with it as the representative of Alfa workers and has applied to the court for the reinstatement of members who, it alleges, have been victimised. It is also seeking an order restraining the company from "imposing a works council on the workforce"

Alfa management denies these charges. The company denies deliberately dismissing union activists, claiming that a number of its workers had to be retrenched because of the economic downturn

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**Uganda matters**  
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### 3 held after killing of senator

HARARE—Three men  
had been arrested in con-  
nection with the killing of  
Zimbabwean Senator  
Paul Savage 70, his  
daughter Colleen, 20 and  
their British visitor, Miss  
Sandra Bennett, 38, the  
Zimbabwe Government  
announced yesterday  
The arrested men were  
identified by a Govern-  
ment spokesman, Mr Jus-  
tin Nyoka, as being  
dissidents loyal to the  
run-away opposition lead-  
er, Mr Joshua Nkomo

One of the men had ad-  
mitted being involved in  
the killings and had also  
told of the involvement of  
seven other dissidents  
who had since crossed the  
border into Botswana, the  
spokesman said Police  
investigations in liaison  
with Botswana authorities  
were under way

#### Court

The spokesman said po-  
lice had also established  
that a dissident injured  
during the shooting at the  
Savage homestead about  
130 km south of Bulawayo  
was taken to a traditional  
healer near the Botswana  
border and later taken  
into Botswana for further  
treatment in Francistown  
where he was in hospital  
The traditional healer  
and his son had been ar-  
rested for helping the dis-  
sident to leave the  
country Steps were being  
taken to ensure the man's  
return to Zimbabwe and  
to arrest him the spokes-  
man said All the men ar-  
rested so far would  
appear in court soon

The victims were  
gunned down at their  
home One dissident, be-  
lieved to have been acci-  
dentally shot dead, was  
taken away in a vehicle  
belonging to the senator  
and when the vehicle  
broke down, he was  
buried in a shallow grave  
— (Sapa)

**Salvaged  
skiboat  
back home**

Mercury Reporter

## Sugar union 'gets better deal' from direct talks

*Mercury* (140A)  
23/4/83  
139/346

#### Labour Reporter

SUGAR industry wages  
have been negotiated out-  
side the Industrial Coun-  
cil for the first time — and  
union members feel  
they've ended up with a  
better deal because of  
this

The agreement was be-  
tween the giant C G Smith  
sugar company and the  
Fosatu affiliated Sweet  
Food and Allied Workers  
Union

After more than a  
month of negotiations  
wage increases ranging

from 13 percent on the  
lower grades to 7.5  
percent on the higher  
grades have been agreed  
on

Union branch secretary  
Petros Ngcobo said the  
union was not satisfied  
with what we got but we  
feel we have achieved a  
better deal than the  
unions that sit on the in-  
dustrial council'

Mr Ngcobo said unions  
which sat on the council  
had settled for a 7.5  
percent across the board  
increase

He also said the food ra-  
tion allowances at the  
Noodsburg and  
Umzimkhulu mills had  
been increased by R5

Mr B Horlock C G  
Smith's group personnel  
director, said he was  
pleased with the  
agreement.

He said however, that  
there had been a last  
minute 'technical prob-  
lem' with the Natal Sugar  
Industry Employees'  
Union, who were meant to  
be party to the agreement,  
but he felt sure that the  
matter could be solved

## Sentenced for slapping baby

#### Court Reporter

A MAN who slapped his  
four-month-old daughter  
on the buttocks because  
he became irritated with  
her crying was sentenced  
to 12 months imprison-  
ment — suspended for  
five years — by Mr N Kruger  
in the Durban Magis-  
trate's Court yesterday

William Louis  
Bianchina 22, pleaded

guilty to striking the child  
at his flat at Illovo Beach  
on February 15

The Court was told he  
had been drinking and  
was tired and became an-  
gry when the child cried

He admitted a convic-  
tion for driving under the  
influence of liquor

Mr Kruger said he had  
committed a serious of-  
fence and he had to im-

pose a sentence which  
would deter Bianchina  
and like minded people

The Court heard that  
the child had been re-  
moved from the care of  
Bianchina and his wife  
Mr Kruger said it seemed  
that they were too young  
and immature to have a  
family

Mr C Cornell appeared  
for the State

## Former astronaut Glenn aims for the



NEW CONCORD—Former astronaut Sen John Glenn gives the thumb-  
his wife Annie stands at his side as he officially announces his car

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# Pay sweetener for sugar men

100  
Labour Correspondent

the union giving SFAWI bargaining rights in any CG Smith mill where it wins a worker majority

201  
23/4/83  
March 8 and were tough

THE giant CG Smith sugar company has concluded a wage agreement with Fosu's Sweet, Food and Allied Workers Union

A union statement said the agreement gave workers a more substantial rise than that granted by the sugar industry's industrial council

The company recently negotiated a ground-breaking recognition agreement with

A key aspect of the agreement was that the union could bargain on pay with CG Smith outside the industrial council

The union statement said the pay negotiations - which covered two mills at which it has a majority Umzimkulu and Noodsberg - began on

It said it had won a 13% increase for lower paid workers and 7,5% for the higher paid grades This compared with an "across the board" increase of 7,5% negotiated at the industrial council

'We are not satisfied with what we got but we feel we have achieved a better deal than the unions that sit on the council' said union branch secretary Mr P Ngobo

UOL

140A  
Cape Times 25/4/83

# Fosatu praises court race ruling

Labour Reporter

THE Federation of South African Trade Unions (Fosatu) has hailed as a "crucial victory" the decision by the Natal Supreme Court to set aside the racial qualification placed on the registration of four unions by the Industrial Registrar.

The court held that race could no longer be considered an industrial interest.

The four unions involved were the Metal and Allied Workers' Union, the Chemical Workers' Industrial Union, the Transport and General Workers' Union and the National Union of Textile Workers, all affiliates of Fosatu.

The unions were appealing against the decision by the Industrial Registrar to place a racial qualification on their registration when they registered in 1980, a decision which was supported by Mr Fanie Botha, the Minister of Manpower.

Fosatu said the judgment marked a crucial victory in their two-year battle against the State's insistence on giving affiliates certificates restricting them in terms of race. This was against Fosatu's policy of non-racialism.

● In papers filed to the industrial court, Fosatu's National Union of Textile Workers (NUTW) has charged that the Frame textile group threatened to fire members who did not join the Cape-based Textile Workers' Industrial Union (TWIU) and that management actively recruited members for this union.

The NUTW is to ask the court to restrain the company from recognizing the TWIU, an affiliate of the Trade Union Council of South Africa (Tucsa), or extending facilities to it.

# Mawu wins recognition agreement

By Tony Davis,  
Labour Reporter

25 APR 1983

The Metal and Allied Workers' Union has won a recognition agreement in the Richard's Bay area which marks a significant breakthrough for the union

The union, an affiliate of the Federation of South African Trade Unions, signed an agreement with the management of Baystone Sales last week

A joint statement by the union and company, which is half-owned by the Grimaker Group, said the agreement represented the first in the area for Mawu under the recent labour dispensation

"The discussions have been constructive throughout and the foundation has been laid for the future regulation of the management-worker relationship through a process of negotiation, involving the freely chosen representatives of both parties, rather than by unilateral coercion or a paternalistic style," the statement said

## MAJORITY

Baystone's managing director, Mr Toeks Botha, said the firm would negotiate with the union as it represented a majority of the work-force

Mawu has been involved in a number of labour disputes in the Richard's Bay area over the past few years and has complained of police harassment.

The recognition agreement provides for wage and working conditions negotiations, grievance and disciplinary procedures, as well as procedures for retrenchment and disputes

4M  
26 Apr. 1983  
The Star

# Dispute at Alfa in court

Labour Reporter

Judgment was reserved yesterday in an industrial court case in Johannesburg brought by the National Automobile and Allied Workers Union against the Alfa-Romeo management

The Fosatu-affiliated union alleged that Alfa had laid off active union members, established a works council to counteract the union's activities and refused to deal with Naawu at its Wynberg spares and workshop departments

Alfa's legal representatives asked whether the union was a party to a dispute and had a right to bring an action on behalf of three of its members and whether the court had the right to hear a case relating to alleged victimisation

They argued that the issue should be put to the Appellate Division for a decision

Naawu's legal representatives said these issues had already been decided

The industrial court was adjourned to consider the disposition of the case

146A  
15

# 300 workers down their tools

26 APR 1983

SOWETAN

MORE than 300 workers yesterday downed tools at Premier Paper (Pty) Limited in Kliprivier, near Alberton, demanding the reinstatement of a fired colleague and better wage increases.

The workers are all members of the Federation of South African Trade Unions (Fosatu)

affiliated Paper, Wood and Allied Workers' Union (Pwawu). The company's premises were deserted yesterday afternoon as workers congregated with union officials outside the gates.

A company spokesman, Mr Coenie Meyer, said. "A work stoppage of 300 employees of the Kliprivier mill of Premier Paper, part of the Nampak group of companies, occurred at 6 am today (Monday). Workers arrived for the first shift and did not report for duty. The management of the mill has been negotiating with the local plant shop stewards and the union's full time representatives and the negotiations are still proceeding."

# Unions Want Pension Control

Labour Correspondent

THE future of the Metal Industries Group Pension Fund, which covers about half a million workers, hangs in the balance because three unions have refused to agree to a renewal of the agreement setting up the fund.

None of the three are members of the metal industrial council, which set up the fund, and the agreement could, therefore, be renewed without them.

However, unions on the council fear the government might then refuse to extend the pension agreement to workers who do not belong to council unions.

In a statement yesterday, the Metal and Allied Workers' Union announced that it and two other unions, the General Workers' Union and Chemical Workers' Industrial Union, had refused to support the renewal at a meeting last week.

Their key demand is that worker representatives should make up more than half of the members of the board which runs the fund. The pension fund was set up five years ago and the agreement setting it up is now due for renewal.

The three unions are due to meet the fund's board of management, made up of employers and unionists who are on the council, on May 27, to discuss their demands for changes.

The statement said that unions' representation on the board of management should be based on their number of members and that the Steel and Engineering Industries' Federation (Seifsa), which represents metal employers, should have less than half the seats.

Both Seifsa and the Confederation of Metal and Building Unions, whose members belong to the council, want the fund to continue in its present form.

Seifsa told the unions it would never give up 50% representation on the board because its members contribute 50% of the fund's revenue.

The CMBU argued that employer help was needed to run the fund.

The statement said the three unions rejected this, arguing that "the money paid by Seifsa is only deferred wages — which the worker can claim later".

It also said most workers were dissatisfied with the fund, which was made up of worker money and should be controlled by worker organisations.

(12/1/83) (140A) (12/1/83) NAAWU 26/4/83

# Union's court action against car factory

Labour Correspondent

AN INDUSTRIAL court action by the National Automobile and Allied Workers' Union against the motor firm Alfa Romeo was adjourned yesterday to allow the court to consider points raised by the company's lawyers

The union is alleging that Alfa imposed a works council on workers as a substitute for the union, despite worker opposition to the council, and that it retrenched workers without consulting

them. It charges that these are unfair labour practices

Alfa alleges that workers support the works council, that the union does not have support in its Wynberg spares department where it is demanding recognition, and that it is not compelled to consult workers about retrenchments

Yesterday the company's lawyers asked the court to consider.

● Whether NAAWU is entitled to bring an action on behalf of three individual

members,

- Whether the union is a party to a dispute at issue in the case, and
- Whether the court had the right to hear a victimisation case

Company representatives argued that this point should be put to the Appellate Division and union lawyers argued that the case should proceed because these issues had already been decided

The court has adjourned until further notice to consider these issues

# 350 go on strike at Barlow firm

**Labour Correspondent**  
PREMIER PAPER, the first paper employer to agree to negotiate wages with a union outside an official industrial council, was hit by a strike at its Kliprivier mill yesterday

About 350 workers downed tools over a wage dispute and by late yesterday the strike appeared to be continuing. The company is a subsidiary of the giant Barlow Rand group

A source in the Federation of SA Trade Unions' Paper, Wood and Allied Workers' Union, which Premier recognises, said yesterday that the workers downed tools because some had received "unilateral" increases from

management while others had not

According to the union workers are also unhappy because management told them that the union had agreed to the decision to award increases to some workers only. "This is totally untrue," the source said

Attempts to contact Premier management were unsuccessful yesterday. The Rand Daily Mail was told that the mill's managing director was at a meeting

According to the union source, workers have been "unhappy" since the company agreed to only a 13% wage increase during negotiations late last year

The source alleged that Premier was "a very profitable company which has not been affected by the recession"

He said discontent had flared this year when the company gave increases to workers in some wage categories but not in others. This had happened twice, the last such rise being granted last week

"Workers say that if the company can afford to give some of them increases, they can afford to give them to everybody"

The source alleged workers were also unhappy about "briefing sessions" within the

company "where workers are told that the union has agreed to things which it did not agree to"

They also alleged that the company had agreed to award a night-shift allowance, but had not done so

Workers downed tools yesterday morning and in talks with the union, Premier reportedly said it needed time to consider workers' demands and suggested that they return to work pending a management decision

But, according to the union, workers refused to return "unless they are given something before they do so"



STAR ~~5/1~~

# Employers may budge on freeze in wages

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140A

By Tony Davis, Labour Reporter

Metal, steel and engineering industry employers appear willing to budge from their stance of not granting wage increases until later in the year

Yesterday's meeting of the National Industrial Council for the Steel, Engineering and Metallurgical Industry in Johannesburg was adjourned until May 24 after employers and unions agreed to go back to their members on the wage issue

However, the Steel and Engineering Industries Federation of SA (Seifsa), which represents employers, must present the unions with their proposals before the next meeting

Union sources said employers were warned that, unless they were prepared to budge from their position of no new wage talks until later in the year, no agreement would ever be reached

Employers had called for more talks in June, but this was described by the unions as "delaying tactics" as they had already had the chance during past weeks to consult their members on the negotiations

The council said yesterday lengthy consideration had been given to both sides on industry problems under present economic circumstances

Employers had introduced the wage talks freeze due to the downswing in the economy, while unions had pressed for increases to match the rise in the consumer price index of about 14 percent

Negotiations affect about 500 000 workers nationally

It was the first time the Fosatu-affiliated Metal and Allied Workers' Union attended council wage talks and it asked employers where profits from the past five years had gone

The sizeable contingent of Mawu members insisted on addressing the negotiating teams

140A 27/4/83  
**Mill strike enters third day**

ALL 350 black workers at the Premier Paper Mill at Klipriver near Alberton stayed away from work for the second day yesterday

A spokesman for the Paper, Wood and Allied Workers Union said they would not return to work until management was prepared to discuss their demands, including improved wages and the reinstatement of a colleague who was dismissed for allegedly sleeping on the job

The mill is being run by a skeleton staff of white workers at present

The PWAU spokesman said Premier Paper had given differential increases to 50 of the 350 workers saying PWAU was aware of and had approved the increases

"In March management decided to give certain categories of workers, mostly from the higher levels increases of between 30 and 40c an hour and they told the workers PWAU had negotiated and accepted the increases

"We rejected the increases when we heard about them from one of the company's management in December,"

"The workers feel the lowest paid workers should get more of an increase and the differential increases are in direct contradiction to this"

Another demand is for a night shift allowance, which management agreed to in principle in 1982

No comment was available from management yesterday

Premier Paper Mill's management and union officials met yesterday afternoon to try to break the deadlock - Sapa



# PRESS STATEMENTS

27/4/83

140A  
~~346~~  
~~187~~  
~~171~~



**MAWU**

METAL & ALLIED  
WORKERS UNION  
OF SOUTH AFRICA

✓

Delegates of MAWU yesterday for the first time attended a meeting of the metal industry Industrial Council to negotiate the annual industry-wide wage increases.

At the meeting, MAWU established some important precedents:

- + The whole National Executive Committee of MAWU attended, all of whom are workers in the industry. The Branch Secretaries and the General Secretary also attended.
- + The union did not nominate a spokesman. Instead, all members of the MAWU delegation participated.

Although MAWU is not yet a member of the Industrial Council, the delegation was accorded full speaking rights.

MAWU's opening speech emphasized that metal industry employers had made record profits over the last five years, but as soon as the recession had hit, workers were the ones who had to pay for it, through retrenchment and increased productivity. Now SEIFSA wanted to freeze wages MAWU completely rejected this.

In replying to the unions, SEIFSA reiterated their position that they did not want to negotiate at all.

Speaker from MAWU then put 3 questions to SEIFSA.

- + It seemed that employers do not care about the retrenched workers and the dependants of metal industry workers who are literally starving in the rural areas because of the drought and unemployment. What was SEIFSA's attitude?
- + Where was the money from the record profits of the last five years?
- + If SEIFSA said employers had no money to pay increases, were they prepared to produce the books of account of their members to prove this?

MAWU speakers also accused SEIFSA of "playing games". They said employers had tried for years to get MAWU to attend, and now that MAWU was present SEIFSA was refusing to negotiate.

After a long and very difficult meeting, SEIFSA representatives agreed to recommend to SEIFSA companies to change their position. They agreed to put forward a counter-proposal in writing by 18 May and to meet for negotiation on 24 May.

27.4.83

FOSATU

## STRIKE GOES ON

THE 350 workers who are on strike at the Premier Paper Mill in Kliprivier, near Alberton, stayed away from work for the third day with management calling them to return while negotiations are underway.

A spokesman for Nampak, Mr V Frittelli, said management at the company was always willing to discuss and negotiate any grievance brought to its attention by personnel, providing that the personnel continue with their normal duties while discussion is underway. This has always been and remains the policy of the company.

The workers downed tools on Monday demanding improved wages and the reinstatement of a colleague who had been dismissed for sleeping on the job. The company is said to have given differential increases to 50 of the 350 workers, saying their union, Paper, Wood and Allied Workers' Union (Pwawu) had approved the increases.

A spokesman for Pwawu earlier said workers would not return to work until management was prepared to discuss their demands. At lunchtime yesterday, all the 300 workers had still not reported for duty. However, negotiations between management and the union representatives are continuing.

# Automobile Union case adjourned <sup>SOWETAN</sup> (140A)

THE case between the National Automobile and Allied Workers' Union (Naawu) and Alfa Romeo has been adjourned to enable the court to consider certain points which were brought up by Alfa Romeo legal representative.

The dispute over the dismissal of the union's 13 members is being heard in the Industrial Court in Johannesburg. The union requested, among other things, the reinstatement of its members which, it said, were being victimised.

The points debated in court were

- Whether the union had the right to bring a

legal action on behalf of three individual members, ~~100~~

- Whether the union was a party to a dispute in this case, and

- Whether the Industrial Court had the right to hear a case on victimisation

Alfa Romeo legal representative argued that this point should be put to the Appellate Division for a decision. The Naawu representative argued that this item had already been decided upon and that the case should proceed. The court adjourned until further notice to consider the position.

25 APR 1955  
**350 strike  
at firm**

An entire, black work-  
force of 350 downed tools  
yesterday at Premier  
Paper (Ltd) in Kliprivier,  
near Alberton

A spokesman for the  
union said workers  
downed tools after man-  
agement had given selec-  
tive pay increases to only  
a few workers

"The workers also  
downed tools in sym-  
pathy with a colleague  
who was dismissed with-  
out a shop steward being  
present," he said

The company said it  
would negotiate only  
when the workers re-  
sumed work.

28/4/82 (140A) RDM

# Mill strike threatens to spread

By STEVEN FRIEDMAN  
Labour Correspondent

THE strike by about 300 workers at Premier Paper's Kliprivier mill continued yesterday — and threatened to escalate as the Federation of SA Trade Unions' shop stewards' council at Barlow Rand companies planned a meeting to consider action in support of Premier workers

Fosatu said yesterday it had suggested a mediator be called in to settle the dispute but Premier's management had rejected this

And Nampak, Premier's parent company, said in a statement yesterday it was always willing to discuss worker grievances, including pay problems, but only after strikers returned to work

The company, part of the Barlow Rand group, was the first paper employer to agree to negotiate pay with Fosatu's Paper, Wood and Allied

Workers' Union outside an industrial council

It said workers had gone on strike without using the dispute procedure in its recognition agreement with the PWAU but added that it hoped it would continue to have an "effective relationship" with the union, despite the strike

Workers downed tools on Monday after Premier awarded extra pay rises to some workers and not others. They are demanding rises for all workers

The PWAU says workers are also angered at the 13% rise granted them last year. It says it refused to agree to the 13% during pay negotiations last year

Yesterday the dispute remained deadlocked, with Premier refusing to discuss worker demands until they returned to work and workers refusing to return until

the company discussed their demands

A union representative said yesterday the PWAU wanted a mediator called in as "Premier breached the recognition agreement by unilaterally raising wages"

He claimed Premier had rejected this because it said it did not want third parties called in

Nampak said relations between Premier and the PWAU had been "trouble-free" from the time it recognised the PWAU in July, 1981, until this week's strike

It said Premier had, in accordance with group policy to pay the rate for the job, carried out a "systematic job evaluation exercise" in 1982

Since then, it had been working towards "removing anomalies from the pay system" and this had led to 48 of its 350 workers receiving increases

The statement said the PWAU had been "informed of this action in advance" but implied it had not agreed. It said management had "always reserved the right to establish and maintain an equitable pay structure"

Last night Mr Enoch Godongwana, chairman of Fosatu's Barlow Rand shop stewards council, said he was calling a council meeting to discuss joint action

He claimed Premier had breached its agreement with the PWAU and that this, together with other disputes between Barlow Rand companies and Fosatu unions, showed that "the Barlow Rand employment code is nothing but a hollow pretension"

He condemned Premier's "intransigence" and called on Barlow Rand to "clarify its stance" on the company's attitude

29 APR 1983

# Unions demand bigger voice <sup>STAR</sup> ~~(30)~~ in pension fund

~~(18)~~ Labour Reporter ~~(14)~~ <sup>(40A)</sup>

Three unions want workers to have a bigger say in the management of the metal industry's pension fund

At a recent meeting of the industrial council for the industry, the General Workers Union, the Metal and Allied Workers Union and the Chemical Workers Industrial Union opposed the fund's renewal.

Also at the meeting were members of the Confederation of Metal and Building Unions and other unions as well as representatives of the employers' organisation, the Steel and Engineering Industries Federation of South Africa and, despite the objections of the three unions, the CMBU and Seifsa agreed that the fund helped workers and should continue

The three dissenting unions argued that unions with more members in the fund should have more representation on the fund's board of management and that Seifsa should have fewer than 50 seats on the board

But Seifsa rejected this, stating that they contributed half the fund. The CMBU said the fund needed Seifsa's management expertise.

Mawu said that the funds came from the workers and should be controlled by them

A further meeting between the three dissenting unions and the fund's board of management has been scheduled for May 27.



# Firm defines standpoint

140A

By SELLO RABOTHATA

~~140A~~

NAMPAK yesterday released a statement outlining the company's standpoint in connection with the work stoppage at Premier Paper Mill in Kliprivier as 350 workers failed to report for duty for the fourth day.

A spokesman for the company said by yesterday morning management and members of the Paper, Wood and Allied Workers' Union

(Pwawu) had reached a deadlock on negotiations. The workers went on strike demanding improved wages.

The statement released by Mr V Frittelli, public relations officer for Nampak, said "The company concluded a recognition agreement with Pwawu on July 31,

1981, and until the present stoppage, relationships between the parties have been trouble free."

Mr Frittelli also said the company's management earnestly hoped that it would continue to have an effective relationship with the union in future.

140A

PRICE

MONEY

## METAL PAY TALKS

1400 ~~1400~~ FM 29/483  
Metals industries employers, who have sought to delay wage increases this year, have now agreed to make unions a pay offer

According to sources who attended the metals industries wage negotiations this week, the Steel and Engineering Industries Federation of SA (Seifsa) agreed to make an offer to unions in the industries

The unions are seeking a pay rise of about 14%. However, Seifsa proposed earlier this year that negotiations should be delayed by six months because the industries have been badly affected by the recession

The parties agreed at this week's talks to return to their constituents before meeting again on May 24. Employers agreed to present unions with a document outlining their position before the meeting. However, sources said Seifsa told unions at the meeting that some sectors of the industries were not in a position to make a wage offer.

The Metal and Allied Workers' Union, an affiliate of the Federation of SA Trade Unions (Fosatu) attended the industries' pay talks for the first time

CAPE TIMES 30/4/83  
140R

# Paper firm, union in clash

**Own Correspondent**  
**JOHANNESBURG** —  
The strike at Premier Paper's Kliprivier mill escalated yesterday when the company announced it had cancelled its recognition agreement with Fosatu's Paper, Wood and Allied Workers' Union

Premier, a Barlow Rand company, was the first paper employer to agree to negotiate wages with PWAU outside an industrial council. Its move follows a five-day strike sparked by the granting of pay rises to 48 of its 350 workers.

Union comment could not be obtained yesterday, but the move could spark off a major battle between Fosatu and Barlow Rand.

PWAU has already threatened industrial court action against the company and Fosatu's Barlow Rand shop stewards council is to meet at the weekend to consider calls for action in support of Premier workers.

Premier also said it had extended a return-to-work deadline for strikers from yesterday

to Monday morning. Workers who did not return would be fired.

PWAU claims Premier broke the agreement by granting rises "unilaterally" and says workers will not return until they are granted a rise. It claims the company is not affected by the recession and can afford to pay workers additional increases.

In a statement yesterday, Premier's managing director, Mr Mike Walmsley, said it had "become impossible to continue the formal relationship (with PWAU) as the union has during this trying period shown utter disregard for the provisions of the agreement between it and the company".

Mr Walmsley charged that the union had urged workers not to return to work, in spite of "repeated invitations by Kliprivier mill to negotiate a settlement".

He said union members were still refusing to return in spite of "five days of fruitless attempts to negotiate the matter peacefully and sensibly".

PMM 30/4/83

# Strike at Premier takes new turn

By STEVEN FRIEDMAN  
Labour Correspondent

THE strike at Premier Paper's Kliprivier mill escalated dramatically yesterday when the company announced it had cancelled its recognition agreement with the Paper Wood and Allied Workers' Union — an affiliate of the Federation of SA Trade Unions

Premier, a Barlow Rand company, was the first paper employer to agree to negotiate wages with PWAU outside an industrial council. Its move follows a five-day strike sparked by the granting of pay rises to 48 of its 350 workers

It claims the union has shown "utter disregard" for the agreement

Union comment could not be obtained yesterday, but the move could spark off a major battle between Fosatu and Barlow Rand

PWAU has already

threatened industrial court action against the company and Fosatu's Barlow Rand shop stewards' council is to meet at the weekend to consider calls for action in support of Premier workers

Premier also said it had extended a return-to-work deadline for strikers from yesterday to Monday morning. Workers who did not return then would be fired

PWAU claims Premier broke the agreement by granting rises 'unilaterally'

and says workers will not return until they are granted a rise. It claims the company is unaffected by the recession and can afford to pay workers additional increases

Premier's managing director Mr Mike Walmsley, said in a statement yesterday it had "become impossible to continue the formal relationship (with PWAU) as the union has during this trying period shown utter disregard for the provisions of the agreement between it and

the company"

He claimed the union had urged workers not to return to work despite "repeated invitations by the Kliprivier mill to negotiate a settlement"

The mill was now negotiating directly with workers "and has granted them the opportunity to consider its offers carefully over the weekend"

But workers who did not return on Monday would "regrettably" be fired

# na puts paid htwad Bill

Bureau  
with tight-fisted Bill  
pensive for his wife  
of charges for almost  
a television set —  
bbed together and  
charged them 80 c a  
tricity it used  
ied daughter, Lorna,  
ged her eight cents  
ower  
day, when his wife,  
a lift in his car he  
the petrol  
the 65-year-old "Mr  
vealed this week when  
granted a divorce by  
estham said it was in-  
e 32-year marriage had

Bricklayer Mr Broadhurst was a  
"very selfish and insensitive man," said  
the judge He gave his wife only R30 a  
week to feed and clothe them and their  
three children  
He spent his free time on golf, bowls  
and cars His wife said he was a  
scrounger who lived off his children  
She had to take a job as a wages clerk  
to make ends meet  
Once, when she wanted the living  
room ceiling whitewashed, he charged  
her R8 to do the job  
He never bought her a birthday pres-  
ent — one of his daughters bought pres-  
ents for him to give  
Mr Broadhurst opposed the divorce  
because it would mean his wife could  
claim a share of their home which  
would have to be sold to pay her  
He denied he was mean and claimed  
he was "the henpecked worm in the  
house"

30/4/83

Mawu in  
pay talks

advance  
Labour Reporter  
30 APR 1983

The past week saw the  
Metal and Allied Work-  
ers Union make inroads  
into the metal, steel and  
engineering industry's  
annual negotiations for  
the first time, despite the  
fact the union is not a  
member of the industrial  
council

Tuesday's meeting saw  
employers appear to re-  
consider their stand of  
not negotiating on any fu-  
ture increases until later  
this year

Mawu's delegation,  
which included the gener-  
al and branch secre-  
taries, insisted on ad-  
dressing the council and  
refused to nominate a  
spokesman

The Fosatu-affiliated  
union stressed in its  
speeches that employers  
had made profits in the  
recent past, but there  
were no offers from  
them

The union argued that  
if there was no money for  
increases, then the unions  
should have the opportu-  
nity of examining the em-  
ployers' books

# UCT row over

CAPE TOWN — A major  
row has erupted at the  
University of Cape Town  
between the authorities  
and students after the  
latter defied instructions  
not to print a speech by  
the Minister of Co-operation  
and Development Dr  
Piet Koornhof, to politi-  
cal studies students ear-  
lier this week

withdrawn from circula-  
tion A statement by the  
university authorities  
said that under the Har-  
vard Rules it was unethi-  
cal and contained infor-  
mation given in priv-  
ileged circumstances —  
off the record

Varsity the official  
UCT student newspaper,  
yesterday published a  
special broadsheet in pro-  
test against the speech

In an almost unprece-  
dented step, the vice-  
chancellor, Dr Stuart  
Saunders, has said the  
publication has been

"This issue was pu-  
lished against a speci-  
instruction from the vice  
chancellor"

However, president  
the Students' Represent-  
ative Council, Mr A.  
Richman, said 6  
copies of the edition had  
already been distrib-  
among students  
The special edition  
claims Dr Koornhof had  
to prevent them from

# father, like son at Le Mans

EIM  
acing ace  
in his 20-  
Michael and  
third driver  
Porsche 956  
runs 24-hour  
this year,  
re  
(42), of Na-  
sylvania,  
be only the

second time he has driv-  
en a Porsche competit-  
ively The first time was  
last Sunday at the River-  
side international endur-  
ance race in Riverside,  
California The car was  
unable to complete the  
race

breakaways," Andretti  
said of the 260 000 dollar  
machine to be used at Le  
Mans

Andretti said the third  
member of the team was  
yet to be chosen and he  
declined to speculate on  
who it might be

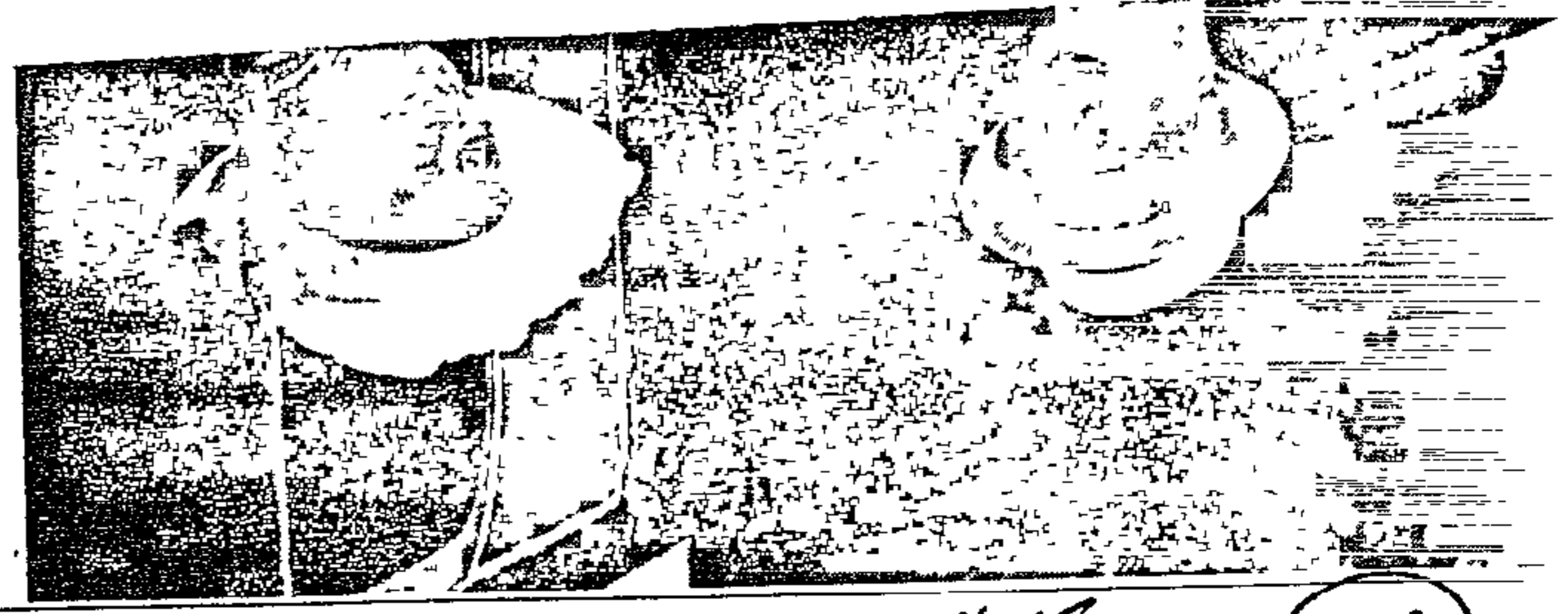
The race takes place  
on June 18 — AP

"The car feels good  
There are no surprise

French rugby chief Mr Albert Ferrasse is taking  
South Africans next month It is "Abandon the  
or face a growing French freeze"  
Superficially Mr Ferrasse is on a rugby er-  
his mission — fully backed by President Francois  
much wider implications for Franco-South Africa  
From James Tomlins in Paris  
and Alan Robinson in London  
30 APR 1983

# Ferrasse h grim mess for Mr Bot

and development is in charge  
of these Trust land matters and  
is watching the situation care-  
fully  
"There are two possible solu-  
tions — to shoot the animals to  
possibilities  
Mr Selley is  
for the winter  
guarantee the



# Turn SA dry?

the only remaining deep pool in  
the district. By nature, these an-  
imals do not move very far  
from their pool when searching  
for food at night.  
They have eaten all the food  
A farm worker was recently  
trampled to death when he fell  
in the path of an aggressive  
and development is in charge  
of these Trust land matters and  
is watching the situation care-  
fully  
"There are two possible solu-  
tions — to shoot the animals to  
possibilities  
Mr Selley is  
for the winter  
guarantee the

~~182~~ ~~190~~  
140A ~~182~~



**CWIU**  
CHEMICAL  
WORKERS  
INDUSTRIAL UNION

May 1982

FOSA-TU

S A E D R U  
SCHOOL OF EDUCATION  
U C I

PRESS RELEASE

Negotiations deadlocked today between the Chemical Workers Industrial Union and Bonus Fertilizer (Pty) Ltd. (Richards Bay) over the company's refusal to reinstate 93 of its 110 employees which it claims to have fired.

The company's attempt in March to retrench 40 workers without consulting the union led to the union declaring a dispute which was temporarily resolved when the company agreed not to take any unilateral action or retrench any workers until retrenchment procedures had been negotiated.

In gross violation of this agreement the company locked its gates against workers and informed them they had been fired.

Meantime the company has only employed a few temporary workers making it clear that this is a crude attempt to avoid negotiating with the union and paying out any retrenchment pay.

The company refuses to negotiate any further and consequently the union has no option but to commence legal proceedings against the company.

4.5.83

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**NAAWU**

PRESS RELEASE

The case between NAAWU and Alfa Romeo was adjourned today to enable the court to consider the following points which were brought up by Alfa Romeo legal representative.

1. Whether the union had the right to bring a legal action on behalf of three individual members.
2. Whether the union was a party to a dispute in this case.
3. Whether the industrial court had the right to hear a case on victimization.

Alfa Romeo legal representative argued that this point should be put to the appellate division for decision. NAAWU representative argued that all these items had been already decided, and that the case should proceed.

The court has adjourned until further notice to consider the position.

25.4.83

# Mill strike ends after

~~1987~~ ~~1987~~  
E 3 MAY 1987  
a week

Labour Reporter  
STAT

Striking workers at the Premier Paper mill at Kliprivier returned to their jobs yesterday after a week-long stayaway over wage demands

The 350 workers had initially been given until Friday to return, but the deadline was extended to yesterday morning

A spokesman for the company confirmed their return and said there would be no victimisation and workers' service contracts would remain unbroken

Negotiations on wages and other issues were expected to take place in the near future between worker representatives and the company

On Friday Premier Paper announced that it had cancelled its recognition agreement with the Fosatu-affiliated Paper, Wood and Allied Workers Union

The paper union had accused Premier of withholding wage increases in spite of profits and refusing to mediate in the dispute

● Premier is owned by the Nampak group which is in turn controlled by Barlow Rand

# Firm and workers to talk

Labour Reporter

5 MAY 1983

The management of the Barlow Rand subsidiary Premier Paper will negotiate with a newly-elected workers' committee next week after the recent wage strike at the Kliprivier firm

Elections for worker representatives are being held this week, a company spokesman said

Last week's strike saw management cancel its recognition agreement with the Fosatu-affiliated Paper, Wood and Allied Workers' Union

If former union shop stewards were elected, management would still negotiate with them



1604

## Union officials can't be in on wage talks, say bosses

Labour Correspondent

140A

WORKERS at Premier Paper, who returned to work on Monday after a week-long strike, want officials of the Paper, Wood and Allied Workers Union to take part in their pending wage talks with the company — despite the fact that Premier has cancelled its recognition agreement with the union

But Premier said yesterday it would refuse the request, as "the union's officials have no standing to be present at negotiations"

The company, the first paper employer to agree to bargain with the union out-

side the industrial council system, announced last week it was cancelling the agreement because, it alleged, the union had breached it.

This move came towards the end of a strike at its Kliprivier mill which ended on Monday when workers returned after Premier agreed none of them would be fired and it would begin talks on a mid-year pay rise.

Mr Amos Mutwalo, chairman of the union shop stewards committee at Premier, said yesterday that "even if management has cancelled the agreement, it does not mean it has got the union out of the factory"

# Plant denies victimising dismissed black workers

5/5/83 Post Reporter E. Post

THE marketing manager for Alfa-Romeo in South Africa, Mr R McCleery, said today workers in the plant were definitely not "victimised", as claimed by the National Automobile and Allied Workers' Union (Naawu)

In the meantime, a partly-heard Industrial Court case, the sequel to the dismissal of 16 black workers at the motor assembly plant in Wynberg, Johannesburg, in February, has been postponed indefinitely

Sixteen workers lost their jobs because of retrenchment. However, Naawu took up the dismissal of only three of them with the Industrial Court

Mr McCleery said today workers in various departments were retrenched because of the downturn in the economy

"It was a normal business decision," he said

He was unable to say if another worker was hired in the parts warehouse the day before the 16 men lost their jobs, as claimed by Naawu

Mr Freddie Sauls, regional secretary of the National Automobile and Allied Workers Union (Naawu), said today the workers were "victimised" because they refused to join the works committee at the plant

The men whose cases were referred to the Industrial Court were Mr Thomas Mathole, Mr Hendrik Poo and Mr Lazarus Njoepe, all of Alexandra Township, near Johannesburg

Mr Sauls said the case was partly heard and was postponed indefinitely

# Premier dispute takes new turn

By STEVEN FRIEDMAN  
Labour Correspondent

THE Paper, Wood and Allied Workers' Union said yesterday it was taking the Barlow Rand company Premier Paper to the Industrial Court, after a new dispute erupted yesterday about worker representation at Premier

Workers at Premier's Kliprivier mill returned to work on Monday after a strike which saw the company cancel its recognition agreement with the PWAU. They returned after Premier agreed to hold talks with them over a mid-year pay rise.

The union says workers are now insisting that this be negotiated with union shop stewards, but the company said earlier this week it was holding elections for worker representatives to take part in the negotiations.

If the shop stewards were elected, it would negotiate with them, it said, but would not regard them as union stewards.

Premier said in a statement yesterday that these elections were "still in progress" and were due to be completed today.

It said many departments had already held elections and had "returned former shop stewards unopposed".

It said one department, "not seeing any necessity for

holding an election, decided to retain their former shop steward elected before the agreement with the PWAU was cancelled".

But the union said yesterday the stewards were "furious" about this statement.

It said workers in all departments had refused to take part in any new elections because they insisted on being represented by union stewards only.

"According to the shop stewards, no voting took place nor was there any proposing or seconding of names", the union said, adding that stewards were "amazed" to hear they had been elected unopposed.

The PWAU also claimed workers were not prepared to have the stewards attend a meeting with management "in any capacity except as shop stewards".

It said it was the majority union at Premier and had warned the company previously that it would consider an "unfair labour practice" action against it in the Industrial Court if it refused to negotiate with the PWAU.

"We believe management's ridiculous attempt to turn the shop stewards into some sort of works council entrenches this unfair labour practice," the union said.

It said workers had refused during the strike to return until the dispute was settled "precisely because they feared this kind of trick from management".

# Black-majority union gets white members

9 MAY 1983

Labour Reporter

140A

More than a dozen white artisans have joined the majority black-member Sweet, Food and Allied Workers' Union at the Kelloggs multinational food company subsidiary in Springs

White artisans have been joining the trade union, a subsidiary of the Federation of South African Trade Unions (Fosatu), since early last year. It has held a full recognition agreement at Kelloggs since last year. Whites were joining to gain some form of worker representation, a company spokesman said.

~~1983~~ ~~1983~~ 140A ~~15~~

## Zig-zag warnings

The Johannesburg Traffic Department is experimenting with zig-zag markings on approaches to certain pedestrian crossings

The zig-zag markings, which will be painted on pedestrian crossings in Johannesburg's Parkview, Rosettenville, Linden and Industria, are aimed at increasing driver awareness on entering a controlled area and making crossings more conspicuous

According to overseas research, says a department spokesman, this type of marking has been successful

## Firm told to cut union tie

Labour Reporter ~~1983~~ ~~1983~~ The Industrial Court, meeting in Durban on Friday, ordered the management of Frametex, a subsidiary of the giant Frame textile group to discontinue a recognition agreement with the Textile Workers' Industrial Union

This follows an appeal by the rival National

Union of Textile Workers, an affiliate of the Federation of SA Trade Unions, which claimed that the firm had recognised the other union despite the fact that the NUTW had a majority membership at the mill

Last week the Frame group announced that it would not challenge the union's action before the Industrial Court The

NUTW has also called for the Minister of Manpower to appoint a conciliation board where it will lodge its claim for recognition or a ballot test-of-strength with the other union which is affiliated to the Trade Union Council of South Africa

The court judgment called on the firm to restore the labour status quo

## Schools must help save water

Pretoria Bureau

Transvaal schools have been asked to save water and electricity but will be entitled to use their usual central heating systems this winter, says the Transvaal Education Department

"The policy of the TED is that schools must save water and electricity as far as possible at all times," the Director of Education, Professor JH Jooste, told The Star

Schools must also adhere to water restrictions of local authorities

Only those schools which use electric heaters may have to cut back on their use of electricity

## Union alleges unfair practices

Labour Reporter ~~1983~~ ~~1983~~ Allegations of unfair labour practices made by a trade union against a Transvaal vehicle company will be heard by the Industrial Court next week

The union, affiliated to the Council of Unions of South Africa, is expected to produce 30 witnesses

The union's grievances against the firm include refusing to negotiate with

a representative, registered trade union, unfair dismissal of union members, interfering with worker freedom of association, making disparaging remarks about a trade union

If the union is successful in its case it could establish some of the claims as unfair labour practices

The company has declined to comment at this stage

# WHO GET CAR THAN PAY FOR.

ROH  
91983  
140A

A FOSATU union and a Barlow Rand company are once again at loggerheads

This time the battleground is Barlow subsidiary Premier Paper, which cancelled its recognition agreement with the Paper, Wood and Allied Workers Union after a week-long strike

Although workers have returned, the battle continues, with Premier insisting it will only negotiate with "worker representatives" and workers insisting they will only bargain through the union

The union now plans to take the matter to the industrial court

At the same time, two other disputes between Barlow companies and a Fosatu union are bubbling and a battle between the two sides could be looming

Meanwhile, Fosatu's National Automobile and Allied Workers Union has concluded a wage deal with motor firm Sigma, which seems to contrast with most other current wage negotiations

The settlement raises pay by 15% for the lowest grades and will push up Sigma's wage bill by about 13% It is also the first wage deal between the two to be settled without a dispute

Naawu says Sigma's willingness to pay this when it has announced heavy losses is "in marked contrast" with the attitude of most other employers

(13) 1007

Southern

# Union leaders hit back at retrenchments

9 MAY 1983  
11:07

**WHILE bosses and the Government say retrenchments are unavoidable during a recession, trade union leaders say companies re-trench to maintain huge profits**

The deepening recession and its resultant retrenchments and high rate of unemployment is leaving in its wake the dreaded spectre of debt, poverty and frustration among countless blacks

A glaring picture of this was evident when Iscor Steel Industries in Pretoria earlier in the year retrenched more than 40 percent of their 5 000 workers, mostly blacks

The general secretary of the General and Allied Workers Union (Gawu), Mr Sidney Mufamandi, said that during recession bosses try to maintain their profit rate and do this at the expense of workers by cutting back their labour costs and dismissing large numbers of workers

He agrees that retrenchments may occur during an economic crisis but claims that recession always follows a boom period in the economy

In a boom bosses make very great profits. In fact South Africa had one of its greatest economic booms between 1979 and 1982

He said bosses could use the high profits made in this period to support workers during the recession

Instead, he claimed, the workers who made the profits for the company were now put onto the streets

During recession, inflation increases and workers are faced with a rocketing of prices in household subsistence goods which make their burden even heavier, he said

He also claimed that bosses use retrenchments to weaken and disorganise worker organisations in the factory by dismissing leaders. The workers who remain behind were overworked because bosses want to maintain

**By MONO BADELA**

a high level of production and because these workers are also doing the job of the retrenched workers

Mr Mufamandi said One realises that retrenchments are aimed at consolidating the bantustan strategy. Contract workers are hardest hit and forced to go back to the 'homelands' and are subjected to drought and general poverty in the balkanised homelands

"This forces them to join Government-created institutions like the army," he said

According to the Metal and Allied Workers' Union (Mawu), "these companies did not retrench to stay in business but to maintain huge profits"

Different trade unions have put forward suggestions on how they plan to fight retrench-

ments

Some of the alternatives are

- Managements should give factory committees or unions long notice of an intended retrenchment and provide full information explaining why it is necessary

- All overtime must be stopped. The bosses cannot be retrenching workers and still have enough work for overtime. By working short time the number of hours which all workers work may be reduced, so the burden of the lack of work is shared

If retrenchment is to take place trade unions suggest the following guidelines

- "Last in first out" — workers with the shortest service should be retrenched first. This prevents the bosses from getting rid of older workers who have given long service to the company.

- Workers must receive severance or redundancy pay according to the number of years they have served the company.

9 MAY 1983

# Court threat in union row

Labour Reporter ~~unopposed~~

140A

A paper union has threatened a Barlow Rand subsidiary with legal action as a result of in-plant elections at the Kliprivier firm

A statement issued at the weekend by the management of Premier Paper said that in-plant elections were being held and that workers in some sections had returned former union shop stewards

However the Paper Wood and Allied Workers Union has said that workers have denied participating in any in-plant elections and still demand union representation at Premier Paper

The union was considering taking the firm to the Industrial Court as Premier's unwillingness to deal with a representative trade union consti-

tuted an unfair labour practice a union spokesman said

Talks between worker representatives and Premier management were expected to take place within the next few days, according to the firm

● Premier Paper cancelled its recognition agreement with the union after a week long strike by about 350 workers over wage demands last month



170 MAY 1983

# Unrest simmering at Barlow Kew factory

Labour Reporter

Labour unrest is simmering at the Kew factory of the Barlow Manufacturing Company

Members of the Metal and Allied Workers' Union (Mawu) want the management to finalise a recognition agreement and propose new wage scales

But managing director Mr R A Williams said that the company had to await the outcome of wage negotiations between the the Steel and Engineering Industries Federation of SA, and trade unions

Mr Williams said that, while negotiations for a recognition agreement had been going on for some time, the company would be happy to resolve the matter and was awaiting proposals from the union

Mawu's shop steward council for Barlow Rand firms met at the weekend and criticised the company for delays over the agreement and for refusing to continue talks with shop stewards at the Kew factory

Last week there was a brief work stoppage at the

# Row brews at Barlow plant

By MONO BADELA

A NEW row is brewing between the Fosatu affiliated Metal and Allied Workers' Union (Mawu) and another Barlow Rand company over wage demands and non-enforcement of the company's Code of Conduct.

This time the battleground has shifted from the Barlow subsidiary Premier Paper Mill to

Barlow Kew where the dispute was sparked off last week by selective wage increases. The factory is on a four day week because of the economic slump.

According to a spokesman for the Barlow Rand Shop Stewards Council, workers were now demanding to know why the slump affects some workers only.

At a special meeting

for shop stewards at the weekend workers are reported to have complained that since the four day week system was introduced, management had speeded up production so that the same number of stores and machines were now made in four days as used to be made during a five day week.

The workers are also unhappy that only some

workers work a four-day-week and that the white, coloured and Indian employees are not affected by the short time. The situation at the factory was described as "extremely tense." At one stage two welders stopped working for two hours.

## MEETING

On Monday last week a special meeting was held with the local management and the managing director where it is alleged management walked out.

Plans to strike following the failure of last week's meeting with the management were abandoned on Tuesday and workers plan to ap-

proach management again this week.

Mawu has been recognised at Barlow Rand for more than a year now, but there is still no signed recognition agreement. This was because, according to the spokesman, negotiations for a preliminary agreement deadlocked after seven months when management insisted that the union could not discuss wages with the management.

The Barlow Rand Shop Stewards Council is complaining that not all Barlow's companies act like Barlow Kew and Premier Paper Mills and the head office was not enforcing the Code of Conduct on its subsidiary companies.

SOWETAN 10 MAY 1993

# Fosatu wins court fight over rival union

## Labour Correspondent

THE industrial court has ordered a Frametex group textile company not to recognise a union which belongs to the Trade Union Council of SA in preference to one affiliated to Fosatu and not to grant the Tucsa union facilities which are denied to its rival

This is believed to be the first such order granted by the court

It was handed down on Friday and follows a decision by the company, Frametex not to contest an application for such an order by Fosatu's National Union of Textile Workers

The union had filed papers in the court alleging that Frametex had attempted to "pressure and intimidate" workers into joining Tucsa's Textile Workers Industrial Union and resigning from its Fosatu rival

It said company labour officers had threatened to fire workers who did not join the Tucsa union

It also charged that, despite the fact that it represented a majority of workers at the plant Frametex had recognised the Tucsa union and was extending facilities to it which were denied NUTW

It asked the court for an order restraining Frametex from recognising the Tucsa union,

from negotiating with it or extending it facilities in preference to NUTW

In answering papers filed before the court Frametex denied the union's allegations that its labour officers had 'pressured' workers into joining the Tucsa union. It also argued that the court was not a proper forum to resolve the dispute

But it also said that it would not contest the union's action

Tucsa & TWIU the other respondent did not file answering papers

NUTW therefore asked the court to grant the order, which it did on Friday in terms of Section 43 of the Labour Relations Act which provides for interim orders restoring the "status quo" in a dispute

NUTW acting general secretary Mr John Copelyn claimed yesterday that support for the union at the plant was "now at unprecedented levels".

He said workers were now arriving for work wearing NUTW T-shirts and that management had abandoned attempts to prevent them doing so

But it is not yet clear whether NUTW's goal in the dispute — a secret ballot to determine whether it or the Tucsa union has majority support — will be achieved

# Mawu wants control over pension fund

MAY 1985

140A

THE MORE than 100 000-strong Metal and Allied Workers' Union (Mawu) is pushing for worker control of the multi-million rand metal industries' pension fund.

The fund to which more than 450 000 workers contribute contained 586 million rand at the end of last year and at present is controlled by a board dominated by management representatives. Mawu's general secretary, Mr David Sebabi, said that it was crucial that workers who were members of the fund should be able to control the fund.

He said workers would then be able to make the changes to the fund that they wanted. At a meeting with the

Sowetan By MONO BADELA

employers' association the Seifsa last month, Mawu argued that the unions with the most members in the fund should have

the most seats on the controlling board and that employers should have less than half the seats on this board.

# Workers dismissed

ABOUT 120 workers at Duropenta (Pty) Limited in Germiston who are members of the Chemical Workers' Industrial Union (CWIU), were all dismissed yesterday following a strike.

Workers originally downed tools demanding the dismissal of a white foreman who allegedly assaulted a black worker on Monday.

~~143~~

1407

# Metalworkers council revived

12 MAY 1983

Without much accompanying fanfare the South African Co-ordinating Council for the International Metalworkers Federation was revived in Johannesburg recently.

The council broke up more internal divisions in 1980 but was reconstituted on Monday under the leadership of Mr Ike van der Watt,

general secretary of the South African Boilermakers Society.

The significance of the local council for the IMF lies in its membership which straddles many trade union divisions in the metal industry.

There are seven unions in the council -- three are affiliates of the Trade Union Council of South Africa (Tucsa), two are affiliates of the

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**There has been a significant move in the South African trade union world, writes Labour Reporter Tony Davis.**

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Federation of South African Trade Unions (Fosatu), and two are independent unions.

The union alignment on the council points to the reconstituted body's credibility.

There had been some speculation in June last year that the local council for the IMF could be revived after two large metal unions were expelled from the international organisation meeting in Rome.

The Amalgamated Engineering Union and the S A Electrical Workers Union, representing a combined 50 000 members, were kicked out for their stance on racial membership, largely at the instigation of Fosatu.

The seven new council unions are all members of the IMF and are looking at the admission of two more metal unions -- the Steel, Engineering and Allied Workers Union and the Federated Mining Union.

... rejected the argument ball

# Boilermakers want union unity

DDM 12/5/83

Labour Correspondent  
DISUNITY and a lack of co-operation between unions in the giant metal industries and elsewhere are hampering them in their negotiations with employers says a leading metal union

In a newsletter released yesterday the SA Boilermakers Society, a member of the Trade Union Council of SA (Tucsa), the biggest union in the country, says unions face two problems in their current wage negotiations

The first, it says, is a "lack of co-ordination among the unions involved in the negotiations

This is believed to refer chiefly to the metal industry negotiations where established unions are demanding a 14% increase but Fosatu's Metal and Allied Workers Union (Mawu) is demanding an increase of around 40% in minimum rates in order to bring them up to R90 a week

Mawu's demands and those of other unions also differ in other crucial respects Last year there was also a sharp difference between the demands of established unions and those of the Councils of Unions of South Africa (Cusa) affiliated Steel Engineering and Allied Workers Union

The Boilermakers say there is 'a crying need for closer co-operation between the unions' and add that a "united approach to the employer in negotiations is needed Another obstacle referred to in the article is the "unprecedented economic complications as a result of the drought the worst in living memory

"We must take into consideration the fact that we are going to have to pay much more for essentials which our families need When employers oppose our demands and plead economic difficulties, they must bear this fact in mind'

301 1700  
140A  
145 1700  
145 1700

# UIF: Unions and employers to meet

By MARTINE BARKER

REPRESENTATIVES of five trade unions today meet East London employers to discuss the recent implementation of the transfer of Unemployment Insurance Funds (UIF) from South Africa to Ciskei, Venda and Transkei

At the beginning of May, contract and commuter workers who were cut off from the UIF as each homeland took "independence" began having contributions to the South African UIF deducted from their wages again

The change from their previous participation in the UIF is that they will now have to return to their respective homelands if they want to claim benefits

A statement released yesterday by the

General Workers Union the South African Allied Workers Union, the Media Workers Association of South Africa, the African Food and Canning Workers Union and the National Automobile and Allied Workers Union said the transfer of funds had caused considerable reaction among workers

The resolutions taken by workers at a mass meeting last weekend would be conveyed to East London employers through the representatives of the local chambers of industries and commerce at the meeting

A telex to the Minister of Manpower, Mr Fanie Botha, proposing a meeting with a delegation of workers on the UIF issue is being prepared



~~127~~ 1409 ~~127~~

RDM  
16/9/83

TODAY should provide important pointers on two disputes between Barlow Rand companies and Fosatu unions

At Premier Paper — where the Paper, Wood and Allied Union's recognition agreement was cancelled during a recent strike — talks are continuing and an announcement could be made today

The signs are that relative peace between company and union may be restored

And at Barlows' Manufacturing in Kew, Metal and Allied Workers Union shop stewards will meet management today about wage demands. Unionists say tensions are still running high at the plant

Relations between Barlow Rand and Fosatu are worth watching. Barlows is the group in which Fosatu have developed an active and functioning shop stewards council

This body brings together worker leaders in Barlow companies across industry lines, and has played a key role in advising workers in both disputes

There are obviously several other conglomerates where unions could decide to apply the same strategy if the Barlows' council becomes a significant force

# Barlow MD denies walkout

~~140A~~ 140A  
CHARGES by the Metal and Allied Workers Union (MAWU) that senior Barlow Manufacturing management refused to negotiate wage increases have been vehemently denied by MD Robbie Williams writes Kathy Gibson.

"That is absolute nonsense," he said. "The issue of wage increases came up at the last meeting with shop stewards, and we are unable to reach an immediate agreement."

"We could not discuss a raise until we knew the outcome of the Metal Industrial Council negotiations."

Another meeting with the shop stewards has been scheduled for this week, and the wage issue will be discussed again.

"We are always prepared to meet with the workers' representatives," said Williams.

"We have had meetings with MAWU to discuss a recognition agreement, and pay increases will be discussed at this next meeting with the shop stewards."

Williams has strongly denied an allegation by MAWU that management "walked out" of a meeting with representatives.

He said that there were no more issues to be discussed and the meeting had ended normally.

He also denied reports that workers were threatening to strike.

*Waleshead News 17/5/83*

# Workers meet over pay

Labour Correspondent  
✓ FOUR mass meetings at the weekend of Witwatersrand metal workers will decide whether to accept or reject an expected wage offer from the Steel and Engineering Industries Federation (Seifsa)

The meetings have been called by the Metal and Allied Workers' Union, which claims meetings such as these herald a new era of black worker participation in official pay negotiations in the metal industries

MAWU is taking part in official Metal Industrial Council pay negotiations for the first time this year, although it is not yet a member of the council

At a recent meeting of the

18/5/83  
council, Seifsa agreed to make a wage offer to the unions after initially saying it was against any rises at present. But it said some sectors of the industries would be unable to make any offer

The Seifsa offer is to be discussed at a council meeting on Tuesday and Seifsa has agreed to send details to the unions this week

According to a union spokesman MAWU had called mass meetings in all four of its Witwatersrand locals to discuss the Seifsa offer and to 'prepare for next week's negotiations'

He said the meetings would be held on Sunday by which time the unions hoped to have details of Seifsa's

offer. The meetings would be open to all metal workers on the Witwatersrand, he said

When it applied to join the council, MAWU said it would not sign any agreements without first obtaining a mandate from its members. Established unions on the councils rarely refer decisions on annual wage negotiations back to their entire membership, according to MAWU

MAWU said workers in its Germiston/Wadeville/Alberton local would meet in Katsela township on Sunday and those in its Benoni local would meet in Actonville

Its Isando/Elandsfontein and Johannesburg locals would also meet to discuss the employer offer

Seifsa  
pay talks  
next week

Labour Reporter

Trade union leaders and employers in the metal industry meet again in Johannesburg on Tuesday to attempt to negotiate wage increases affecting about 500 000 workers

The Steel and Engineering Industries Federation of SA (Seifsa), representing employers, wrote to the unions this week with a suggested wage offer. The unions have demanded increases of about 14 percent. Seifsa's offer is understood to be well below this demand.

SOWETAN 20/5/83  
**Motor workers' indaba**

A FIVE-MONTH-OLD  
dispute between the  
powerful National  
Automobile and Allied  
Workers' Union  
(Naawu) and Alfa Ro-  
meo Motor firm over  
the dismissal of the  
union members and ac-  
tivist has been the sub-  
ject of discussion in

Rome, Italy, this week  
The general secretary  
of the Motor Workers'  
Union, Mr Freddie  
Sauls, who is based in  
Port Elizabeth, told The  
SOWETAN yesterday  
that a meeting took  
place in Rome on Mon-  
day between Alfa Ro-  
meo management,  
Naawu, the Italian  
Metal Workers' Feder-  
ation (FLM) and the In-  
ternational Metal Work-  
ers' Federation  
(IMWF).

# SA union dispute settled in Rome

Labour Reporter

The National Automobile and Allied Workers' Union (Naawu) this week won recognition at two Alfa Romeo depots in Johannesburg after an agreement made in Rome

Naawu had taken the car firm to the industrial court with allegations of unfair dismissals and refusal to negotiate

But in Rome on Monday Naawu reached an agreement with the South African management of Alfa on recognition and on the reinstatement of dismissed workers

The union's general secretary, Mr Fred Sauls, said the agreement was the result of pressure on local management by Alfa's head office in Rome, and the International and Italian metalworkers' federations

"The agreement is important because the company has now clarified its stance towards unions and will allow union recruitment," he said

The Rome agreement noted that the industrial court case against Alfa would be dropped, but Mr Sauls said Naawu had yet to discuss the issue

# Alfa's dispute with union ends in Rome

140A

20/9/83

By STEVEN FRIEDMAN  
Labour Correspondent

IN AN unusual move, a dispute between the motor company Alfa Romeo and a local union has been settled — at a meeting in Rome. As a result of the settlement, the National Automobile and Allied Workers Union (Naawu) has won recognition at two of Alfa's Transvaal depots and the reinstatement of three union leaders retrenched by the company, according to a union statement released yesterday.

In return, Naawu will drop its current industrial court action against Alfa. The Rome settlement followed intervention on Naawu's behalf by the Italian Metal Workers Federation, the FLM, and the powerful International Metalworkers Federation, of which Naawu is a member.

The meeting which led to the settlement took place on Monday and was attended by representatives of both the FLM and the IMF, as well as Alfa's South African chairman Dr Vito Bianco, and Naawu organiser Mr Taffy Adler.

The settlement was signed in Rome by Dr Bianco and Mr Adler.

In a statement yesterday, Mr Fred Sauls, Naawu's general secretary, welcomed the outcome and "the spirit in which the agreement was reached".

Mr Sauls said it was "clear" that "the only way to counter the power of the multinational corporations is to establish close links such as those which exist between the unions of the Italian metalworkers and Naawu".

He said this would "prevent the companies playing workers in another country off against workers in South Africa".

An Alfa spokesman said the company would not be in a position to comment until its representatives at the Rome meeting returned to South Africa.

The dispute between Alfa and Naawu arose when the company refused to recognise the union at its Wynberg depot. The union claims it then "foisted" a works council on workers against their will, but Alfa denied this.

The company also denied a charge by Naawu that 16 workers at the depot were retrenched in an attempt to "victimise" worker leaders.

According to the Naawu statement, the company agreed at the Rome meeting to recognise Naawu at its Wynberg and Tulisa Park depots.

"The company confirms it is not against unions in general and Naawu in particular and will not interfere in any of the union's actions at its plant in Brits and will assist in discussions with workers there."

Alfa had also agreed to reinstate a worker leader, Mr Thomas Mathole, who had been retrenched.

Two other union leaders at the plant, Mr Lazarus Ngoepe and Mr Hendrick Poo, would be offered temporary work with the undertaking that they would be taken on permanently if business improved, Mr Sauls said.

It is understood that the retrenchment of the other 13 workers may be taken up later.

RAM 23/1/83

~~140A~~ 140A

TWO potential show-downs — both with implications for the future of bargaining in key industries — are due to take shape this week

In the metal industries, unions and employers meet tomorrow to continue annual wage negotiations

Employer federation Seifsa has now made an offer to unions after first pushing for a wage freeze. It has offered 3% to those at the top of the scale and 5% to those at the bottom

But artisan unions on the council label this an "insult" and may declare a dispute with Seifsa. This would delay a settlement, but there should be an accord sooner or later

What gives the negotiations more long-lasting import is the fact that Fosatu's Metal and Allied Workers Union is taking part for the first time, though its application to join the council hasn't been accepted yet

Its participation, the first involvement by Fosatu's biggest union in metal's official bargaining system, is a key pointer to the future

It is firstly a test of the council's ability to meet black worker aspirations

But it is also a test for the union. Having taken a controversial tactical decision to join the council, it will now have to show that this can pay off

MAWU members were due to meet at the weekend to discuss their stance at the talks. But the union's stated policy is to accept not less than a R2-an-hour minimum wage and the present metal minimum is R1,42

So with employers determined to keep rises to a minimum, there is no chance of a wage accord between MAWU and Seifsa

In the current economic climate, there is also little chance of strikes by MAWU members on the wage issue

The union may simply react by issuing angry statements — but the negotiations provide a first crucial test of its role on the council



# ✓ Metalworkers<sup>2011</sup> reject 5%<sup>2415/33</sup> rise and claim 30%<sup>1400</sup>

By STEVEN FRIEDMAN  
Labour Correspondent

KEY pay talks in the metal industries — which affect the wages of nearly 500 000 workers — resume today with prospects of a settlement seemingly slim

Yesterday, the Metal and Allied Workers Union said in a statement that mass meetings of its members in nine areas at the weekend had rejected a pay offer by the Steel and Engineering Industries Federation (Seifsa), which would raise the industry's minimum wage by 5%

It said they had branded the offer an "insult" and would continue to press for a R90-a-week minimum wage, an increase of over 30% It said other metal unions would back this demand

It is also likely that artisan unions on the metal industrial council will oppose Seifsa's offer After originally pushing for a wage "freeze", Seifsa has now offered to raise the pay of the highest-paid workers by 13c an hour and that of the lowest-paid by 7c, 3% and 5% respectively

This increase would be implemented on October 1 Annual increases in the industries are usually implemented at the beginning of July MAWU is taking part in the talks for the first time although it is not yet a member of the Metal Council

In its statement, MAWU

said that at meetings in Johannesburg Durban Port Elizabeth, Kaitliahong Thembisa, Benoni Vereeniging, Witbank and Ermangen it had rejected the Seifsa proposals It said workers had branded the proposals an "insult" and it was clear that Seifsa companies had money, whatever they said

It said the meetings had decided that MAWU should again demand a R90-a-week minimum at today's meeting

"Workers noted the excessive profits achieved by companies like Arnica and Dorbyl They proposed that the director of Seifsa be called to the next round of general meetings to explain to workers where the profits of the boom years have gone," the statement said.

It added that if a company claimed to be losing money, "its books should be shown to its employees" and if it claimed workers were unproductive, they should be shown production and turnover figures

The director of Seifsa, Mr Sam van Coller, was unavailable yesterday However, employers have insisted during the negotiations that they cannot pay high increases without jeopardising workers' jobs

They say the recession in the industries is the worst for decades and that the drought is likely to worsen the position of metal companies



# Witness: I found glass in my bread

Own Correspondent

CAPE TOWN — A Pollsmoor prisoner testifying in the murder trial of a teenage hairdresser said in the Supreme Court here today that he had found ground glass in his food this morning

State witness Billy McCarthy said that before leaving the prison he had been given food

"When I ate part of the bread at court this morning, I bit on something that felt like a stone. Then I discovered it was a bit of glass I opened the bread to find it filled with ground glass"

McCarthy said the glass had cut the inside of his lower lip

The accused, Mr Billy van Rooyen (43), of Heidelberg, has pleaded not guilty to murdering Miss Debbie Dicks (16) of Observatory on July 29 last year

Miss Dicks died at Groote Schuur Hospital shortly after she was stabbed in the neck, severing her main artery

McCarthy said Mr van Rooyen had told him he had already killed nine women but had been arrested on only three occasions

The case is continuing. Mr Justice de Kock is sitting with two assessors Mr W S O'Brien and Mr B L O'Leary. Mr S Baker appears for the State. Mr G B Griesel instructed by Smitheer, Cohen and Snitcher represents Mr van Rooyen

# Unions are divided on wage rises

Labour Reporter

Trade unions at the National Metal Industries' wage negotiations held in Johannesburg yesterday were divided over the final settlement of a five and seven percent increase effective from July 1 this year

Unions party to the industrial council accepted the agreement "under protest" while the Metal and Allied Workers Union (Mawu) did not sign the agreement, stating it failed to conform to their federation's policy of a basic living wage for workers, and that they did not have their members' mandate on the offer

The agreement reached with the employers, represented by the Steel and Engineering Industries Federation of SA, means a seven percent increment for workers at the bottom of the scale by some 10c an hour and the five percent rise means a 21c hourly increase for those at the top of the scale

The director of the Confederation of Metal and Building Unions, Mr Ben Nicholson, said that while they had not got what they wanted they had had to come to some agreement because of the economic situation

He said unions had reserved the right to approach employers individually and seek better increases and they had also received the commitment of employers to rationalise future wage negotiations in the industry and an urgent survey of retrenchment provisions

Labour observers said the largely white-member craft unions at yesterday's talks were fearful of the economic situation and further lay-offs and thus felt obliged to accept Seifsa's offer

They had asked Seifsa to postpone talks until next month when they could canvas their membership but the agreement went ahead. It was unlikely their members would accept the settlement because they were committed to the principle of a living wage

Mawu at the weekend had called for a 30 percent increase which would have brought the basic minimum wage up to R90 a week

The agreement still has to be sent to the Department of Manpower to be approved and gazetted before July 1 to be effective. About 500 000 workers are affected by the agreement.

Disneyworld to take part in the international of the Face of the 80s contest on June 4. The contest is a R100 000 modelling contract with the Ford Model Agency

# Scheme to farm workers

Reporter  
Scheme to improve skills and living conditions of farm labourers launched in the... is being... Foundation for Community Development... combines... of the private... sectors as well... and agriculture... foundation was... in February and... to... the...

tween the private sector, agricultural organisations and a State representative, he said

The foundation subsidises schemes to the tune of 75 percent, with the farmer paying the remainder

Meanwhile a Government-initiated scheme is battling to overcome various problems

The Boskop Training Centre near Potchefstroom, which trains farm labour in conjunction with the SA Agricultural... the...



A unique South African coin, an 1898 Kruger 'pond' with a single '9', was sold for R132 000 in a recent coin auction — the largest yet held in South...

# Kruger coin is

# Maaske to run in marathon

Springs runner Louis Maaske, who pulled out of The Star/Mazda 1 000 km marathon because of lack of training time, is back in the race

He changed his mind after his employers, Raeburn Manufacturers, decided to pay any expenses not met by the sponsors

He has already trained one of his fellow workers to be his second in the 10-day event which begins in Johannesburg on July 1...

**News**

**EXTRA**

**Strike** <sup>Sowden</sup> 26/1/83

THE majority of the 140 bus drivers at Putco's Springs division went on strike yesterday demanding the re-instatement of a fired colleague.

A statement released by the bus company's public relations executive, Mr Pat Rogers, said that a strike was called yesterday morning and talks were being held.

"The driver concerned was fired after being found guilty, through an internal inquiry, of causing a serious accident. Also, those striking workers have chosen to ignore established grievance procedures which would allow the driver concerned to appeal, and to be retained on full pay until the appeal is heard."

"The timing of the strike was particularly unfortunate as officials of the Transport General Workers' Union (TGWU) were at Putco's head office attending the annual negotiations on conditions and service. A couple of these officials have now arrived in Springs," the statement said.

# Bus strike has ended

140 A  
Gen  
26/5/83  
Labour Reporter

Striking bus drivers at the Putco bus company's Springs depot returned to work early today

About 140 drivers went on strike yesterday over the dismissal of a colleague after Putco held an investigation into the man's involvement in a motor accident

A Putco spokesman said that officials of the Transport and General Workers Union would confer today with management

W200M 27/5/83  
**Workers bid to control fund**

By STEVEN FRIEDMAN  
Labour Correspondent

MEETING with key implications for the future of the metal industries pension which affects about 500,000 workers takes place in Johannesburg today

Three emerging unions - the Metal and Allied Workers Union, General Workers Union and Chemical Workers Industrial Union will meet the board of management of the Metal Industries Group Pension Fund to discuss their demand for majority worker representation on the fund's

board. Unionists on the metal industrial council - who support the fund and sit on its board - fear that this demand could spell the end of the fund and leave metal workers without pension

But the three unions claim workers are dissatisfied with the fund and that they are seeking to reform it rather than to have it scrapped

The issue has come to a head because the five-year-old industrial council agreement setting up the fund is due for renewal

While none of the three belong to the council at present they were asked by the Steel and Engineering Industries Federation which represents metal employers to agree to a renewal of the agreement setting up the fund

The unions said they had reservations about the fund but would do so if their demand for majority worker representation on the fund's board was met

Half the members of the fund's board are employer

representatives and half represent unions on the metal council

The three unions argued that the fund was financed by worker money and that workers therefore ought to have a majority say in how it was run

But Seifsa rejected this arguing that employers contributed half the money in the fund and were therefore entitled to half the seats on the board

Today's meeting has been called in an attempt to resolve the impasse

Although the metal council could renew the agreement without the three unions consent it would still have to be extended to workers who do not belong to council unions by the Department of Manpower

Unions on the council fear

the department would be unable to do this if it was clear that a substantial body of workers - the members of the three unions - did not want the agreement extended

It would be impossible to continue the fund unless all metal workers belonged and if the deadlock continues the fund's future will be in jeopardy

Emerging union sources say they will stick to the demands at the meeting

The question of representation is crucial to us and we cannot agree to an extension of the agreement unless this is settled, a source said

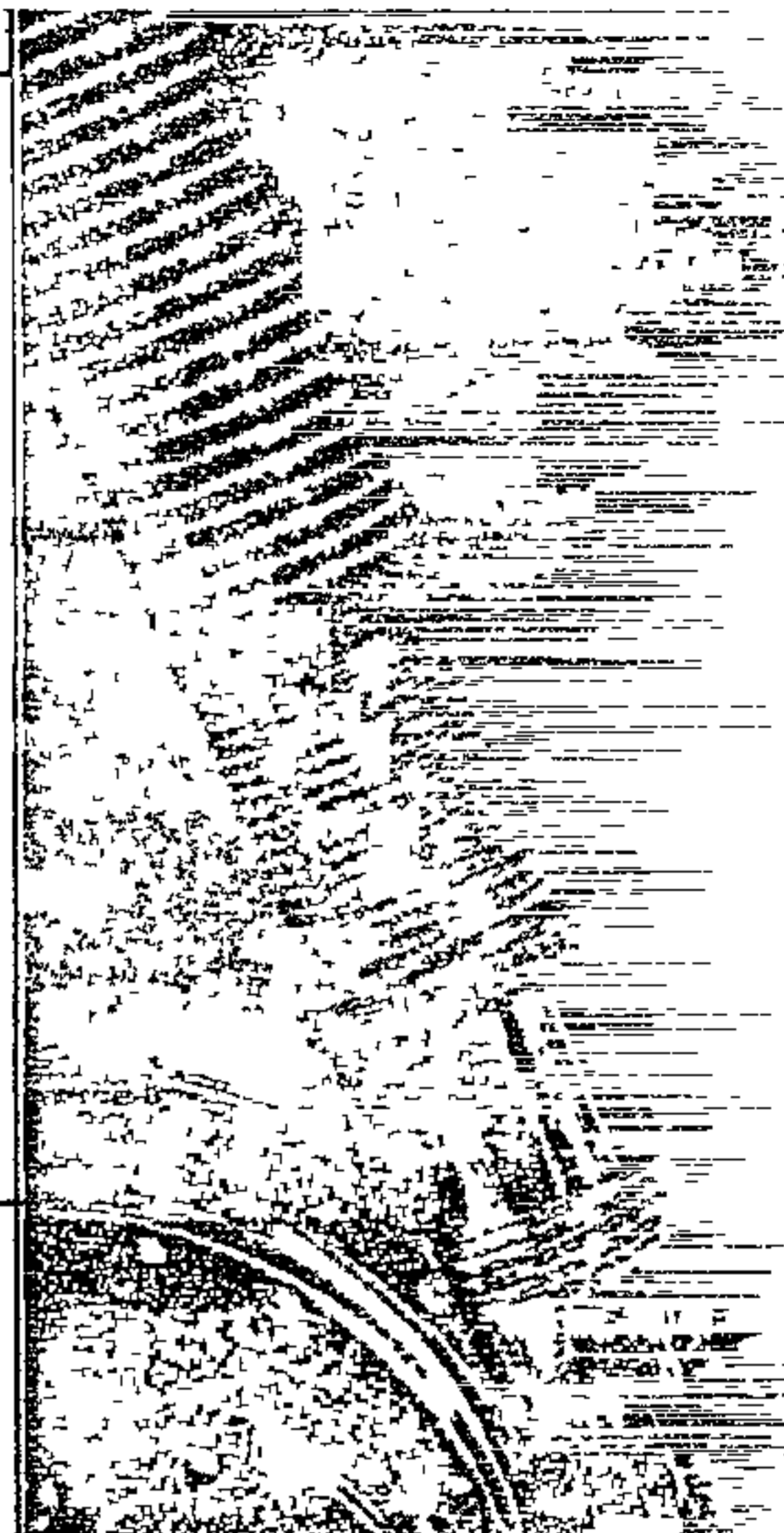
Unions on the council believe it may be possible to find a formula to allow the fund to continue even if emerging unions withhold support

# Striking drivers go back to work

THE STRIKE by most of the 140 Penco bus drivers in the Springs division was called off on Wednesday afternoon and commuters were not inconvenienced as the service continued to run normally, a spokesperson for the company said yesterday.

The spokesperson said the strike was called off after talks between the company's management and worker representatives of the Transport and General Workers Union (TGWU). The negotiations between the two parties were still going on yesterday morning and both hoped to reach a satisfactory agreement.

The drivers went on strike on Wednesday morning demanding the reinstatement of a fired colleague. Management had said the driver concerned was fired after being found guilty, through an internal inquiry, of causing a serious accident.



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# after action sati

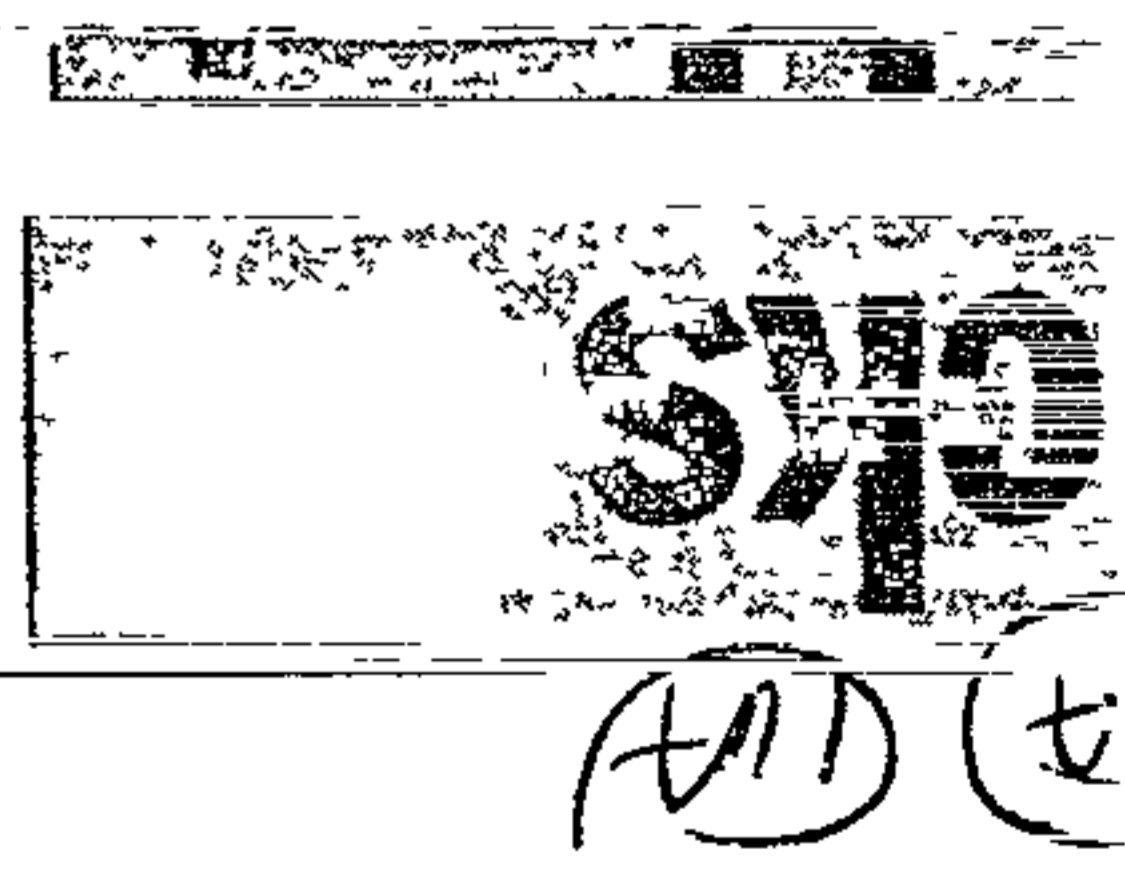
For after action satisfaction see the cigarette that's alive with "honest-to-goodness tobacco Lexington — the best tasting"

## Lexington...a

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# Goldenhuys speaks out

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# Striking Putco drivers return to work

By SOPHIE TEMA

PUTCO drivers at the Springs Depot who went on strike on Wednesday were back at work yesterday

The drivers agreed to return to work on Wednesday at 4.45pm — on condition there would be a rehearing of a case concerning a sacked

colleague and an investigation into complaints they had made against their transport manager

Talks between representatives of the Transport and General Workers Union and Putco's management were still continuing yesterday

A spokesman for the union said the drivers stopped work

on Wednesday morning in anger after an attempt to hold talks with their divisional manager had failed

A union official, who was called to the Springs depot then held discussions with the drivers and Putco's management

As a result of the talks the drivers agreed to return to

work — the condition being there would be a rehearing on the sacking of their colleague and all shop stewards would investigate complaints made against the transport manager

Mr Pat Rogers Putco's public relations officer, said yesterday buses were operating normally again

(40A) COM 27/5/83

FM 27/5/83

## METAL INDUSTRIES PAY

### Modest rises

Given the sorry financial state of SA's metals industries, it is not surprising that some employers and union leaders are unhappy about the pay rises negotiated this week

Increases for about 500 000 metal workers will rise by between 5% and 7% following the agreement reached at the industrial council for the industries. The agreement was reached after employers increased their offer of 3% for workers at the top of the scale and 5% for those at the bottom.

Employers, represented by the Steel and Engineering Industries Federation of SA (Seifsa), had proposed that wage negotiations should be delayed until October at the earliest. However, strong union pressure finally saw them agreeing to negotiate and to grant the increases. Although the pay rises are modest, the FM understands that some employers are extremely unhappy about them, believing that they are too high.

The unions are dissatisfied as well. Established ones say they have reluctantly accepted the settlement because they do not want the current agreement to expire without a new one having been reached. They

have, however, warned that they may approach companies which can afford to pay more than the agreement, for further pay talks.

The Metal and Allied Workers' Union (Mawu), which took part in the industrial council negotiations for the first time this year, has not endorsed the agreement. It has criticised the established unions for not having referred the employer proposals back to their members.

It seems possible that in the year ahead some union leaders will press for changes to the way in which pay negotiations have been conducted at the industrial council in the past. They say that while there is merit in having a central agreement covering conditions of employment, wage negotiations should take place in different sections of the industries because some sections can afford to pay more than others. They complain that as matters stand now, the employer offer is determined by the increases that can be afforded by companies in the most depressed sections of the industries.

However, many employers argue that it is impossible to create a clear distinction between different groupings of companies in the industries and that fragmented wage bargaining would result in chaos.

The low pay increases are obviously good news to government. Seifsa officials describe the pay rises — which will obviously have an influence on collective bargaining in other industries — as 'anti-inflationary'.





1907  
40A  
Prest

# Putco strike is called off

JO'BURG - The strike by Putco bus drivers in the Springs area was called off last week after it was agreed that union and company representatives would investigate the dismissal of a company driver.

Most of the 140 bus drivers at the

company's Springs depot, who are affiliated to the Transport and General Workers' Union, went on strike for a day in protest against the dismissal of a colleague who was found guilty in an internal inquiry of causing a serious accident.

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# Scene is set for a hot wage war

THE annual metal pay battle is temporarily over, but other developments at last week's pay talks may have key implications for metal's bargaining future

The battle is only 'temporarily' over because established unions on the metal industrial council such as the SA Boilermakers Society are now going to approach some companies and request direct pay talks

They say they know some employers can pay more than the 5%-7% agreed at the council and hope unions will approach them jointly

This is a key departure from the previous practice of these unions, which has usually been to bargain wages through councils only

It will also bring them into conflict with metal employer federation Seifsa which is as opposed as ever to wage negotiation outside the council

While conflicts between Seifsa and emerging unions on this issue are routine, the entry of established unions to the fray could add an interesting twist to the issue

A further facet is that the Boilermakers issued a statement last week complaining about the "cumbersome" negotiation system in the metal industries. The union said it still backed the council system, but revisions to it were necessary

It might simply be backing a demand by unions on the council — which Seifsa agreed last week to discuss — that council wage bargaining be decentralised so that the various metal sectors negotiate pay separately

But it might also be considering some measure of bargaining with individual companies alongside council bargaining

Another key development could be afoot following Seifsa's agreement to discuss with Fosatu's Metal and Allied Workers Union the Fosatu "living wage" concept

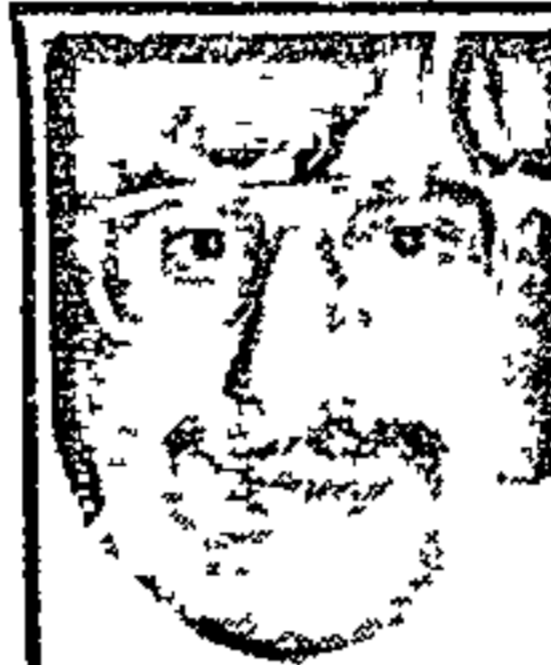
Fosatu sees R2 an hour as a minimum "living wage" and the metal minimum is only two-thirds that — hence MAWU's angry rejection of last week's pay deal

But Fosatu unions have also advocated a new method of wage bargaining for the lowest-paid

Instead of haggling over a percentage rise, they have argued, employers and unions should agree on a "living wage" figure and negotiations should then centre around how quickly the goal can be reached

MAWU may put this idea to metal employers

However it is received bargaining in the industries is clearly entering a fluid period



**Labour  
Week**

By

**STEVEN FRIEDMAN**



DIDM 18/11 346 157  
307 5783 140A

~~100~~ ~~555~~ ~~100~~ (140A) 20/5/83

WHILE talks are in the offing about a R2-an-hour minimum wage in the metal industries, a Fosatu union has won the R2 from an Isando company

Tea and coffee company TW Beckett, an Anglo-Vaal subsidiary, has agreed to pay a R2 minimum after talks with the Sweet, Food, and Allied Workers Union. It is the second Transvaal company in which SFAWU has members to agree to this.

Getting the minimum up to R2 meant a 62% rise, and Fosatu president Mr Chris Dlamini, a SFAWU member who was involved in the TW Beckett talks, hails this as an outstanding achievement in view of the recession.

While food firms are not as affected by recession as others, large wage advances of this sort have been almost unheard of this year.

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# Experts laud pass law judgment

**THE Appeal Court judgment on the Rikhoto pass law case has been hailed by legal experts, politicians, trade unionists, and community leaders as "a breakthrough" and "very enlightened".**

Commenting on the judgment, Professor John Dugard of the University of Witwatersrand said "It is probably the most important decision of our Appeal Court in many years. It certainly will improve the quality and the security of the lives of many blacks who have worked in our cities for over 10 years."

"One hopes the Government will not interfere with this decision and that the administration boards will carry it out properly. In the past, administration boards have often refused to implement enlightened court decisions and one can only appeal to the boards on this occasion to give effect to the Rikhoto decision."

## INFLUX

Official Opposition in Parliament also hailed the Appeal Court's upholding of the Rikhoto judgment as a major breakthrough for black rights which, if implemented, would be a significant step towards dismantling influx control.

"This ruling places the final approval of the courts on the sanctity of

family life," Mr Nic Olivier, a nominated MP and expert on black rights said yesterday.

"It is significant that our courts in recent years have adopted an increasingly humane approach in the interpretation of the law which contrasts sharply with its application by the Government and administration boards," Mr Olivier said.

Mrs Helen Suzman welcomed the Appeal Court ruling and called on the Government to accept it. "It is sincerely hoped that the Government in no way attempts to circumvent the decision."

## PRIVILEGE

She said the ruling would bring many privileges, "which in any normal country would be considered a natural right — namely for a man to live with his wife and children and be able to obtain a long lease in an urban township."

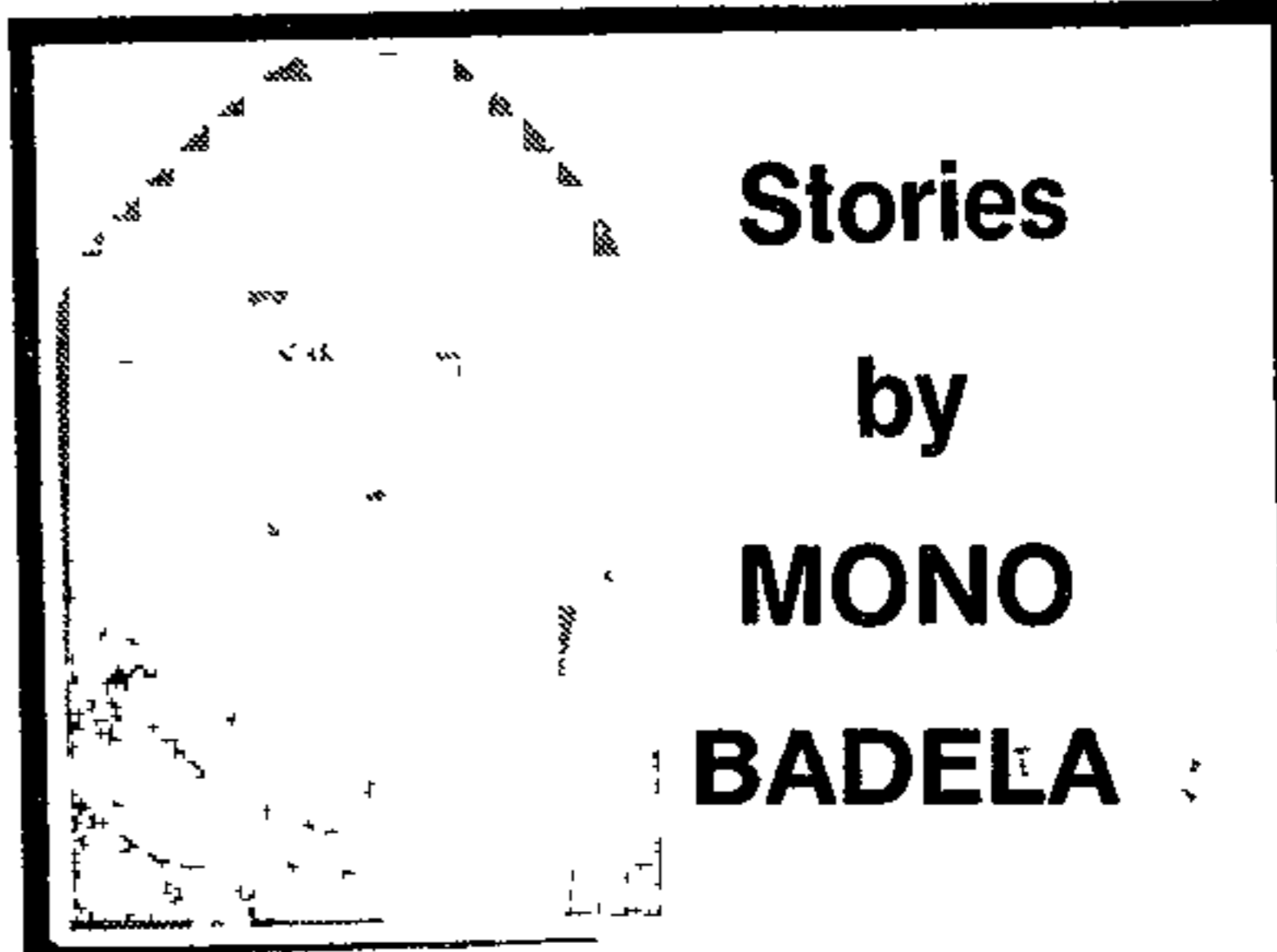
The national organiser of the South African Allied Workers' Union (Saawu), Mr Herbert Barnabas, said the renewal of work contracts should not mean termination of their services with the employer. "We regard the decision of the Appeal Court as a progressive step. The appeal by the East Rand Administration Board is a sign that it was set up to further the aims of separate development.

"We have long been

complaining about the malpractices of this board that has deposited people's monies in institutions like the South African Bureau of Racial Affairs. The appeal against a court decision was another way of wasting money. We hope however that Erab will accept the situation and allow Mr Rikhoto

and others to live permanently with their families and work in the area.

"There are hundreds of our members who we feel are entitled to Section 10 (1) (b) rights by virtue of them having worked in South Africa for more than ten years," Mr Barnabas said.



Stories  
by  
**MONO  
BADELA**

1300 down tools  
over retrenchments

By ANTON HARBER

THE entire black workforce at Krost Brothers in Heriotdale yesterday downed tools to protest against the retrenchment of 120 workers

The managing director of the firm Mr Sydney Durman said the 1300 workers had refused to work yesterday morning and had demanded that he address the entire workforce

Mr Durman said the strike had been sparked over the retrenchment of other workers at this East Rand firm. He said 120 workers both black and white, had been paid off last Friday

"I am not prepared to talk to the whole workforce. There is an official shop stewards committee and that is the forum for us to talk about this issue" he said

Meanwhile, hundreds of workers milled around outside the factory while security guards kept them away from the main building

Most of the workers are members of the Fosatu-affiliated Metal and Allied Workers' Union

According to Mr Durman, the company recently began negotiating a recognition agreement with Mawu

Spokesmen for Mawu were not available for comment

*Countdown  
Bank Bank  
Comm.*

SOWETAN

2/6/83

~~2/6/83~~  
~~2/6/83~~

# 1 300 Krost workers down tools

140A

PRODUCTION AT Krost Brothers, an office equipment manufacturing company on the East Rand was yesterday hit hard by a full day's work stoppage which involved some 1 300 workers.

The entire workforce refused to take up their tools following management's refusal to address and discuss the retrenchment of workers with them.

Last Friday about 130 workers black and white were retrenched Mr Sydney Derman, the managing director told The SOWETAN that the company had no option but to reduce its workforce because of the 'economic crisis'.

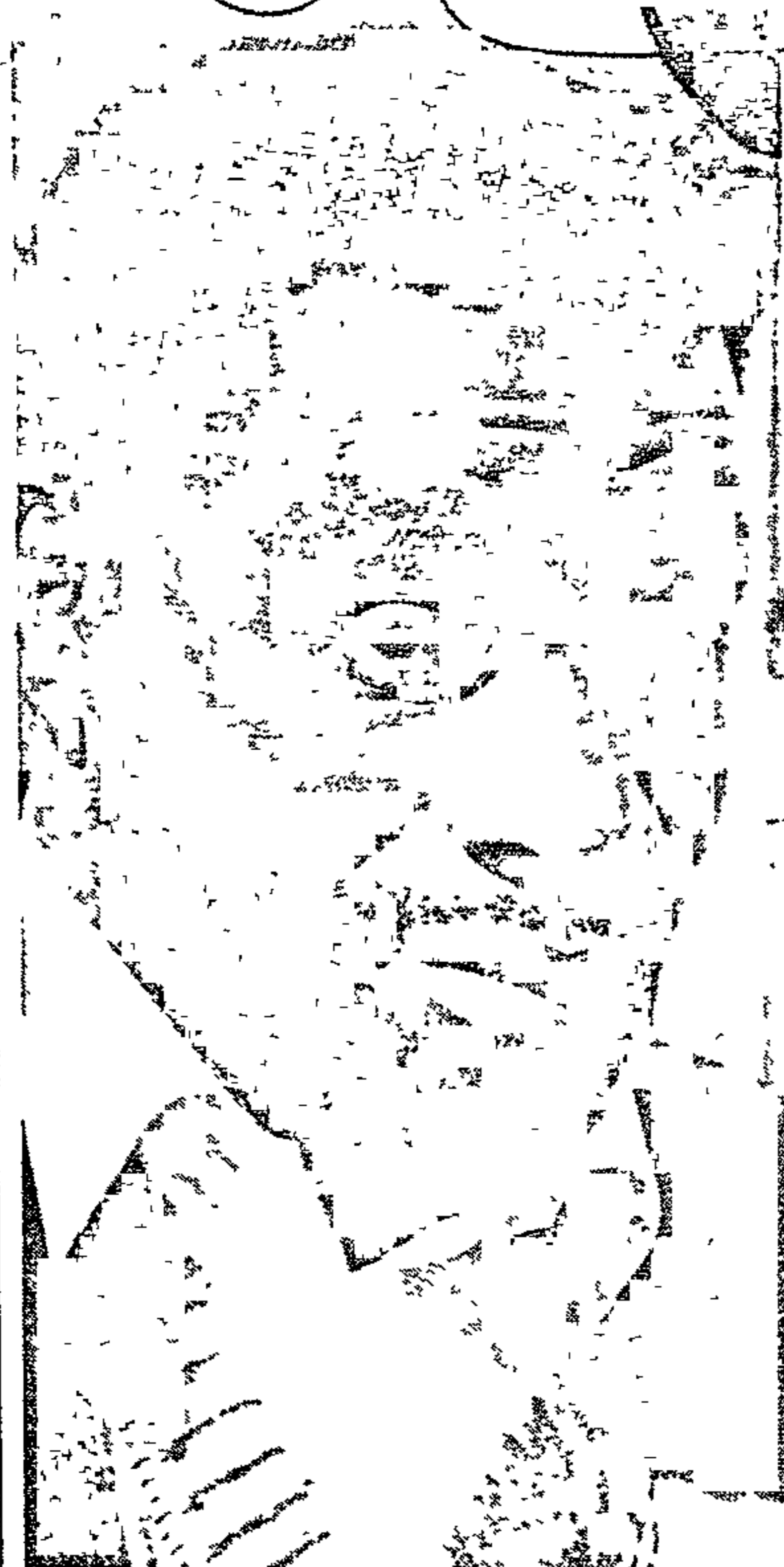
He said management did not discuss the issue with the Metal and Allied Workers' Union (Mawu) which represents the workers because recognition negotiations had not been concluded.

"We offered to negotiate with shop stewards appointed by the workers but this was rejected as the workers wanted management to address them," he said.

Mr Elias Novela, chairman of Mawu at the plant, refuted the statement of the management and said on May 20 and May 27 management had walked out of a joint meeting with shop stewards after being confronted for failing to follow the procedure on retrenchment.

When the shop stewards met management last Thursday Mr Novela said the 130 workers had already been informed of their fate.

On Monday the workers decided that they would not resume work unless they were addressed by the management.



DENIAL: Mr Elias Novela, Mawu chairman at Krost chapel

# DPS

# it

ruled yesterday that Ernest Dipale (21) of n Vorster Square in

## MAKOBANE

that on August 6 he wrote a statement and insisted on repeating it before a magistrate.

He had been aware he would be charged with ANC activities and not terroristic activities that would make the charge against him much lighter. To speculate why he committed suicide would not bring the court very far but it was possible he had fears that the discovery of more activities and arrest of others at large must still come about.

## Surgery made 'man out of him'

Police are investigating the case of a man who disappeared with a portion of a youth's private parts after conducting a backyard circumcision.

The family of the youth, Oupa Dlamini (17) of 36 Senaoane, who is a pupil at Ndondo Higher Primary School.

According to the youth's brother Mr Joseph Dlamini, the incident occurred last week after the man called Oupa and told him he was going to "make a man out of him."

The youth bled a lot after the "surgery" and was rushed to hospital.

"After the circumcision the man took the flesh with him and disappeared. We went to

ide <sup>SOWETAN</sup> 2/6/83

# hize

the policeman when he ordered them to disperse.

Last month, two residents of Driefontein, Mr Themba Manana (38), and Zephania Sibanyone (16) died at Diriesdorp Police Station where they were held as witnesses.

After the deaths, police opened two murder dockets, one into the death of Mr Mkhize and the other into the death

**NOW**

England's  
*Luxury Cigarette*

**BACK IN TINS**

*Mills*  
SPECIAL

**GENERAL MEETING**

which will be held at the

**CATHEDRAL HALL**  
(St. Georges Cathedral)

Queen Victoria Street  
Cape Town

**TUESDAY, JUNE 7th, 1983**

**6.00 p.m.**

**AGENDA**

1. Minutes General Meeting 29/4/1982
2. Negotiations for new agreement
3. Dispute (Industrial Court)
4. Election of Officers  
The following vacancies must be filled:-  
Chairman  
Vice-Chairman  
2 members of Executive Committee
5. General

**TRANSPORT WILL BE PROVIDED.**

**We will get you home. There can be no excuse, you MUST attend this meeting.**

Yours fraternally  
A.E. Frazer  
Secretary

*(Handwritten signatures and dates)*  
 140A  
 1983  
 Smith's & Smith's Union  
 Registered under the Industrial Conciliation Act  
 CAPE TOWN BRANCH

Phone 46-8086  
P O BOX 2884,  
CAPE TOWN 8000

201/204 CITY CENTRE,  
18, CORPORATION STR,  
CAPE TOWN 8001

**AIN**

**URGENT MESSAGE  
TO**

**JOURNEYMEN!!!**

**YOUR JOBS  
ARE IN  
DANGER.**

**YOUR UNION IS IN DISPUTE WITH THE CAPE JEWELLERY MANUFACTURERS ASSOCIATION (YOUR EMPLOYERS) AND HAVE REFERRED THE CASE TO THE INDUSTRIAL COURT AS AN UNFAIR LABOUR PRACTICE.**

**THE EMPLOYERS CLAIM THAT ANY PERSON CAN BE DRAGGED IN OFF THE STREET AND ALLOWED TO PERFORM JOURNEYMAN'S WORK WITHOUT HAVING SERVED AN APPRENTICE-SHIP!!!**

They are exploiting the "differential rate" clause in the industrial council agreement which provides that any worker required to do more highly paid work must be remunerated accordingly. The employers claim that this clause includes "Journeyman" and that any person can perform this work so long as he or she is paid the basic minimum rate for this category.

When the union became aware that certain employers were abusing this clause, it proposed that the journeyman be excluded from its provisions and

**THEY REFUSED.**

Thus the dispute between the union and the employers.

**WE ARE CONFIDENT WE WILL WIN BUT WE MUST HAVE THE SUPPORT OF ALL WORKERS IN THE INDUSTRY.**

A win for the employers would mean the trade would return to the gutter from which the union has for so many years struggled to raise it. A win for the employers would mean the complete undermining of the status and security of the journeyman.

**TODAY THE JOURNEYMAN!!!  
YOU TOMORROW?**

The Cape Jewellery Manufacturers' Association has sent a letter to all its members advising them that they are no longer required to deduct trade union subscriptions from your wages. The employers are fully aware that this could mean the loss of your sick and distress benefits.

**DON'T LET THEM DESTROY YOUR SICK BENEFIT SCHEME WHICH HAS HELPED SO MANY OF OUR WORKERS. PAY YOUR SUBSCRIPTIONS WHEN THE COLLECTOR CALLS.**

We know that a number of employers have refused to allow the juggernauts of the industry to ride over them and crush them. They are not prepared to be dictated to by a group of petty little people and they have agreed to continue deducting trade union subscriptions. We appreciate deeply the stand they have taken in their efforts to maintain harmonious relations with their workers. They too are not prepared to see the industry destroyed by a policy of short term gains which can result only in disaster in the long term. Full details of the fight will be given at the General Meeting.



SOWJETAN 3/6/83

# Workers still on strike

THE LABOUR unrest plaguing Krost Brothers, an office equipment manufacturing company in the East Rand, entered its third day yesterday with no sign of the more than 1 300 workers shifting from their declared stand.

Production at the plant has been hard hit by a work stoppage that started on Wednesday. Workers yesterday continued their stand not to return to work in protest

against what they claim was "summary retrenchment" of 130 of their colleagues by the management.

The leader of the workers, Mr Elias Novela, claimed in a statement that management failed to follow the retrenchment procedure presented to the company by their trade union.

In an interview yesterday Mr Sydney Derman, managing director of the firm, said that the situation by late yesterday afternoon had not changed.

He had not discussed

the retrenchments with the workforce as had been requested by them. He said management was prepared to discuss the problem with the shop stewards. It was, however, learnt that some top officials of Mawa visited the plant yesterday and held talks with representatives of the workers.

Because management walked out of a meeting with shop stewards last week Thursday, the workers decided on Monday that management should address them personally to account for the retrenchments.

# Bakery <sup>3/6/83</sup> agrees to recognise union <sup>140A</sup>

THE 3 000-strong Bakery and Allied Workers' Union has concluded a recognition agreement with Park Bakery, a subsidiary of Fedbaki Pty, at a meeting held in Isando this week.

In terms of the agreement, the union, an affiliate of the South African Allied Workers' Union, is regarded by the management as a collective bargaining representative for conditions of employment and other matters affecting workers at the plant.

Saawu's national secretary, Mr H Barnabus, told The SOWETAN yesterday that the contents of the agreement were negotiated between the company and the union and were regarded by the union as "very constructive and a progressive step".

"The agreement will also create good industrial relations between the two parties. The union will conduct wage negotiations with the management during November and thereafter wage discussions will be held annually," he said.

Mr Barnabus said the union was planning to train most shop stewards at the plant in registration procedures.

In the event of a deadlock on wage negotiations, the union will follow the mediation and other procedures in order to represent its members fully, he said.

The company's general manager, Mr M Farrand, has confirmed the recognition agreement with the union.

# Lessons of the VW strike at Uitenhage

Ernest 1.40A  
3/6/83

THE strike at Volkswagen's Uitenhage plant in 1980 came under the spotlight again recently when Mr Norman Faull, senior lecturer at UCT's Graduate School of Business, was invited to write a special international version of the events as a case study for the International Management Institute (IMI-Geneva)

IMI-Geneva, which aims to contribute towards improving the management effectiveness of corporations and other organisations in the world through education and research, identified the Volkswagen strike as a story with effective learning points for its purpose

It decided to invite Mr Faull to present the case history at an international personnel management seminar attended by senior personnel managers of 15 nationalities with experience in multi-national companies in 20 countries

Mr Faull went to Europe in April to further his original research on the Volkswagen strike — a mammoth 450-page, five-part case study that has been used in educating industry executives and MBA students

His new case study was written from the perspective of the International Metal Workers Federation, where he spent almost a full day at its Geneva headquarters interviewing Mr Herman Rebhan, general secretary of the IMF, and his two deputies

One of Mr Rebhan's deputies, Mr Karl Casserini, had participated in the July, 1980, negotiations in South Africa which led to the end of the strike and the final settlement between Volkswagen and the trade unions

Senior personnel executives at Volkswagen's Wolfsburg international headquarters in Germany were also interviewed by Mr Faull for his new case study

Mr Faull said that the IMI seminar delegates showed extraordinary curiosity in the essentially South African nature of many aspects of the case

The many years of unfavourable international media publicity that South Africa has endured has led to the impression that it is impossible to get good news from South Africa

The 1980 Volkswagen strike proved this impression wrong. It was, in fact, the vehicle for good news

The credit for this international conclusion, said Mr Faull, should go to all those who took part in the dispute negotiations



Mr NORMAN FAULL... analysing the 1980 Volkswagen strike.

C. HERMAN  
4/6/83  
140A

# SA union goes to Italy to settle dispute

A SOUTH AFRICAN labour dispute has been settled in the Italian capital of Rome

The National Automobile and Allied Workers Union (Naawu) is now officially recognised by Alfa Romeo.

The South African subsidiary, until last week, had refused to deal with the union.

Naawu had appealed for assistance to the Italian Metalworkers Federation, which organises Alfa workers in Italy, as well as the 14-million strong International Metalworkers' Federation. Both the Italian and South African unions are affiliated to the international federation.

## PRESSURE

The appeal led to pressure being applied on Alfa. A meeting followed in Rome on Monday last week attended by the Alfa parent company, the South African subsidiary, Naawu, the Italian Metalworkers' Federation and the international federation.

Agreement on recognition was achieved at this high-powered gathering.

The Geneva-based general secretary of the International Metalworkers' Federation, Mr Herman Rebhan, had said earlier "The high-handed reactionary attitude of the Alfa manage-

ment in South Africa suggests they still think they are living in the Mussolini era when trade unionists were treated like dirt."

The company is the lowest payer of all motor manufacturers in South Africa, according to the Transvaal secretary of Naawu, Mr Taffy Adler. He said it paid R1,45 an hour while other motor companies paid less than R2,00.

Naawu's struggle at Alfa started when the union applied to management to be officially recognised as representing the workers at the company's Wynberg, Johannesburg plant which houses its workshop and spares department. The majority of the workers had joined Naawu.

But management refused to accept that Naawu represented its employees and set up a Works Committee instead, Mr Adler said.

Two key members of the union were also unfairly dismissed, he added.

This led to Naawu, an affiliate of the Federation of South African Trade Unions (Fosatu), fighting it out in court with Alfa on April 25.

Naawu has agreed to halt court action against the company in return for its being officially recognised by it.

~~140A~~ 6/6/83 140A ~~140A~~ ROM

DEPARTMENT of Manpower figures showing that black membership of registered unions jumped by 52% last year are a little difficult to interpret

The department's figures show that there are now 394 510 black workers who belong to registered unions

The reason the figures must be treated with some caution is that they include black members of established unions who are forced to belong to them by "closed shop" agreements

Registered unions do, of course include members of leading emerging union groups such as Fosatu and Cusa

But Fosatu claimed only a 10% membership rise last year and if the unregistered NUM is excluded, Cusa claimed about a 30% rise

What all the figures do agree on is that black membership of unions has not dropped as a result of the recession a trend which indicates a continuing strengthening of the black union movement

210M 6/6/83  
**BMW agreement**

1977 Mail Reporter  
40A  
THE National Automobile and Allied Workers' Union has signed an agreement with BMW

Mr Taffy Adler, Transvaal secretary of Naawu, said yesterday the agreement represented a milestone in industrial relations

The agreement provided

that BMW would negotiate wages, working conditions and stop order facilities with Naawu. The union would have access to the election of shop stewards as soon as 50% of workers belonged to the union.

The union at present has 40% membership at the plant

# Novel bid to settle strike

440A  
RWM  
7/6/83

## Labour Correspondent

MANAGEMENT and workers at Premier Paper's Kliprivier mill are to use an unusual form of mediation in an attempt to settle a wage dispute

The dispute led to a week-long strike at the mill last month after which the company cancelled its recognition agreement with the Paper, Wood and Allied Workers Union

Since then, however, the company has been negotiating with the union's shop stewards. Worker leaders at the mill say they still regard the union as the workers' bargaining representative there

During the strike, Premier rejected union appeals that a mediator be called in

But yesterday the company issued a joint management-worker statement saying that both parties had now agreed "to enter into a process of dual mediation".

It said the dispute remained deadlocked

It is understood that Premier has again rejected worker demands for one mediator to be appointed

Instead, two mediators have been appointed — one to represent management, the other to represent workers. This form of mediation is believed to be unprecedented

According to the statement, workers are continuing to demand a 40c an hour increase with effect from July

The strike was sparked by a management decision to give selected workers rises of between 30c and 40c an hour to bring them into line with a company wage grading system. Workers are demanding that this be extended to all of them.

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7/6/83

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70, Labour Report

(scribble)

Mediators have been called in to settle the five-week-old dispute between the Paper, Wood and Allied Workers' Union and the Premier paper mill at Kliprivier

(scribble)

About 350 workers downed tools over wage demands at the Barlow-Rand subsidiary in late April, demanding an increase of 40c an hour. Management refused to meet the demands and later cancelled a recognition agreement with the union.

Workers later agreed to return to their jobs on the promise of wage talks.

Their demands were lowered to a 20c hourly rise while management offered a 10c increase. Deadlock resulted. Both sides then agreed to bring in mediators.



## Management to talk

~~ISA~~ Mercury Reporter *QDA Mercury* 8/6/83

THE management of a Mobeni paper products factory is to hold further talks with its black workers today as the work stoppage at the factory entered its second day yesterday

Hundreds of workers at Nampak Products Ltd downed tools on Monday morning in support of their demands for a refund of their pension contributions and the recognition of their union by management

Mr Roderick Campbell the company's industrial relations manager, said yesterday that at a meeting with the worker representatives and Mr Sam Kikine, general secretary of the South African Allied Workers' Union it was agreed that he meet the representatives today

# Anti-pass law declaration does rounds in Transvaal in the wake of Rikhoto

Labour Correspondent

IN the wake of mounting worker interest in the landmark Rikhoto judgment, thousands of Transvaal workers are being asked to sign a declaration which charges that the pass laws are being tightened by the Government

The declaration also rejects in its entirety Dr Piet Koornhof's Orderly Movement and Settlement of Black Persons Bill and calls for the scrapping of all controls on workers' freedom to seek jobs where they choose

It has been adopted by the Transvaal region of the Federation of SA Trade Unions which is circulating it among all workers at Fosatu Transvaal factories

The declaration is framed in the form of a petition to Dr Koornhof and will also be presented by Fosatu to employers at all factories where a majority of workers sign it. Fosatu says it will publicise employers' responses

Details of the declaration were released yesterday Fo-

satu sources say it was adopted by worker meetings before the recent Rikhoto judgment but had taken on added impetus since the court decision

It says workers must be free to seek jobs where they choose and employers free to employ whoever they choose without interference from "pass offices"

All South Africans should have equal citizenship rights and workers the right "to live with their families in decent housing within a reasonable distance from their place of work"

The document then goes on to reject

● The fact that section 10(1)(b) of the Black Urban Areas Act, which the Rikhoto judgment upheld, compels black South African migrants to work for one employer for ten years to earn city rights "while white foreigners need only three years to qualify for full citizenship";

● The unwillingness of the authorities to grant workers even the right to qualify for

city rights after ten years, ● Increasing restrictions on migrants, such as the fact that the "special" system, which allowed migrants to seek work in cities before they acquired a job, was no longer being used

● The refusal of "pass offices" to allow migrants who lost their jobs to stay in the cities and seek other work,

The declaration also attacks key aspects of the Orderly Movement Bill.

These include heavy fines on "illegal" workers and their employers, a curfew on blacks, and a provision robbing migrants of their city rights if they lose "approved accommodation" — even if they retain their jobs

The declaration also cites the destruction of township shacks and the increase in pass law arrests as evidence of a tightening up of influx control

The document rejects the Bill in its entirety as well as all official moves to tighten up influx control ahead of the Bill

## Rikhoto decision defended

Mail Reporter

ATTEMPTS by the Government to block the implementation of the Appeal Court's Rikhoto judgement exposes the dishonesty of its reform plan, says the United Democratic Front (UDF)

The UDF is a newly formed umbrella body including over 30 opposition organisations

It says they are angered and disgusted by reports that the Government is attempting to block the implementation of the ruling

"This Government is trying to slip out of adhering to laws which were formulated by this very same Government," it said in a statement yesterday

"Apart from being audacious, it clearly exposes the so-called reform which the Government is trying to implement

"The majority of people have a deep-seated suspicion of our rulers

"The attempts to block migrant workers from getting their rights would only serve to further expose the cunning dishonesty of the Government," the statement said

~~140A~~ 140A ~~140A~~ ~~140A~~

# Union denies 'poaching'

By STEVEN FRIEDMAN  
Labour Correspondent

A ROW over alleged "poaching" of members has broken out between two emerging unions in the food industry, one affiliated to the Council of Unions of SA, the other to the Federation of SA Trade Unions

Yesterday, Cusa's Food, Beverage and Allied Workers Union issued a statement attacking rival unions for "preaching unity and solidarity while attempting to divide workers organised by Food, Beverage"

The row comes as emerging unions are planning key union talks next month

FBAWU officials say the attack is directed chiefly at Fosatu's Sweet,

Food and Allied Workers Union which they accuse of trying to "poach" members at the Irvine and Johnson plant in Springs and a meat plant in Pretoria

But the Fosatu unions' general secretary, Mrs Maggie Magubane, yesterday said her union only allowed workers at the plants to join after "persistent requests" by them over a two year period

In the FBAWU statement its general secretary, Mr Skakes Sikhakhane, said the union "views the recent action of other food unions in a serious light"

It said in several plants where it had majority support, had been recognised and had "negotiated the best possible wages", rival unions were now "attempting to organise already organised workers"

In a supporting statement, Cusa said all its unions had "consistently followed a policy of non-interference in the affairs of other unions" and had not organised workers "where other unions are attempting to organise"

"We would like to inform our members that we will resist the attempts of unions who seek to mislead them", Cusa added

FBAWU official Mr Glenn Mokoena charged yesterday that the union faced "poaching" from both Fosatu's SFAWU and the SA Allied Workers Union, but he said its dispute with SAAWU was being settled

"We feel strongly that this sort of thing damages union unity," he said

Mrs Magubane said yesterday SFAWU had been approached two years ago by I&J workers who were

unhappy with the Cusa union and wanted to join its Fosatu rival

"We ignored these requests because we did not want to interfere and even went to the extent of discussing the matter with the Food Workers' International (to which local food unions belong)"

The requests had persisted and workers had begun claiming that Sweet, Food was not interested in recruiting them

"The final straw came when they sought a meeting with the Cusa union this week and its officials did not turn up

"We believe in freedom of association, which means workers can join any union they choose We thus allowed these workers into the union and so far 200 have joined," she said

# VICTORY FOR NAAWU

*Sowetan*  
THE National Automobile and Allied Workers' Union (Naawu) has won a recognition agreement from BMW in Pretoria.

The agreement gives the union a major hold on the auto industry in the area, almost matching Naawu's dominance in the eastern Cape.

Naawu's regional secretary Mr Taffy Adler, said the agreement provided for recognition, shop stewards, union access and other basic

terms.

However, the union will only be granted permission to negotiate wages when 50 percent of the BMW workforce are Naawu members. The union has about 40 percent membership of the plant's 1 500 hourly-paid workers.

Naawu already has an agreement with Sigma and is involved in talks with Alfa. The union is also recruiting members at the other major Pre-

*(140A) (1983)*  
torial area auto firm, Datsun.

Mr Adler said the union was also moving into the components firms in the PWV region.

Naawu, an affiliate of the Federation of South African Trade Unions is nationally representative of other auto assembly workers at Ford, General Motors, Volkswagen, Leyland and at various component manufacturers such as Firestone.

June 1983

# Knoetze: Rikhoto

## rule is applied

By Tony Davis,  
Labour Reporter

10/6/83

Administration boards say they are processing applications by migrant contract workers for permanent residence rights. Both the West and East Rand administration boards said this week they were not turning away any applicants, adding that the process took

Contract workers who qualify for residence status have been streaming to the Appeal Court's Rikhoto judgment last week.

But the Federation of South African Trade Unions (Fosatu) has accused the boards of not implementing the judgment and its members are drawing up a petition to the Minister of Co-operation and Development calling for its speedy application.

At Erab, workers had to fill in lengthy questionnaires which meant that only a few people were filing applications each day, Fosatu said.

### LIMITED

The chief director of Erab, Mr Frans Marx, said his officials were not restricting applicants but the board was working with a limited staff.

He said there had been long queues of workers at their offices for the past week. Officials had been told to accept applications, and afterwards process them and check particulars.

Wrab's chairman, Mr John Knoetze, said the board was applying the judgment.

"We are not turning anyone away but time is needed to check out applications."

A spokesman for the Department of Co-operation and Development in Pretoria said no directive had yet been sent to administration boards on the processing of applications.

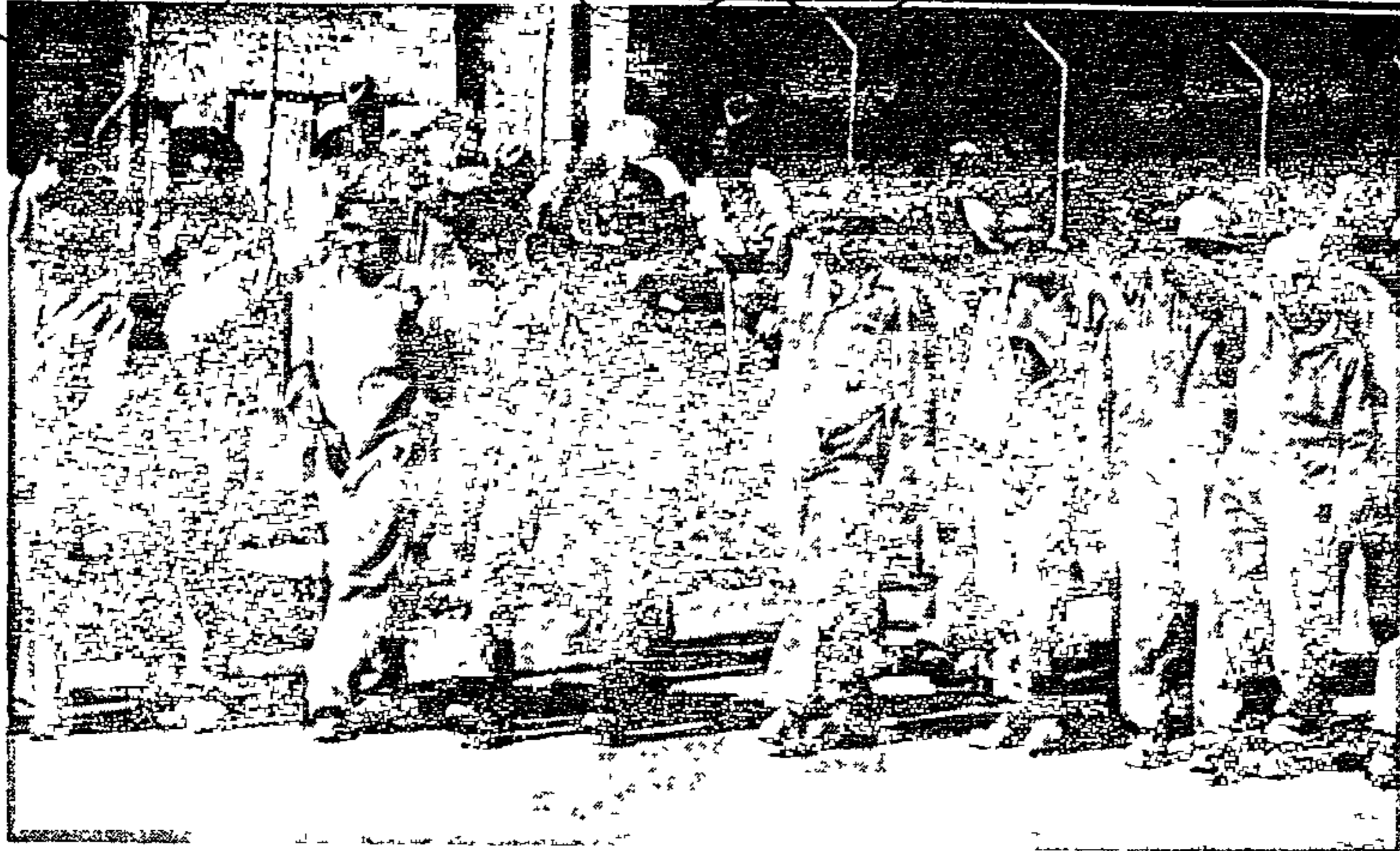
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Sowetan

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740A



**STRIKE:** Workers at Silicate and Chemical Industries in Wadeville downed tools yesterday demanding the dismissal of a white foreman.

## Strikes hit two plants

**INDUSTRIAL** action involving some 210 workers severely hit the production of two plants in the East Rand yesterday.

The entire workforce at a Boksburg steel factory, some 120 workers, was dismissed by the management after they went on strike earlier this week.

At Silicate and Chemical Industrial (Pty) Ltd, a detergent chemical producing company in Wadeville, Germiston, some 90 workers downed tools. They all demanded that a works foreman be dismissed because of his indifferent attitude towards the workers.

Two meetings at this plant were held by shop stewards belonging to the Industrial Chemical Workers Union and the management, with both talks ending in a deadlock.

The talks failed because the management demanded that the workers return to their places of work while negotiations continued.

About 120 workers at Bitcon Industries in Bird Road, Lithiation, near Boksburg, were dismissed yesterday after going on strike on Tuesday. The SOWETAN could yesterday not establish the cause of the strike as management refused to comment.

A spokesperson for the company said "the company is at present re-employing people and has got no time to make a press statement."

More than three hundred people gathered outside the plant yesterday looking for jobs and large groups had to be turned away when they were told that all vacancies had been filled.

The entire retrenched workforce was not affiliated to any trade union.

MAWU

asks

bosses

to help

ROOM

140A

11/6/83

**Labour Correspondent**

SHOP stewards of the Metal and Allied Workers Union (MAWU) "all over the Reef" are approaching employers and asking them to assist workers who are entitled to city rights in terms of the landmark Rikhoto judgment to claim them, a union statement said

The union also said it was holding a general meeting in Germiston at the weekend to discuss the judgment as well as influx control in general and the recent wage negotiations in the metal industries

MAWU estimates that about 70% of its members on the East Rand are migrants and it claims a membership of around 30 000. It is believed many of its migrant members qualify for rights

According to a union statement released yesterday, stewards are asking employers to give migrants who qualify time off from work to apply and are also being asked to accompany them to administration board offices

The boards say they are applying the judgment, but groups assisting workers to claim rights say they face long delays before they are granted them.

MAWU welcomed the Rikhoto ruling as "a drop of water in the burning furnace of discontent among workers on influx control"

$\frac{MU}{P} = \frac{MU^2}{P}$

RDM  
Workers  
rehired  
after  
strike 140A  
11/16/83

By STEVEN FRIEDMAN  
Labour Correspondent

A BRIEF strike by part of the workforce at a major East Rand foundry, Salcast, has ended and management has agreed "on compassionate grounds" to reinstate 13 workers who had been fired.

The company, which employs about 1 700 workers, is owned by Stewarts and Lloyds. According to management, between 200 and 300 workers took part.

Meanwhile, the Metal and Allied Workers' Union says workers at Dunlop tyre plants in Durban and on the East Rand are staging a boycott of the company canteen in protest at the delays in the company's recognition talks with MAWU.

Recently, MAWU applied to join an industrial council which covers the Dunlop Durban plant only, but the company then withdrew from the council.

At Salcast, Mawu organiser, Mr Moses Mayekiso, said workers had downed tools at midday on Thursday in protest at the sacking of several colleagues. They had returned to work yesterday morning after management agreed to reinstate their colleagues.

But a Stewarts and Lloyds spokesman, Mr Howard Russell, disputed this. He said after 200 to 300 workers failed to return to work after a lunch-time meeting in protest against the sackings, the company agreed to hold an inquiry.

The workers had been fired, he added, for persistently going off shift early.

"The first two workers whose case was heard admitted that they were guilty, but begged the company for another chance. On that basis, management decided to reinstate them, but to give them a final disciplinary warning," Mr Russell said.



140A (140) □ □ □

RDM  
13/6/83

IS fear of retrenchment persuading some white workers to join mainly black unions? Bizarre as this may sound in this country, workers at a couple of plants have recently sought to do just that

At Kellogg in Springs, white workers recently approached Fosatu's Sweet, Food and Allied Workers Union asking to join. They were asked to demonstrate *bona fides* by signing a petition black workers had compiled on a work dispute, and did so

And, at another East Rand plant, a Fosatu union which recently won a dispute with the company on retrenchments was also approached by white workers

They said they wanted to join because "you don't get fired easily if you belong to the black union"

Another (alleged) example came last week when the Metal and Allied Workers Union claimed white workers had joined a retrenchment strike at Krost Brothers' Cleveland plant. Management denies this

Shop-floor race barriers are not about to come crashing down, and incidents like that at Kellogg will probably be isolated at most.

But there seem to be plants where interracial worker co-operation may be more attainable than most observers believe

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By STEVEN FRIEDMAN  
Labour Correspondent

14/11/87  
Metal union wants more

GENERAL meetings of the 30 000-strong Metal and Allied Workers Union have rejected the recent wage rise agreed at the metal industries' industrial council and instructed Mawu leaders to attempt to re-open wage negotiations.

A meeting of Mawu shop stewards from throughout the Transvaal at the weekend instructed the union's negotiating delegates to 'take any steps that may be necessary to force the Steel and Engineering Industries Federation (Seifsa) to reopen negotiations and to begin in good faith'.  
According to the union a

similar resolution was adopted by Mawu's southern Natal shop stewards.

At a council meeting last month Seifsa and metal unions on the council agreed on a 5% rise for highest paid workers and a 7% rise for the lowest paid.

Mawu which attended the meeting rejected this and said it would canvass its members on their response. It says it asked the council to delay an agreement until it received a mandate from its members but that this was refused.

The weekend meetings were held to test members

opinion. The resolution which was adopted sharply criticised Seifsa and accused it of using the council to stifle bona fide negotiation with Mawu.

Seifsa's director Mr Sam van Collier said yesterday he preferred not to comment on Mawu's statement until the union had completed employment formalities.

However Seifsa is likely to oppose any move to reopen talks.

The resolution rejected Seifsa's 5% 7% offer which established a wage structure and added 'We confirm that

we still want a living wage. Mawu members instructed the union's negotiating delegates to continue to press Seifsa to re-open bona fide negotiations with Mawu and instructed delegates to take steps to compel it to do so.

At the meeting union members also instructed Mawu leaders to take part in the various negotiations for house agreements at individual firms' companies which take place under the council's umbrella and to continue to press Mawu's offer of a minimum wage of R40 a week.



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Star 13/6/83

~~SA~~

YOA

By Tony Davis,  
Labour Reporter

## Metal unions to ask for more

In the wake of last month's metal industries wage negotiations, various trade unions are seeking further increases from individual employers

Unions were highly critical of the negotiations, which resulted in increases of between five and seven percent — well below union demands

The unions told employers they would continue to press for their demands from individual employers

Mr Ben Nicholson director of the Confederation of Metal and Building Unions, said several letters had been sent out to employers requesting further wage talks on behalf of his electrical union members

He said it was likely that employers had budgeted beyond the negotiated minimums and could pay more

The general secretary of the SA Boilermakers Society, Mr Ike van der Watt, said his union felt it was important that trade unions adopt a joint approach to employers for higher wages

"It is fine to negotiate with employers where there is only one union but there is a problem where there are more unions involved," he said

The Metal and Allied Workers' Union, which was not a signatory to the talks because it said it had no worker mandate to accept the employers' low offer, is still to meet the Steel and Engineering Industries Federation of SA to discuss their concept of a "living wage" for workers

Mawu still expects to enter into some individual company negotiations for higher wages

● About 500 000 workers across the country were affected by last month's negotiations



Shaw  
4/1/87

# Poaching charge as food union chiefs quit

By Tony Davis,  
Labour Reporter

A major row has broken out in the Food, Beverage Workers Union

At a national meeting of the union in Johannesburg on Saturday, seven of the nine national council members walked out and an interim committee of five was formed

The row is believed to have been sparked by the loss of members to other unions on the East Rand and Pretoria

Mr James Mndaweni, chairman of the new committee, said national council members had not adhered to the union's constitution and had not issued financial statements or minutes

The new committee is to run the union's affairs until an election can be held

Among those who walked out of Saturday's meeting were FBWU president Mr L M Khwemthini and secretary Mr Skakes Sikhakhane

Last week Mr Sikhakhane issued a statement accusing other emergent unions of poaching FBWU members

Yesterday former FBWU members who now belong to the rival Sweet, Food and Allied Workers Union, said in a statement that they had left the FBWU because its leadership had failed to keep them informed and had not held report-back meetings

● The Council of Unions of South Africa is investigating the row

# President walks out of union conference

Sowetan  
14/4/83  
~~14/4/83~~

By JOSHUA RABOROKO

SEVERAL senior officials of the Food and Beverage Workers' Union of South Africa walked out of the union's national conference at the weekend in a move that might have far reaching results.

The executives, including Mr J Kwelendeni, walked out after having been accused of not adhering to the union's constitution inter alia failing to produce a financial statement

In a dramatic move the more than 2 000 delegates resolved to suspend the duties of the executive members and elected an interim committee which will represent their more than 8 000 members until new elections are held soon

The chairman of the interim committee, Mr J Mdaweni, told The SO-WETAN yesterday that the remaining delegates

at the conference resolved to continue the union's activities unabated

The officials were accused of not producing an audited financial report since the unions' formation in 1979, not attending to problems in the East Rand and not sending minutes to all regions

The remaining members also resolved to vacate ipso facto the seats

of all the executives and "we shall henceforth investigate all the malpractices of the past national council"

The union, which is an affiliate of the Council of Unions of South Africa (Cusa), recently accused a Federation of South African Trade Union's affiliate of "poaching its members"

"The executive has been accused of most serious offences which we do not take in a light vain. If our investigations come true, strong measures will be taken," Mr Mdaweni said.

He urged members not to despair but should contact leaders in their regions for information on the suspended members

# Union seeks legal advice against Seifsa on wages

~~140A~~ Sowetan 14/6/83  
By JOSHUA RABOROKO

✓  
THE 40 000 strong Metal and Allied Workers' Union intends seeking legal advice against employer organisation Steel and Engineering Industries of South Africa (Seifsa), for rejecting their demands during wage negotiations last week.

In a statement to The SOWETAN yesterday, the union's spokesman said "We strongly reject the way Seifsa used the mechanism of the industrial council to stifle bona fide negotiations with Mawu"

The spokesman said the union demanded a minimum wage of R90 a week, and an increment of R18 across the board, whereas Seifsa offered

approximately R68 minimum and R4,50 across the board effective from July 1

Seifsa subsequently concluded a wage agreement with unions, including Electrical and Allied Workers' Union, Boilermakers' Union, Amalgamated and Engineering, Steel, Engineering and Allied Workers' Union and Industrial and Engineering Union

However, Mawu refused to sign the agreement on grounds that they wanted to get a mandate from the general membership because "we were not happy

with what the employers' organisation offered"

The statement released after the union's Transvaal shop-steward council meeting also condemns other unions in the council for co-operating with Seifsa

The meeting resolved to reject Seifsa's proposals because "we want a living wage for all members and instruct the union's negotiating delegation to re-open discussions on this highly contentious issue"

"We instruct the delegates to take any steps which may be necessary

to compel Seifsa to re-open negotiations and to compel them to negotiate the bona fides," the statement says

Mawu, an affiliate of the Federation of South Africa Trade Unions, made history early this year when it accepted to participate in the industrial council. They had refused and rejected the industrial council system

In terms of this industrial council agreement Mawu is bound to adhere to it because it embraces all workers in the steel and engineering industries and it remains to be seen whether the union will succeed in challenging the industrial council agreement

# Closed shop clause suffers a setback

By STEVEN FRIEDMAN  
Labour Correspondent

THE controversial "closed shop" clause — which forces workers to belong to a union — has suffered a set-back in the printing and newspaper industry

Black workers at three Industria plants owned by the giant Nampak group have been allowed by the industry's industrial council to resign from the SA Typographical Union, which they were forced to join in terms of a "closed shop" agreement negotiated at the council

This was announced yesterday by the Paper, Wood and Allied Workers Union (PWAU), which says workers have opted to join it, and confirmed by Nampak

The workers are allowed to resign because the council has granted Nampak's request that they be exempted from the agreement's "closed shop" clause

According to Nampak, this is only the second time the council has granted an exemption from the "closed shop" for black workers

A letter to Nampak by the council says workers who have resigned from the SATU at the plant will be permitted to do so. It adds, however, that new workers will still have to join SATU in terms of the "closed shop" clause

It says the letter must be seen as a formal exemption

from the "closed shop"

Most industrial council agreements have "closed shop" clauses forcing workers to belong to a union on the council. In the past few years, established unions like SATU have had this agreement extended to cover black workers, which means these workers must belong to the union whether they wish to or not

Exemptions from the "closed shop" are rarely granted

A statement by PWAU yesterday hailed the exemptions and said they applied to three Nampak plants, — Comcal, Sacks, and Core and Tubes. It said the workers "prefer to belong to PWAU rather than SATU"

PWAU said workers alleged they had only had one meeting with SATU — when they joined it. "Since then we have never had a single meeting until we called them to tell them we wanted to resign", they added

The union said workers had also charged that SATU "forced itself on them", had "done nothing for them", and that they "encountered rudeness and unhelpfulness when they visited SATU's offices"

It said workers had begun joining PWAU late last year. When the union achieved majority support at the plant and shop stewards were elected, they ap-

proached management and "immediately raised their opposition to SATU"

According to PWAU Nampak said it was bound by the "closed shop" agreement and could do nothing about this issue. But workers had continued to raise the issue and had signed a petition resigning from SATU

The exemption had been granted on May 17 "provided the council was certain workers were opposed to SATU". Workers had now all formally resigned and expected their automatic union deductions to SATU to cease, the union said

Nampak's spokesman confirmed that an exemption had been granted

"Whenever a majority of employees in a company in the Nampak group indicate their desire to resign from their existing union, Nampak, as a responsible employer, would naturally make application for the employees to be exempted from the closed shop clause in the industrial agreement", he added

During the past 18 months, Nampak had twice been granted an exemption — once in October 1981 and once at the three Industria plants, he added

Repeated attempts to obtain SATU comment failed yesterday

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# Vital move for black unions in metal industry

By STEVEN FRIEDMAN  
Labour Correspondent

IN A move regarded as a breakthrough, mainly-black unions in the metal industries are to be given an opportunity to have a say in running the industries' pension fund — whether or not they are registered and members of the metal industrial council.

The fund covers nearly 500 000 workers and has assets of well over R500-million. It is the biggest of its kind in the country.

A meeting of the industries' board of management — which is made up of employers and unions on the metal council — agreed this week that the 10 unions in the industries who have most members covered by the fund will each be entitled to a seat on its board. Employers will hold the other 10 seats.

This will apply whether or not the unions are members of the metal industrial council or are registered with the Government.

On the other hand, emerging unions, whose opposition to the fund at one stage threatened its existence, have agreed to apply to serve on the fund's board.

This arrangement is believed to be unprecedented and, although black union representatives will be a minority on the fund's board, it is expected that they will be able to exert considerable influence on the fund's direction.

This week's meeting at which the agreement was reached follows a period during which the fund's continued existence was in jeopardy.

The five-year-old agreement setting it up has been due for renewal and three emerging unions — the Metal

and Allied Workers' Union, the Chemical Workers' Industrial Union and the General Workers Union — refused to agree to renewal unless their demands for changes in the fund's boards were accepted.

These were the unions that have a majority on the board — they now have half the seats — and that bigger unions hold more seats than smaller ones.

Unions on the council argued that this deadlock could make it impossible for the agreement setting up the fund to be renewed.

According to sources at this week's meeting, the agreement setting up the fund will now be renewed for six months, although it could be amended if all parties agree to this.

The three unions once again failed to win acceptance for their demand that workers hold a majority of seats on the board, but have agreed to apply to sit on it and will not oppose the agreement's renewal.

The sources said the three expressed dissatisfaction with the decision not to grant workers a majority and said they would raise this again soon.

The director of the Steel and Engineering Industries Federation, Mr Sam van Coller, yesterday confirmed details of the agreement and said a procedure for determining which 10 unions qualified for seats had been agreed.

This procedure was being put into motion now, he said.

Emerging unions who win seats on the council are expected to use them to push for major changes to the fund in response to what they say is mounting black worker dissatisfaction with it.



UNIONS

(11.03) FM 17/6/83

## Closed shop victory

The Paper, Wood and Allied Workers' Union (PWAU) has won a significant victory against the closed shop — the practice which compels workers to belong to a particular union

Black workers at three Industria plants of the Nampak group have been granted an exemption from the closed shop by the in-

dustrial council for the industry. In terms of a council agreement they had to be members of the SA Typographical Union (Satu) an affiliate of the Trade Union Council of SA (Tuca). However, they wanted to be members of PWAU, an affiliate of the Federation of SA Trade Unions (Fosatu).

The closed shop is becoming an increasingly thorny issue in SA labour as emerging unions challenge closed shop agreements concluded between employers and established unions. Some of these agreements were concluded many years ago and have in recent years, been extended to cover black workers. The Grafton case (*Current Affairs*, May 27) demonstrates just how difficult it can be to obtain an exemption from such an agreement.

A statement by PWAU says the workers claimed they had only one meeting with SATU — when they joined it — and that the union had done nothing for them. SATU officials have so far declined to comment on these and other complaints made by the workers.

A spokesman for Nampak says that when a majority of employees in a group company indicate a desire to resign from their existing union, Nampak, as a responsible employer, would naturally make application for them to be exempted from a closed shop clause if one existed.

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# Union to ask living wage

ROM 30/6/83  
Mail Reporter

OFFICIALS from the Metal and Allied Workers Union's Transvaal branch will meet Seifsa director Mr David van Coller today to discuss demands for a "living wage".

MAWU also intends to tackle Seifsa for signing an agreement for the cable manufacturing industry which excludes the union.

"MAWU was disappointed to see Seifsa signed an agreement for the cable manufacturing industry with unions not representative of a majority of workers. In doing so, Seifsa chose to ignore MAWU, which has a much larger membership in the industry than any party unions and has majority membership among employees of four plants," said a MAWU statement issued at the weekend.

According to the statement, this is the second time Seifsa and a group of unrepresentative unions have cooperated to exclude MAWU's democratic negotiating principle.

When applying to the Industrial Council for membership, MAWU claims it made it clear the union could only negotiate on the basis of report-backs and mandates. Neither Seifsa nor the other unions objected.

"Now, however, both are concluding agreements in such a way as to block MAWU completely from usefully reporting back or obtaining mandates.

"It seems Seifsa is determined to continue negotiating agreements at industry level with unions which represent a minority of workers and do not even report back to their members after negotiation."

All parties to the negotiations admitted that unions other than MAWU were unrepresentative and the decision to go ahead and sign an agreement for the cable industry was a gross example of bad faith, said the statement.

At today's meeting, the delegation will point out that MAWU members are serious about the struggle for a living wage and are dissatisfied with a refusal from a highly profitable industry to move to paying living wages, concludes the statement.

Asked for comment yesterday, Mr Van Coller said he had not been aware of the outcome of negotiations.

"The matter concerns the Association of Electrical Cable Manufacturers and I am not aware of the details," he said.

151-145 ROM  
 202-189 (140A)  
 20/6/83

# Unions score a big breakthrough

NEGOTIATIONS on the future of the metal industries' pension fund this week produced an agreement whose impact might be felt for a long time to come

Readers may recall that the agreement setting up the fund which covers nearly 500 000 workers and has assets of over R500-million, is due for renewal

Three emerging unions, the Metal and Allied General Workers and Chemical Workers Industrial unions, refused to agree to this unless the fund's board — composed of employers and unionists on the metal council — agreed to changes in the board's composition

These were that worker leaders hold most of the seats and that bigger unions have more seats than smaller ones

The clash over these demands threatened the fund's continued existence

But last week a formula was found which will allow the fund to continue and the agreement is to be extended for six months

As expected, union demands for a majority of seats were not met

But, in a major departure, the board has agreed that the 10 unions with most members in the fund will sit on the board — whether or not they are registered or sit on the metal council

The fact that mainly black unions, particularly those not on councils, now have a say over a fund worth R500-million is clearly an event of moment

Although the mainly black unions will be in a minority on the board, they may well exert a good deal of influence over decisions

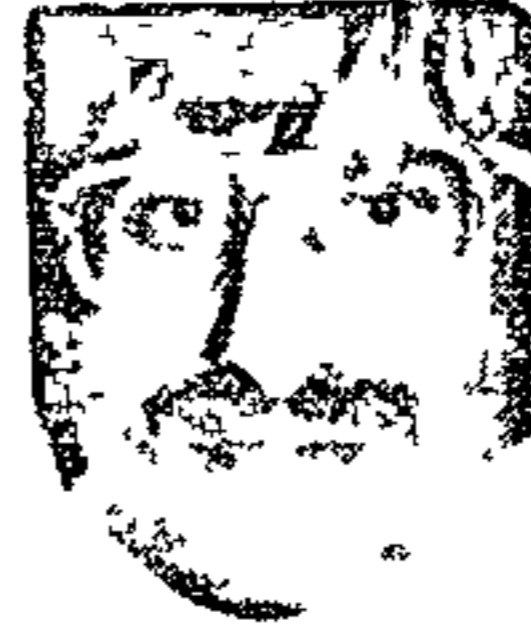
Indeed, this may be the first time black representatives have been given a say over the investment of this much money

But in one key area, union decision-making power will be sorely limited

One of their demands is that pension money be invested to the benefit of the black community. They are unlikely to class investing in the Government in that category

But the law stipulates that over half the investments of all pension funds must be in Government stock.

## Labour Week



By STEPHEN FRIEDMAN

# Union <sup>ROM</sup> and trailer firm discuss <sup>20/6/83</sup> wages

140A Mail Reporter ~~15~~ ~~17~~

WAGE negotiations will start today between the Metal and Allied Workers' Union and Henred Fruehauf Trailers

It is the first time a union has negotiated wages for a plant in Isithebe KwaZulu a statement issued by MAWL said yesterday

Henred Fruehauf Trailers signed a recognition agreement to include wage bargaining, with MAWU two years ago

Workers at four Henred plants, at Wadeville Driehoek, Pinetown and Isithebe will be covered by negotiations on wages and working conditions

The talks follow a meeting earlier this month, when 26 Henred shop stewards from the four plants discussed common problems

At the meeting they decided to form a national shop stewards council for the Henred group, to hold national negotiations with the group to hold an annual general meeting to support workers at all plants and possibly to forge links with Henred workers in other countries

The shop steward council meeting also resolved to support workers at Driehoek and Pinetown who had refused overtime work until re-trenched workers were rehired, the statement said

~~(138)~~ (140A) □ □ (145A) ~~(138)~~

WHICH unions are most active on the factory floor? **ROM 20/6/83**

Part of the answer may lie in a detailed strike study by labour consultancy Andrew Levy and Associates

Its main finding — that there is an increasing strike trend which will grow after the recession ends — may be controversial

But its break-down on which unions' members are most often involved in strikes will be more generally accepted, because it is easier to verify

The study points out that its findings do not necessarily mean the unions caused the strikes

Most black worker strikes tend to be caused by grass-roots militancy, rather than union leaders, and the study finds that 80% of strikes are sparked by issues which lie directly under management's control

But the figures do give an insight into the unions' shop-floor presence

The study finds that Fosatu unions, often attacked for their lack of "militancy", were involved in 65% of strikes where there was a union presence

Members of its MAWU were involved in most strikes, followed a long way behind by its motor union, NAAWU

SAAWU is third, the National Union of Textile Workers fourth and the Food and Canning Workers Union fifth

But when statistics take account of man days lost in strikes, NAAWU comes out top by far

As the study points out, this seems to show again that unions' rhetoric is not a good guide to their "militancy"

A further key finding is that the metal industries are by far the most strike-prone, followed by food and motor

The study finds that metal has only occupied this position for the past 18 months, food having been most strike-prone for years

Metal employers would no doubt deny that this reflects the success or failure of their refusal to bargain with unions at plant level

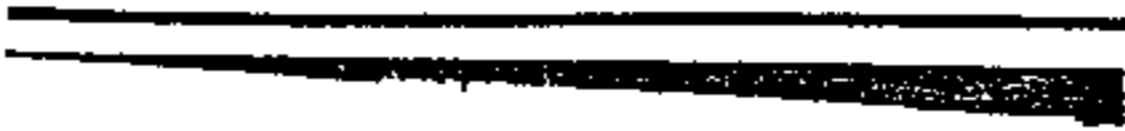
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SOME weeks, you just can't avoid talking about the metal industries

A further development this week was MAWU's decision to seek further negotiation on the 5%-7% wage rise agreed on the metal council recently

While angry statements from the union condemning the increase were inevitable, word is that it doesn't intend to leave the matter there

Action to attempt to win a re-opening of talks seems to be on the cards



(140A) 2001 21/6/87

# Metal workers seek new wage talks with Seifsa

Labour Correspondent

✓ DEMANDS by the Metal and Allied Workers' Union to re-open wage negotiations, which cover nearly 500 000 metal workers, will be put to the board of the Steel and Engineering Industries Federation (Seifsa) next month

This is the outcome of a meeting yesterday between MAWU and Seifsa director, Mr Sam van Coller, on the union's demand that wage talks be re-opened

Mr Van Coller said yesterday that he had listened to

the union's arguments for a re-opening of talks and had indicated that these would be conveyed to the Seifsa board, which will meet in the second week of next month.

The board's answer would then be conveyed privately to the union, he added

Last month, Seifsa and unions on the Metal Industrial Council agreed on a wage increase which would raise minimum pay in the industries by 7% for the lowest-paid workers and 5% for the highest-paid

Although MAWU attended

the meeting at which this was agreed, it rejected the agreement and, subsequently, general meetings of its members called for a re-opening of negotiations

MAWU complained that the parties to the industrial council had not given it an opportunity to consult its members about the 7% offer

It is understood that MAWU has been considering further action in the dispute should the Seifsa board turn down its request to re-open negotiations

June 21, 1983

1407



PICKETS. Outside Khotso House at the weekend.

## Nampak workforce resigns from union

IN WHAT may be a significant step, almost the entire workforce of Nampak in Industria resigned last week from the South African Typographical Union (Satu) because the union "had done nothing for them".

The more than 400 workers will now join the Paper, Wood and Allied Workers' Union (Pwawu), an affiliate of the Federation of South African Trade Unions (Fosatu). Labour experts have described the move as a setback to the

controversial "close shop" clause which forces workers to belong to a union.

The black workers were allowed to resign by the Printing and Newspaper Industrial Council. The workers were forced to join Satu in terms of a "closed shop" agreement negotiated at the council. The workers were allowed to resign because the council has granted Nampak's request that they be exempted from the agreement's "closed shop" clause. Exemptions from the "closed shop" are rarely granted.

Interviewed workers claimed that Satu "forced itself on them" and "had done nothing for them". They said Satu was imposed on them "by the bosses" and that they only had one meeting with Satu after they joined the union.

Satu is essentially a white union which set up parallel structures for blacks in recent years. A spokesman for Pwawu said that Satu still maintained separate branches for whites, coloureds, Indians and Africans. By contrast Pwawu is a non-racial union open to all workers.

- Members of an organisation calling itself the Passengers and Buyers Movement of South Africa (Pabumsa) this week picketed Khotso House in protest against The Star newspaper's dismissal of 209 workers two months ago.

Carrying placards with threats of action by The Star's black readership, the protesters called on the newspaper's management to unconditionally reinstate all the workers fired after a strike two months ago.

(140A) (147) (151) (155) RDM  
22/6/83

# Court's no to textile giant

## Labour Correspondent

THE Frame Group of textile companies has failed in an attempt to have the industrial court award costs against a trade union which brought a successful court action against it.

The union, the National Union of Textile Workers, recently brought an action before the court seeking to restrain Frame from favouring the Textile Workers' Industrial Union, which is affiliated to the Trade Union Council of South Africa.

It asked the court to pre-

vent Frame from recognising the Tucsa union and granting it facilities which were denied to its rival.

In papers before the court, the NUTW alleged that Frame had breached an undertaking to remain neutral in the rivalry between the two unions, that it had granted the Tucsa union facilities denied its rival and that it had exerted pressure on workers to persuade them to join the Tucsa union.

Frame informed the court that it would not oppose this application and the court

then granted an order to the NUTW restraining the company from favouring the Tucsa union.

However, Frame also argued that the NUTW should be forced to pay its costs for the action.

In a judgment handed down recently, the court rejected this argument and dismissed Frame's claim for costs.

In keeping with decisions in other disputes before it, the court ruled that both the union and Frame should pay their own costs.



# 500 down tools over wage issue



**STRIKE** Part of the 500 workers who downed tools at Associated Spinners

**MORE** than 500 workers yesterday downed tools at Associated Spinners in Randfontein in demand of an across the board increase of 50 cents an hour.

The workers are all members of the Textile Workers Union (TWU). The Transvaal secretary, Mrs Evelyn Selore, said "The workers downed tools after demanding a 50 cents across the board in-

crease to be effective from July 1. Management has refused this and also wanted to be given a two-month exemption from affecting increases."

She said management wanted to put the annual increases into effect on September 1, and had based their argument on the present economic recession in the country.

The workers argued that the economic set-up

was not their fault and they should not be expected to suffer as a result of this. When management suggested it would retrench some of them in order to meet their wage demand, the workers said they would be prepared to work short hours if this could be done.

Mrs Selore said management was also not prepared to negotiate

until the workers returned to work. The workers, on the other hand, were also not prepared to return until management announced the results of the negotiations.

A spokesman for the company said there had actually been a misunderstanding at the company. Management had long talks with the union leaders and everything was cleared up.

## NEGOTIATIONS

### Dispute threatened

*FM*  
The Metal and Allied Workers' Union (Mawu) is considering declaring a dispute with employers who agreed to this year's pay rises negotiated at the industrial council for the metals industries. *(189) (140A) (151) (240)*

The Steel and Engineering Industries Federation of SA (Seifsa) and established unions on the council agreed to a 5% rise for highest-paid workers and a 7% increase for those at the bottom end of the scale. The agreement affects about 500,000 employees in the industries.

Mawu, which has applied to join the council, attended the meeting and took part in the negotiations. However, the union rejected the settlement, saying it wanted to canvass its members on their response. Its demand that the agreement be delayed until it had received a mandate from its members was refused.

The pay rises negotiated at the industrial council have since been rejected by Mawu members. Meetings of Mawu shop stewards

Financial Mail June 24 1983

*(189) (140A) (151) (240)*  
have instructed the union's negotiating delegates to "take any steps that may be necessary" to force employers to reopen wage negotiations.

Last week the union deplored a wage agreement reached between established unions and the Seifsa Cable Manufacturers Association. Again, this agreement was concluded despite Mawu's demand that it be given time to report back to its members. The union claims that although it has a much larger membership in the industry than any of the other unions, it was "ignored".

"When it applied to the industrial council for membership Mawu stated many times that it only negotiates on the basis of report-backs and mandates," says a statement released by the union. "Neither Seifsa nor the other unions objected. Now, however, both are concluding agreements in such a way that Mawu is completely blocked from reporting back usefully or from obtaining mandates."

Mawu sources tell the *FM* that the union is seriously contemplating declaring a dispute with employers in terms of the council's dispute procedures. A decision on this is likely to be taken during the coming week. It appears that the declaration of such a dispute would open up three options for the parties: mediation, arbitration, or possible legal action through the industrial court.

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25/6/83  
workers  
down  
tools

By STEVEN FRIEDMAN  
Labour Correspondent

ABOUT 1100 workers at major metal firm Dunswart Iron and Steel downed tools briefly yesterday in protest against impending retrenchments, a spokesman for the Metal and Allied Workers Union (MAWU) said yesterday.

The spokesman said workers had struck when the company announced that 85 workers were to be retrenched next Friday.

He said they had demanded that the company negotiate with MAWU on the retrenchments. They also wanted retrenched workers to be paid severance pay.

After discussions between Dunswart management and MAWU officials, the company had agreed to hold talks with the union on the retrenchments and the workers had responded by saying they would return, he added.

The talks will take place on Monday evening, the MAWU spokesman said.

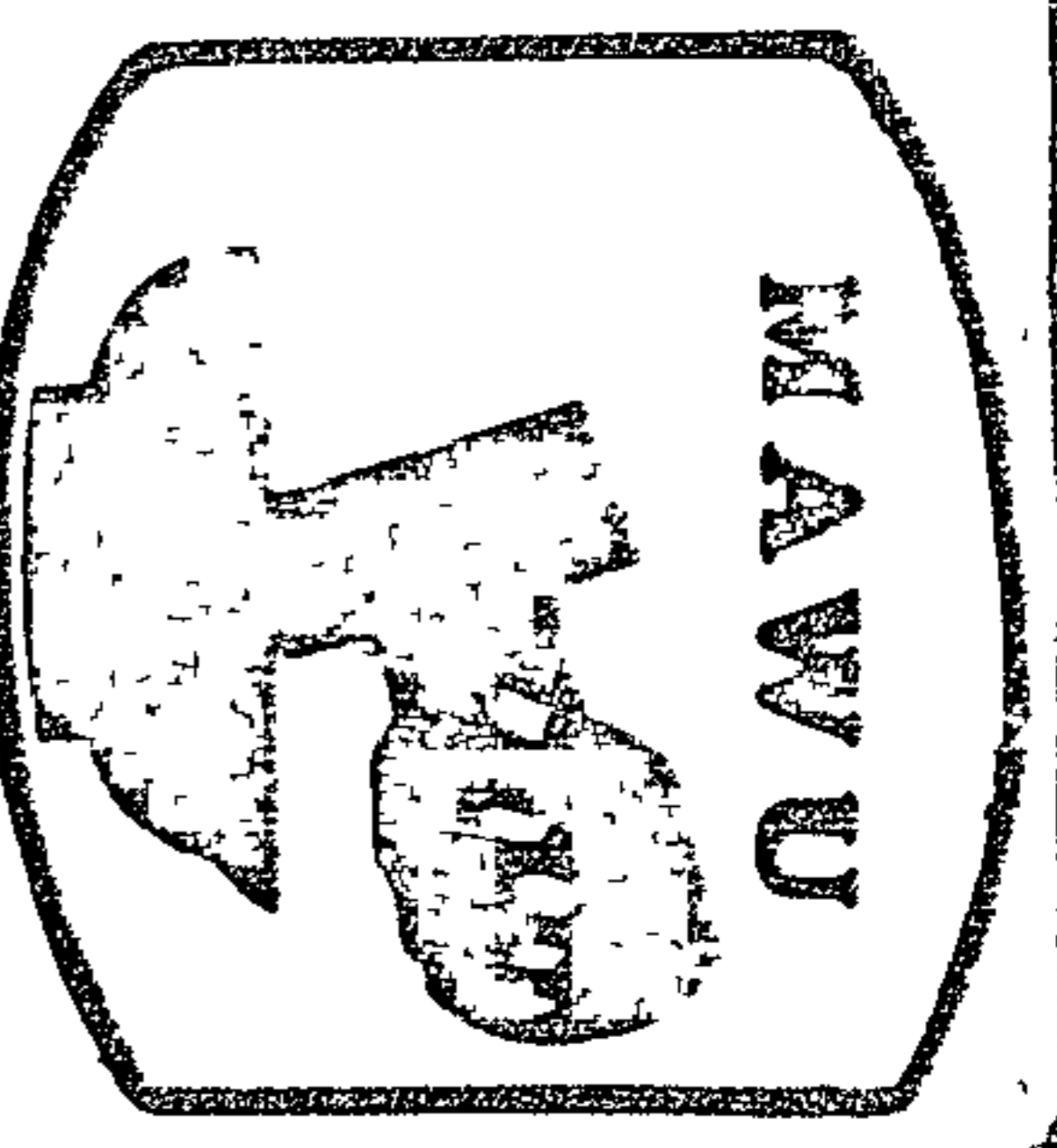
Comment from the company could not be obtained yesterday.

Earlier this year, Dunswart and MAWU were involved in a dispute over the retrenchment of contract workers which led to the company paying retrenched workers over R30 000 in compensation.

The union had threatened to take legal action over the retrenchments, arguing that employers were not permitted to retrench migrants in mid-contract without paying them the wages they would have earned for the remainder of their contracts.

However, the dispute was settled before legal action was taken.

# QUIMBRILIKO WE MAAWU



METAL AND ALLIED WORKERS UNION OF SOUTH AFRICA

140A

VOL 1 NO 2 JUNE 1983

# MAWU FIGHTS BACK

## DISPUTE

SIHSA signed the Industrial Council Agreement with the other unions. It did not give MAWU a chance to report back to members.

A MAWU delegation met SIHSA on 20 June to discuss this. They also discussed LOSAIU's demand for LIVING WAGE.

Members and shop stewards have now said MAWU should declare a DISPUTE with SEIFSA's employer association. What does this mean?

In the meeting with the employer, MAWU and the employer at the Coal...

## STOPPAGES

Claxel Bearings has agreed to a R2,00 per hour minimum and a 10c across the board increase. Pillai Naco has agreed to a 15c across the board increase. Instep Components has agreed to a R1,60 per hour minimum.

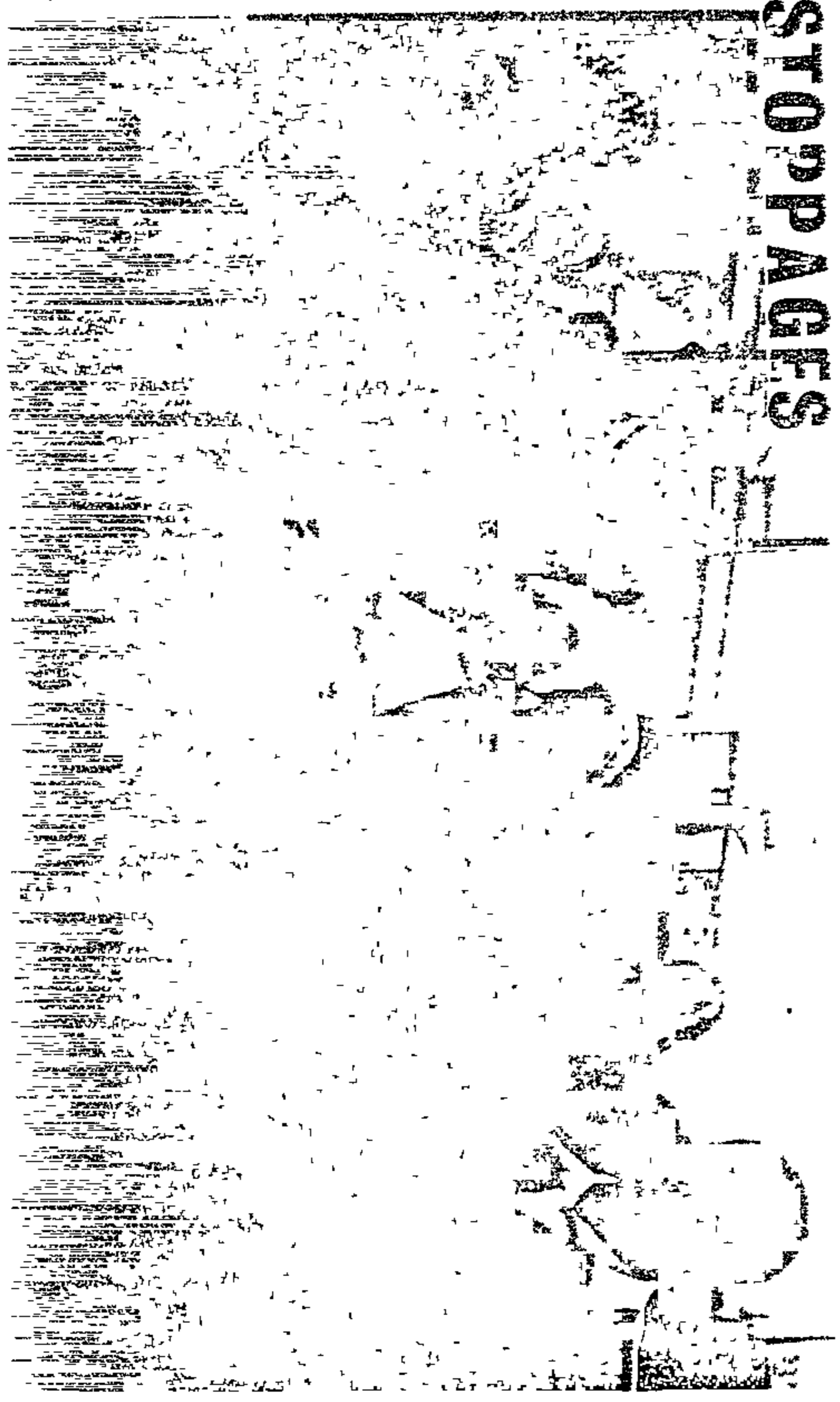
There will also be negotiations with Metallloys and Prestige.

At Cameron's and Al Kinon Chain management are refusing to negotiate and there have been stoppages at Cameron's and Instep Components.

At Scottish Clubs it is not clear if management is going to negotiate.

## NORTHERN NYAL

In Northern Natal negotiations will soon start for...



## BUT DON'T EXPECT MIRACLES

The MAWU shop steward councils have decided that workers should push their management to negotiate

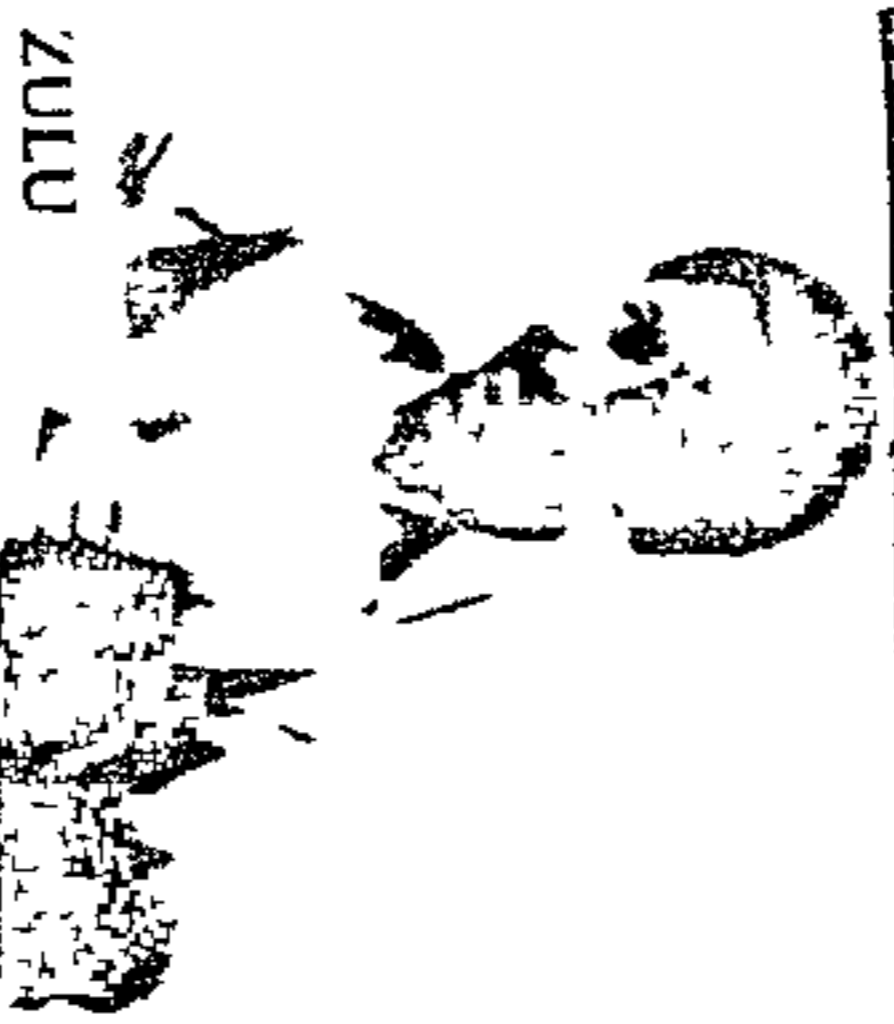
### WAGE INCREASES

Already, some companies have agreed to negotiate again about increases

In Natal some negotiations are on now

\* A P V Kistner has agreed to an 18c across the board increase.

\* Forbo Krommenie has agreed to a 30c across the board increase.



ZULU

### NEW OFFICE BEARERS OF MAWU

The National Executive Committee (NEC) of MAWU met in Natal on 21st and 22nd May 1983

The NEC elected new office bearers. They are

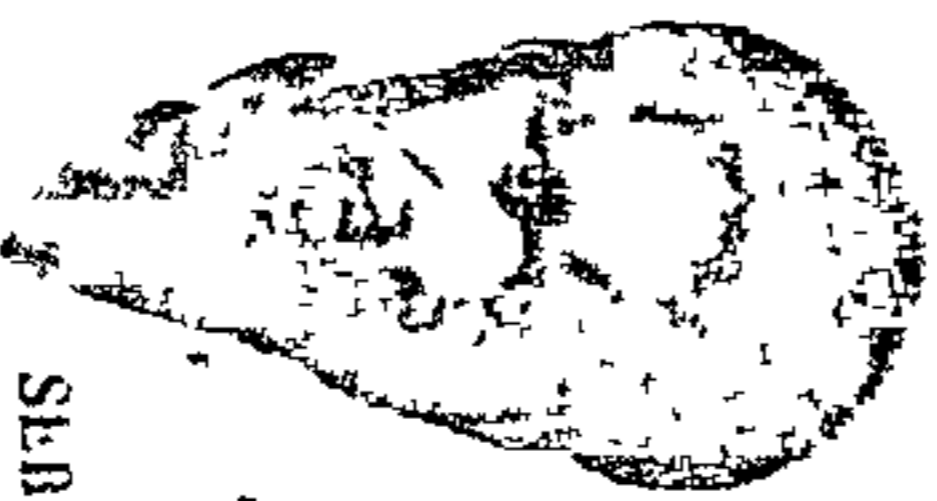
Brother Jeffrey Vilane - President,

Brother Andrew Zulu - Stonestreet - Vice President,

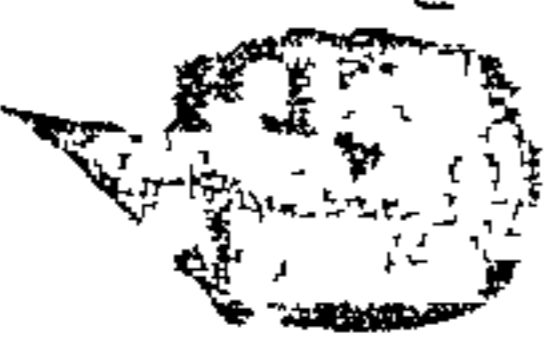
Brother Richard Ntuli - Litemaster - Treasurer,

Brother David Sebabi - General Secretary

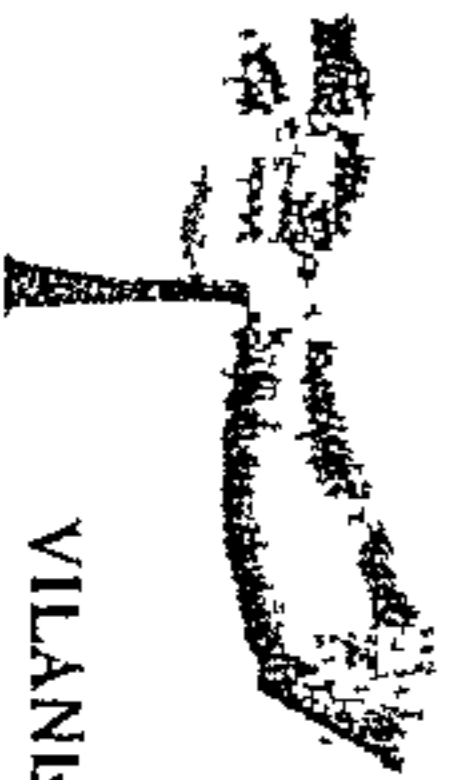
We wish them all a very good year



SEBABI



VILANE



VILANE

## TRANSVAAL

In Transvaal, the negotiations at Highveld Steel have deadlock. Management is only offering 10c, to start only on 1 October, not July. Workers rejected this

\* At Barlows Manufacturing, management at the Kew and Alrode factories is refusing to negotiate increases

\* Siemens has also refused to negotiate wages.

### EASTERN CAPE

\* In the Eastern Cape, Carborundum Universal has agreed to pay a minimum of R2,10. They also agreed to reduce the number of grades from 8 to 6

A survey in the new South African union in South Africa. It seems MAWU will win the league again in 1983. There were few stoppages earlier in the year, but now many are starting again. Here is a summary of stoppages in June.

FACTORY	PLACE	HOW LONG	PROBLEM
ASEA CABLES	Roslyn	2 days	dismissal of a shop steward
DORBYL FORGING	Roslyn	1 day	medical aid
KROST BROS	Johannesburg	3 days	retrenchment
LITEMASTER	Waderville	1 day	retrenchment
DUNSWART	Benoni	2 days	retrenchment
DUNSWART	Benoni	2 days	retrenchment
BARLOWS	Kew	1 day	wages
BARLOWS	Kew	6 days	wages
CAMERONS	Jacobs	1 day	wages
CAMERONS	Jacobs	4 days	wages
INSTEP	Pinetown	1 day	wages
SALCAST	Benoni	1 day	dismissal
LOWE & FLETCHER	Roslyn	1/2 day	dismissal
FORBO KROMMENIE	Jacobs	1 day	wages

All of these stoppages were successful

### SHOP STEWARD SEMINAR

REMEMBER - you can't be a worker leader if you are not clear about the workers' organisation

There are seminars every month for all shop stewards. But only 2 or 3 attend from each factory. You can get the dates from your organiser

### NATIONAL ORGANISER SEMINAR

THE NEC has decided that all MAWU organisers and secretaries must attend an ORGANISERS SEMINAR in Johannesburg. The seminar will be from 13th - 15th July. FOSATU has also planned a TRAINING COURSE for new or inexperienced organisers. There will be three seminars in this course

- \* 2 weeks in August,
- \* 2 weeks in November,
- \* 3 weeks in January

### HENRED SHOP STEWARD COUNCIL FORMED

THE Henred Friuehauf shop stewards from 4 factories in Natal and Transvaal met for a historic National Seminar in June

They formed the NATIONAL HENRED SHOP STEWARDS COUNCIL

### AGM

The shop stewards also decided to hold a national AGM for Henred workers and to hold regular national Henred shop steward councils and seminars

Twenty six shop stewards attended the seminar. This Shop Stewards Co-

### BARLOW RAND SHOP STEWARD COUNCIL

uncil will coordinate the negotiations over wages in the 4 plants. These negotiations are now taking place

### THE Barlow Rand FOSATU Shop Steward Council is also working quite well

There are Barlows members in MAWU, NUTW, PWAUWU, SFAWU and CWIU.

This Barlows shop stewards council is coordinating the dispute over wages in the 3 factories of Barlows Manufacturing Company - Kew, Alrode and Jacobs (Camerons)

# UNION BIKO WIFE MAWU



METAL AND ALLIED WORKERS UNION OF SOUTH AFRICA

VOL 1 NO 2 JUNE 1983

## STRIUGGLES

AS usual, MAWU is busy with many disputes

Workers at Barlows Manufacturing and Camerons have decided to make a dispute with Barlows because Management refuses to negotiate wages. Workers at the 3 factories saw they want to give 30 days notice as soon as possible, so that they can have a legal strike

### REFUSING TO NEGOTIATE

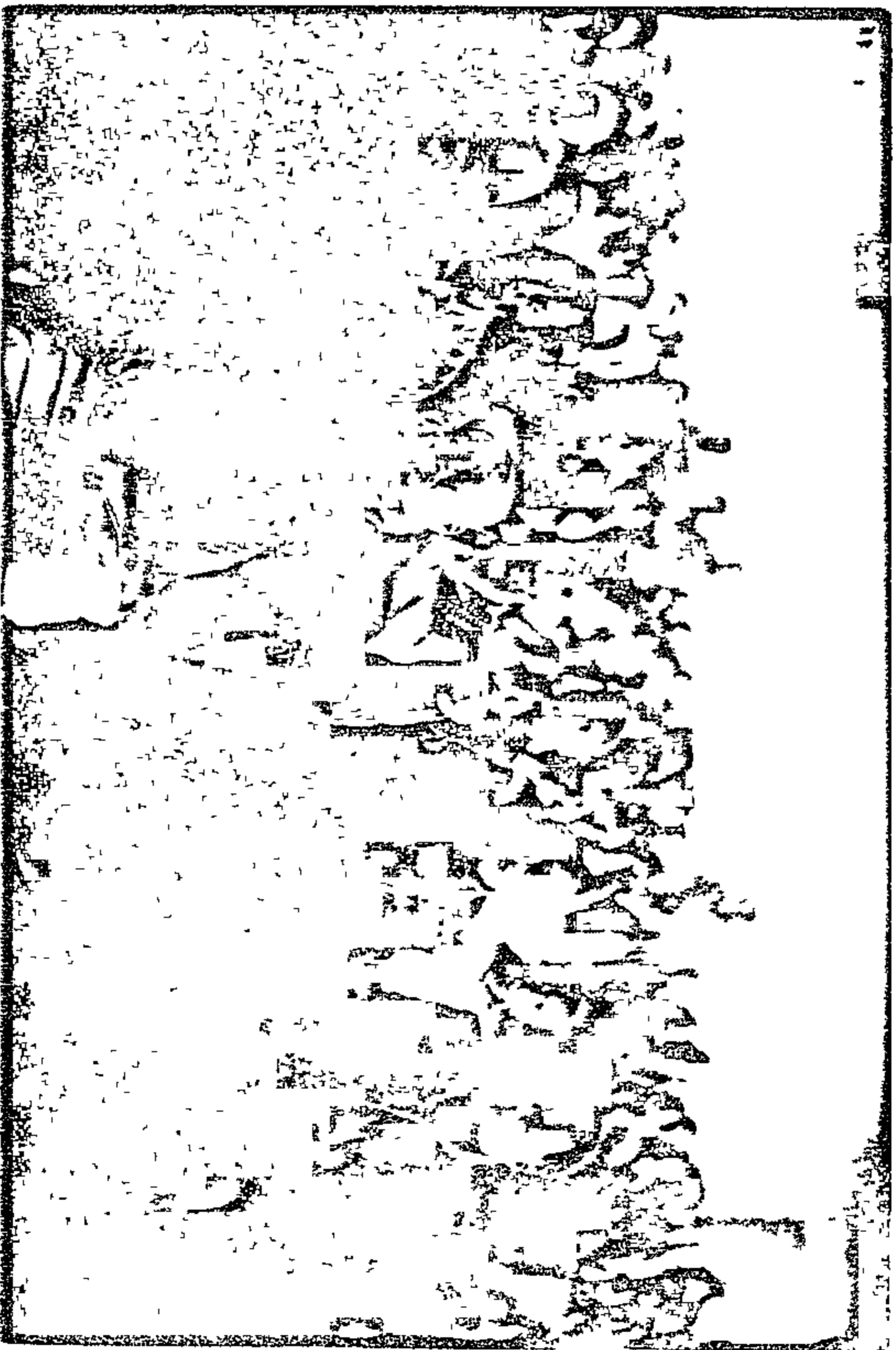
Management at Le Carbone at Industria has been refusing to recognise the union from November. This has been referred to the dispute procedure of the Industrial Council. This company is from France, so the IMF has also been told

### GEO STOTT

At Geo Stott at Industria, MAWU is asking the Industrial Court to pay R17 000 to workers who were retrenched before their contracts were finished. Also, MAWU is asking that foremen should not be allowed to carry guns in the factory. The case will be heard on 18 July

### SCREENEX

The Screenex case is also going to the Industrial Court. Workers are claiming they were unfairly retrenched after the company agreed not to retrench anybody. Some of the other work-



DISMISSED B & S Workers attending a meeting recently

claiming a lot of back pay for women who were paid as new workers when they came back from maternity leave. There were 100 workers in Barlows

Scottish Cables MAWU has majority membership in these factories and also in James Wire and Cable

### HIGHVELD STEEL

WORKERS at Highveld Steel have decided to go

Isando is also refusing to recognise MAWU

**DISMISSAL**

Members at Krost Bros have declared a dispute with management over the dismissal of a shop steward. The shop stewards and officials are also negotiating a retrenchment procedure and the retrenchment of 114 workers at Krost in June.

Dunswart Iron and Steel also retrenched 100 workers. Workers all stopped and the retrenchment is now being negotiated. The Dunswart House Agreement is also being negotiated now and there is a deadlock.

MAWU has also sent the B & S case to the Industrial Court. We are asking the Court to order the Company to take back more than 300 workers who were unfairly dismissed on 7 September 1982. The workers must also get back pay. The union is also

**B & S**

They have held meetings every day since 7 September last year. They have no money at all. They have sold all their cattle, even their plates. They have had to send their children to stay with relatives. The UIF and the pass office at Brits have stopped them from getting UIF money or registration. Even now these B & S workers are still united. The case will be very expensive.

**DECLARING A DISPUTE**

The Union is also declaring a dispute with the Association of Electrical Cable Manufacturers and also with three companies in the Association, Siemens Cables, Asea Cables and

Some other cable factories are still to be organised. ABERDARE - AYCLIFFE (S A Philips - Edenvale and Port Elizabeth), AFRICAN CABLES - Ver-eening (BICC)

The dispute will be to get the cable factories to negotiate further on increases. At the Industrial Council meeting on 17 June, these employers decided to sign an agreement with the other unions to give 12 cents increase. MAWU asked them to give us a chance to get a new mandate from our members. They refused to wait, and they just ignored MAWU and signed with the Electrical workers, Boiler-makers, Engineering Industrial workers etc.

MAWU to declare a dispute with that company. Workers say Highveld made R70m profit last year and even now is still making about half of that. Highveld has retrenched more than 1400 workers since October last year. It seems from the negotiations that Highveld management doesn't want to agree because they are the first from the Ferro-Alloy producers to negotiate. So they don't want to let down their brothers.

The sister company of Highveld is Scaw Metals. Scaw made R36m profit last year. They agreed to give the increase from 1 July, not 1 October. So it seems Highveld is just being difficult.

# WINSOVISI'S SOGAMPALIGS O WINSOVISI'S SOGAMPALIG

## 35 HOUR WEEK IN BRITAIN

WORKERS at Metal Box factories in England have won a 35 hour week. This means workers only have to work 7 normal hours per day.

**SHORTER WEEK**

Workers in all countries have been fighting for a shorter working week for many years. MAWU also proposed a 40 hour week in the Industrial Council negotiations this year.

## OVERSEAS VISITS

BRO Andrew Zulu spoke at several conferences in USA. He went there to represent FOSATU. He is FOSATU Vice-President.

**SEBABI**

BRO David Sebabi represented MAWU at the IMF meeting at Geneva, Switzerland. He also met trade unionists in other countries.

## ORGANISING CAMPAIGNS WORKING QUITE WELL

THE campaigns which the NEC decided on for 1983 are working quite well. IRON & STEEL. We are close to a majority in Highveld Steel.

We already have a majority in Scaw Metals, Dunswart Iron & Steel and Geo Stort. At UNION STEEL (USCO) Klip and Val factories, we are not far from a majority. IRON AND STEEL. STANDARD BRASS IRON &

## ELECTRICAL INDUSTRY

TWO Siemens factories (Isando and Rosslyn) are now well organised. Even the white artisans at Isando are joining and leaving the Works Council.

Several of the GEC factories now have a MAWU majority. GEC Machines at Benoni, GEC Machines at Springs and GEC Traction at Driehoek. Lascon Lighting nearly has a MAWU majority. There are also MAWU majorities at Litemaster Allied Electric, Bonar Long.

ROOM 27/6/83  
~~AST~~ ~~KUOR~~ ~~27/6/83~~



WAGE disputes rarely, if ever, end in the industrial court

But this is precisely the possibility created by the Metal and Allied Workers' Union's opposition to the metal industries' wage agreement

MAWU, which has rejected the agreement reached at the metal industrial council, may declare a dispute with employer federation Seifsa on this issue

It is able to do this because the council's own dispute procedure has been changed to make such action possible

If this failed to settle the dispute, it would be referred to mediation, arbitration, or the industrial court.

Any attempt to ask the court to pronounce on an agreement reached at the country's biggest industrial council is certain to attract widespread interest



Sowetan  
E Rand  
78/6/83  
Workers  
down  
tools (14A)

ABOUT 300 workers at T W Beckett and company in Isando yesterday downed tools in solidarity with two fired colleagues while about 500 others were involved in a sit-in at Dunswart Iron and Steel in Benoni last week

According to one of the workers at T W Beckett, they decided to down tools after their colleagues were fired for alleged poor work performance. All the workers at the company were members of the Sweet Fruit and Allied Workers Union (SFAWU)

A spokesman for the company told The SO-WETAN negotiations between management and worker representatives were still in progress. The company would issue a statement today.

At Dunswart Iron and Steel Limited, a worker said approximately 500 workers staged a sit-in on Thursday and Friday last week. This was in protest against the retrenchment of 132 of their colleagues, the freezing of wage increases from July 1 to October 1, and dissatisfaction with the company's liaison committee.

He said they were represented by two unions since some of the workers are members of the Metal and Allied Workers Union (MAWU) while others belong to the South African Boilermakers' Society.

# Patons strike Sowetan goes on

140A  
1983  
29/6/83  
MORE than 400 black workers employed by Patons and Baldwins in Randfontein yesterday entered their fifth day of striking in demand of wage increases.

The workers say there was a deadlock when their demands for a 30 cents increase per hour was rejected by management which is prepared to give them only 5 cents

In a statement to The SOWETAN the company's PRO said the company was prepared to listen to the workers grievances but that they were unable to meet their demands particularly in the prevailing "poor trade conditions in the textile factory".

The company had called in the secretary of the Textile Workers' Union Mrs M Selora to advise the workers to return to their positions while negotiations were continuing, but they refused

Meanwhile about 300 workers at T W Beckett and Company at Isando have returned to work following an agreement with the management. The workers had downed tools in solidarity with two fired colleagues

At Dunswart Iron and Steel near Benoni about 500 workers involved in a sit-in have also returned to work

29/6/83  
Lay-offs:

talks

continue

140A  
Labour Reporter

Negotiations between two trade unions and the management of a Dunswart metal firm continued today after last week's strike over retrenchments

The SA Boilermakers' Society and the Metal and Allied Workers' Union were both involved in talks with management to resolve worker protests when about 500 workers downed tools over pending retrenchments at Dunswart Iron and Steel

A worker at the TW Beckett coffee and tea firm at Isando was reinstated yesterday after about 300 workers went on strike on Monday

Workers had returned to their jobs yesterday pending negotiations. Company spokesmen were unavailable for comment

20/6/83

WOM

# Printers oppose 'closed shop'

140A

**By STEVEN FRIEDMAN**  
THE "closed shop", which forces workers to belong to a particular union has suffered another setback in the printing and newspaper industry

In a secret ballot at Kohler Corrugated Cases in Brakpan this week, black workers voted to be represented by the Paper, Wood and Allied Workers Union rather than by the SA Typographical Union, which has a "closed shop" at the plant

The company is now likely to approach the industry's industrial council with a request that it be exempted from the "closed shop" provision

A PWAU spokesman said yesterday the union had approached the company for recognition recently and was

turned down - apparently because of the closed shop

The company held the secret ballot after a brief work stoppage earlier this week when workers downed tools demanding the recognition of PWAU

A union spokesman said 94% of those who had voted had backed the PWAU

A spokesman for Kohler Limited which owns Kohler Corrugated Cases, said the company was bound by the closed shop clause but that where a new union appeared on the scene, policy was to apply for an exemption from the clause if the new union represented a majority of workers

Kohler had already written to PWAU suggesting talks and was waiting for the union's response

300 workers down tools  
at Jacobs steel company

Mercury Reporter

MORE than 300 workers at a stainless steel manufacturing company in Jacobs downed tools on Wednesday and were still on strike yesterday demanding a 40c hour wage increase

W B Camerons (Pty) Ltd in Voortrekker Street announced a minimum increase of 8 percent on current wages or 16c hour whichever was the greater

Workers rejected the offer and were sticking to

their demand which, if met would earn a worker at least R2 an hour

Company spokesman Owen Sellers said the company was prepared to negotiate wages with employee groups or trade unions within an agreed framework

He said negotiations between the recognised Metal and Allied Workers Union were taking place

Meanwhile the National Union of Textile Workers an affiliate of

Fosatu, started its first official strike yesterday at a firm in Hammarsdale

A pay dispute in March at Natal Thread Company deadlocked when the company refused to meet union demands

The company offered half the percentage increase given to members at other mills in Hammarsdale the union said

Put to a vote 315 workers decided to strike by banning all overtime while eight agreed to accept the company offer

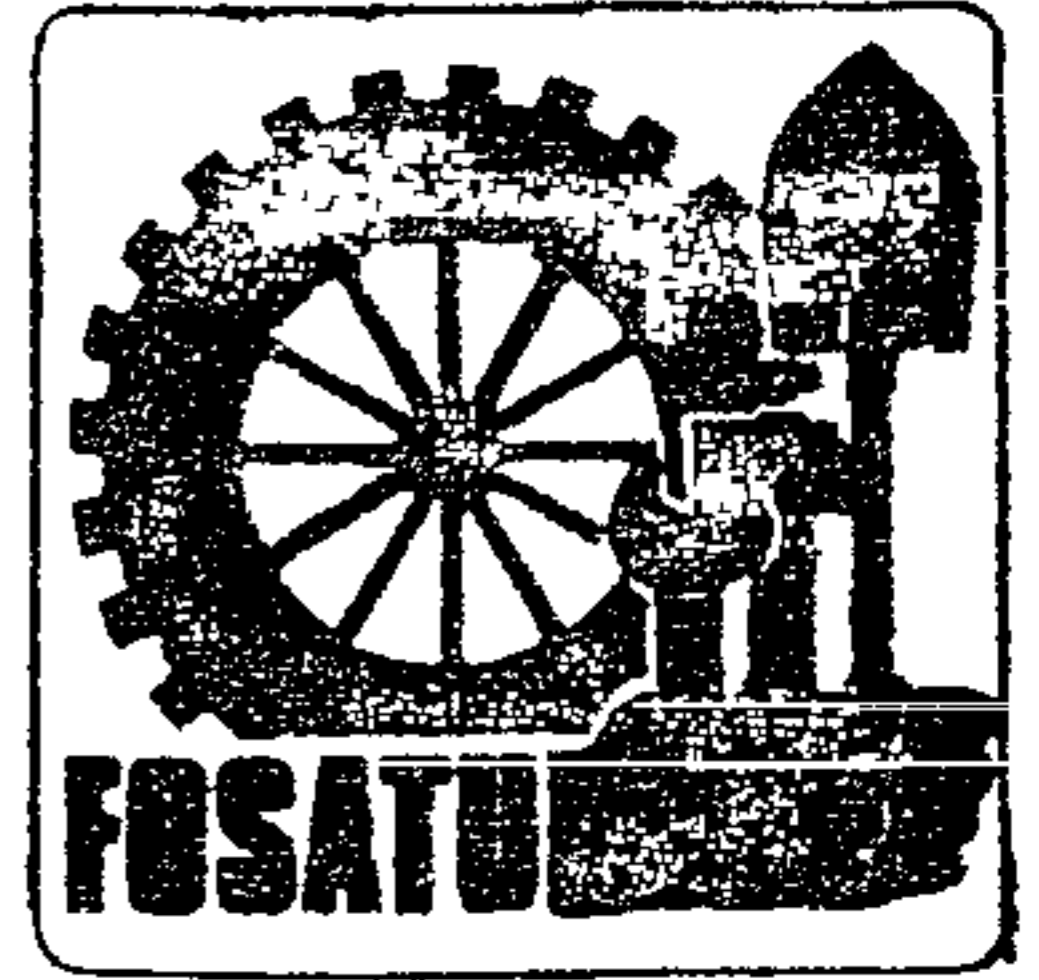
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(140A)

Mercury

11/7/83

# PRESS STATEMENTS

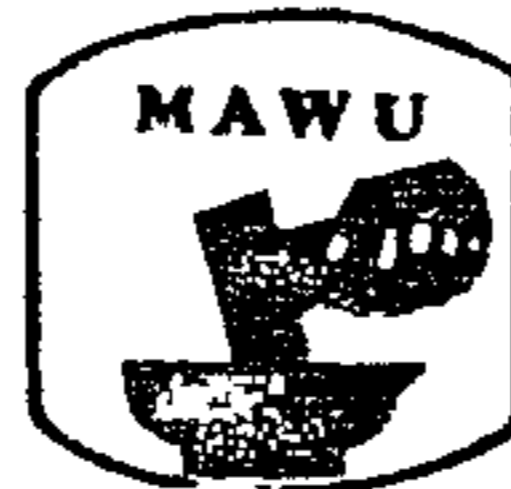


July 1983

~~1/2~~

~~1/2~~

(140A)



**MAWU**

METAL & ALLIED  
WORKERS UNION  
OF SOUTH AFRICA

## METAL AND ALLIED WORKERS UNION OF SOUTH AFRICA

ABOUT 400 workers at W B Camerons in Jacobs a subsidiary of Barlows downed tools for the third consecutive day today in support of a demand to negotiate wages with their employer. All workers are members of the Metal and Allied Workers Union.

At Barlows manufacturing in Kew members of the union have also downed tools in an effort to get the Company to negotiate wages.

However Barlows is continuing to refuse to negotiate wage increases because they say they have not finished negotiating recognition agreements with MAWU at the two factories. Instead the Company has unilaterally declared increases of 8 per cent.

These increases have however been rejected by MAWU as totally inadequate and they called for bona fide wage negotiations.

'We have been waiting for months to finish the recognition agreement but the Company has continually stalled on this - we cannot accept the Company hiding behind the recognition agreement - they could easily delay the agreement for many more months', said local organiser, Mr Vusi Shezi.

01.07.83

THE Natal branch of Metal and Allied Workers Union has made some major break throughs in wage negotiations with a number of companies falling under the Iron and Steel Industrial Council agreement.

At A.P.V. Kestner in Pietermaritzburg the union negotiated a 18c per hour wage settlement and at Pillar Naco agreed on an across-the-board increase of 15c per hour. In Pinetown, Glacier Bearings agreed to meet MAWU's demand for a minimum wage of R2,00 an hour and at Forbo Krommenie in Jacobs the company agreed to a 30c per hour across-the-board increase and a minimum wage of R2,42 per hour.

The negotiations have not been without incident and there are still certain factories which are refusing to negotiate increases with Metal and Allied Workers Union which rejected the 7 per cent increases offered by SEIFSA at the Industrial Council.

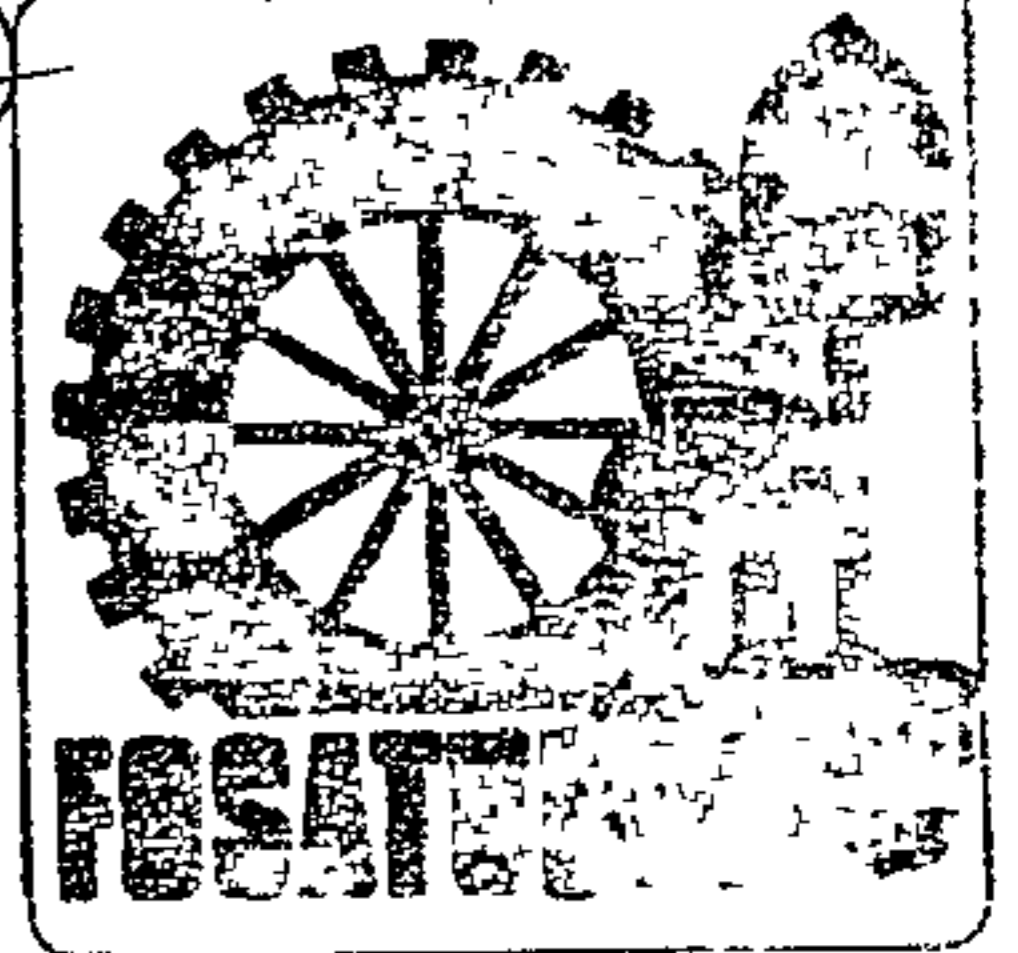
At W B Camerons and a number of other factories workers have downed tools in order to secure wage increases over and above the rates agreed to by the unions party to the Industrial Council.

'We informed SEIFSA that we did not believe our members would accept the 7 per cent they were offering - clearly they have not - that is why we are negotiating at factory level to ensure our members get proper increases', said Maxwell Xulu the branch chairman.

01.07.83

1 July 1983 (140A) (1983) (1000)

# PRESS STATEMENTS



**NUTW**

NATIONAL  
UNION OF  
TEXTILE WORKERS

THE National Union of Textile Workers an affiliate of FOSATU has commenced its first official strike

The dispute is over wage increases payable to union members from March 1 1983 at Natal Thread Co in Hammarsdale. Negotiations over the increase deadlocked when the company refused to budge from an offer of 6 per cent for eleven months. The increment offered is less than half the current rate of inflation and is also less than half the percentage increase given to members at all other mills in Hammarsdale where the union is recognised (i.e. 10 firms)

The company refused any other form to resolve the dispute and the union was accordingly obliged to hold a strike ballot. 315 members voted in favour of the strike and only 8 voted to accept the company offer.

Notwithstanding the overwhelming rejection of their offer by workers the company stuck determinedly to their position.

Their only movement was to take additional security measures to defend their factory from violence.

On June 27 workers commenced their strike by banning all overtime work at the factory. This represents a cut back of production time by 27 and a half hours per week. The overtime ban has been placed for an indefinite period. Workers established a strike fund 3 months ago in preparation for the anticipated hard line of the company. The union has further resolved to support the worker action by all means at its disposal and will accordingly complement the worker strike fund if this becomes necessary.

Notwithstanding the lawfulness of the strike action police reinforcements with dogs were present in Hammarsdale though there have been no incidents.

The union believes the company had grossly underestimated the resolve and discipline of its workforce in ruling out all avenues of redress of their pay grievances.

30.6.83



**CWIU**

CHEMICAL  
WORKERS  
INDUSTRIAL UNION

THE Chemical Workers Industrial Union yesterday entered into a recognition agreement with Duropenta (Pty) Ltd an AECI subsidiary and major plastics convertor after 2 1/2 years of negotiations.

The agreement is significant in the following respects:

- \* It is a national agreement and will come into effect in each Duropenta factory as the Union gains membership. It currently covers the Natal (New Germany) and Transvaal (Roodekop) factories.
- \* The Union has won plant level bargaining rights, something which has been strongly opposed by SEIFSA, Duropenta's employer body on the main Iron and Steel Industrial Council.
- \* It also accords the Union shop stewards rights, including senior shop stewards, with time off to conduct union business, time off for union training, grievance and disciplinary procedures, negotiating and disputes procedures.

The agreement recognises strike action as a legitimate means of resolving disputes.

In terms of this agreement the Union is currently negotiating to improve the dismal increases agreed by the main Iron and Steel Industrial Council of R4,50 per week to last for 12 months.

~~PTD~~

01.07.83

140A D. Dispatch  
**Textile workers on strike, 1/7/83**

JOHANNESBURG —  
The first legal strike by  
black workers in seven  
years — and only the  
second in labour history  
— has begun at a Natal  
textile mill, a National  
Union of Textile Work  
ers statement  
announced yesterday

It said the strike at  
Natal Thread Company  
in Hammarsdale was  
taking the form of an

overtime ban which was  
cutting production time  
by 275 hours a week

It began on Monday  
and was prompted by a  
wage demand the union  
added

More than 300 workers  
at a stainless steel  
manufacturing company  
in Jacobs downed tools  
on Wednesday and were  
still on strike yesterday  
demanding a 40 cents an  
hour wage increase

The company W B  
Camerons (Pty) Ltd  
announced a minimum  
increase of eight per  
cent on current wages,  
or 16 cents an hour,  
whichever was the  
greater

Workers rejected the  
offer and were sticking  
to their demand which  
if met would earn a  
worker at least R2 an  
hour — DDC

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Mr Pierre Machielse (left) toasts the mayor of Sandton, Mrs [unclear] in Sandton yesterday

~~17/83~~ ~~18/83~~ 140A ✓  
**500 Barlows workers strike for more pay**

**Labour Correspondent**  
 BETWEEN 450 and 500 workers at the Barlows Manufacturing plant at Kew near Johannesburg have been on strike since Tuesday in support of demands for a 50c an hour wage increase, a company statement announced yesterday.

In the statement, a company spokesman, Mr Andre Minnaar, said the company was willing to negotiate on the workers' demands through a union.

He claimed recognition talks between the company and the Metal and Allied Workers' Union had been broken off by the union in February and that the company had invited the union to resume them without success.

But yesterday MAWU rejected the claim and accused the company of "rebuffing repeated attempts to settle the dispute through negotiation". It said the company had originally refused to negotiate on the dispute.

The company said increases it announced prior to the strike amount to a minimum of 8% on current wages, which would mean 14c on the minimum wage paid.

Mr Minnaar said the increases "go as high as 54c for the highest-paid workers out on strike".

The company was willing to negotiate wages "with ho-

dies of our employees choosing for example trade unions within an agreed framework for such negotiations.

He said this could be contained in a recognition agreement with a union.

"Recognition negotiations between the company and MAWU broke down in February this year when the union withdrew from negotiations. Since February we have on various occasions invited the union to re-open negotiations and put forward their proposals for a recognition agreement," Mr Minnaar said.

However, the MAWU spokesman said management had only agreed to meet union shop stewards yesterday after initially refusing to talk to them.

"At the meeting we raised a series of ideas aimed at settling the dispute. These also centred around concluding recognition negotiations quickly and then negotiating wages. We were rebuffed each time," he said.

He said another meeting was due today "but we have no doubt the company will adopt the same intransigent stance".

The agreement Barlows wanted the union to sign was "so restrictive that workers would be conceding their right to have a say in anything besides basic wages," he said.

## against SA

held in Los Angeles next year to estimate the extent of sports participation with South Africa by countries intending to compete in the 1984 Olympics.

Mr Ghebo is chairman of the UN Special Committee Against Apartheid.

Conference delegates saved their heaviest condemnation for the United States, Britain and New Zealand for continuing sporting links with South Africa — Sapa-AP

## AA to have SOS service

Mail Reporter

THE Automobile Association will provide breakdown services for motorists travelling on the two main routes from Johannesburg to Durban when the Transvaal school holidays begin next week. Its help campaign will start when schools close on Thursday, July 7, and go through until Saturday, July 9. Pick-up trucks

11/7/83  
~~17/83~~ ~~140A~~  
**Mill hit by legal strike**

**Labour Correspondent**  
 THE first legal strike by black workers in seven years — and only the second in labour history — has begun at a Natal textile mill, a National Union of Textile Workers (NUTW) statement announced yesterday.

It said the strike, at Natal Thread Company in Hammarsdale, was taking the form of an overtime ban which was cutting production time by 27.5 hours a week. It began on Monday and was prompted by a wage demand.

Company comment could not be obtained yesterday.

To strike legally unions must go through various steps provided by the official bargaining machinery, in-

~~17/83~~ ~~140A~~ ~~151~~  
**Tension over mine demands is eased**

**Labour Correspondent**  
 TENSION between the Chamber of Mines and two unions representing black mine workers — which threatened a confrontation between the two sides — appears to have been defused after a meeting yesterday.

The unions, the National Union of Mineworkers and the Federated Mining Union, met the chamber yesterday to discuss their demand for a re-opening of wage talks, which were concluded a fortnight ago.

The NUM said it had discovered that the chamber had withheld information from it and had bargained "in bad faith", charges which the chamber denied.

The NUM had threatened to declare a dispute the first step towards a legal strike, if the chamber refused to

It is understood that wages will not be under discussion, but that the unions have accepted this.

A NUM statement yesterday said "The chamber agreed to hold negotiations with the unions within 15 days after it has obtained a mandate from mining groups regarding the demands made by the unions."

"The chamber also agreed to furnish the unions with all information regarding conditions of employment affecting workers in the industry."

A chamber statement said it had "reaffirmed its commitment to meet them before July 17 to discuss outstanding issues raised during the recent wage negotiations."

It added that this was accepted by the two unions.

When agreement was reached during the recent wage talks, the chamber said it would discuss work con-

# against SA

held in Los Angeles next year to estimate the extent of sports participation with South Africa by countries intending to compete in the 1984 Olympics

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Conference delegates saved their heaviest condemnation for the United States, Britain and New Zealand for continuing sporting links with South Africa — Sapa-AP

# AA to have SOS service

Mail Reporter

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Its help campaign will start when schools close on Thursday, July 7, and go through until Saturday, July 9. Pick-up trucks, will be manned by mechanics who will help motorists and provide minor spares such as hoses, plugs and fan belts

AA service vehicles will be stationed at 80km intervals along the two major routes, Johannesburg/Harrismith/Durban and Johannesburg/Standerton/Durban

- North of Heidelberg,
- Between Heidelberg and Villiers,
- South of Heidelberg at Standerton,
- Between Villiers and Warden (south of Cornelia),
- At Warden,
- At Van Reenen's Pass,
- South of Ladysmith,
- South of Estcourt, and
- South of Howick

The senior liaison officer for the National Road Safety Council, Mr Pierre Hugo, said there were no special traffic plans for the holiday period

The assistant superintendent of the Johannesburg Traffic Department, Mr Errol Peace, said yesterday that although no special campaign would be launched the major exits of the city would be monitored on the official school closing day

The AA said holiday-makers would help spread traffic if they took alternative routes to Durban

- Two suggested routes are
- Johannesburg/Vrede/Memel, and
  - Delmas/Volksrust/Utrecht/Vryheid/Melmoth/Singindlovu

# Mill hit by legal strike

Labour Correspondent

THE first legal strike by black workers in seven years — and only the second in labour history — has begun at a Natal textile mill a National Union of Textile Workers (NUTW) statement announced yesterday

It said the strike at Natal Thread Company in Hammarsdale, was taking the form of an overtime ban which was cutting production time by 27,5 hours a week. It began on Monday and was prompted by a wage demand

Company comment could not be obtained yesterday

To strike legally, unions must go through various steps provided by the official bargaining machinery, including the holding of a strike ballot among members

The only known legal strike by black workers was at Armourplate Safety Glass in Springs in 1976

The NUTW said in its statement that it had begun its first official strike. The dispute concerned pay rises payable from March 4 this year. Negotiations had deadlocked when the company refused to budge from an offer of 6% for 11 months

The statement charged that the company offer was "less than half the current rate of inflation and also less than half the percentage increase given to members at all other mills in Hammarsdale where the union is recognised (ie 10 firms)," and added that Natal Thread had rejected all other means of solving the dispute

The union held a strike ballot in which 315 members voted in favour and eight against

The overtime ban had begun on Monday and would continue indefinitely

It said police had been present in Hammarsdale despite the legality of the strike

to negotiate wages "with him" he said

# Tension over mine demands is eased

Labour Correspondent

TENSION between the Chamber of Mines and two unions representing black mine workers — which threatened a confrontation between the two sides — appears to have been defused after a meeting yesterday

The unions the National Union of Mineworkers and the Federated Mining Union, met the chamber yesterday to discuss their demand for a re-opening of wage talks, which were concluded a fortnight ago

The NUM said it had discovered that the chamber had withheld information from it and had bargained "in bad faith", charges which the chamber denied

The NUM had threatened to declare a dispute, the first step towards a legal strike if the chamber refused

But statements issued by the two sides revealed yesterday that the chamber has agreed to meet the two unions within a fortnight to discuss work-condition demands raised during the wage talks

It is understood that wages will not be under discussion, but that the unions have accepted this

A NUM statement yesterday said "The chamber agreed to hold negotiations with the unions within 14 days after it has obtained a mandate from mining groups regarding the demands made by the unions

"The chamber also agreed to furnish the unions with all information regarding conditions of employment affecting workers in the industry"

A chamber statement said it had "reaffirmed its commitment to meet them before July 17 to discuss outstanding issues raised during the recent wage negotiations"

It added that this was accepted by the two unions

When agreement was reached during the recent wage talks, the chamber said it would discuss work-condition demands within four weeks of the agreement being signed

The deadline stipulated in the two statements yesterday is consistent with this statement.

# Bond ad upsets White House

WASHINGTON — The White House yesterday protested to a local television station over its use of part of an appearance by President Ronald Reagan to plug a programme about the spy hero, James Bond, and the latest 007 film, "Octopussy"

Mr Reagan, in remarks recorded in April for a British television tribute to the fic-

tional British spy, called Bond "fearless, skilled, courageous, optimistic and one other thing he always gets his girl"

The promotional spot produced by the station, due to be seen next Friday in connection with the opening of "Octopussy", opens with the words "Now a special announcement from the President of the United States"

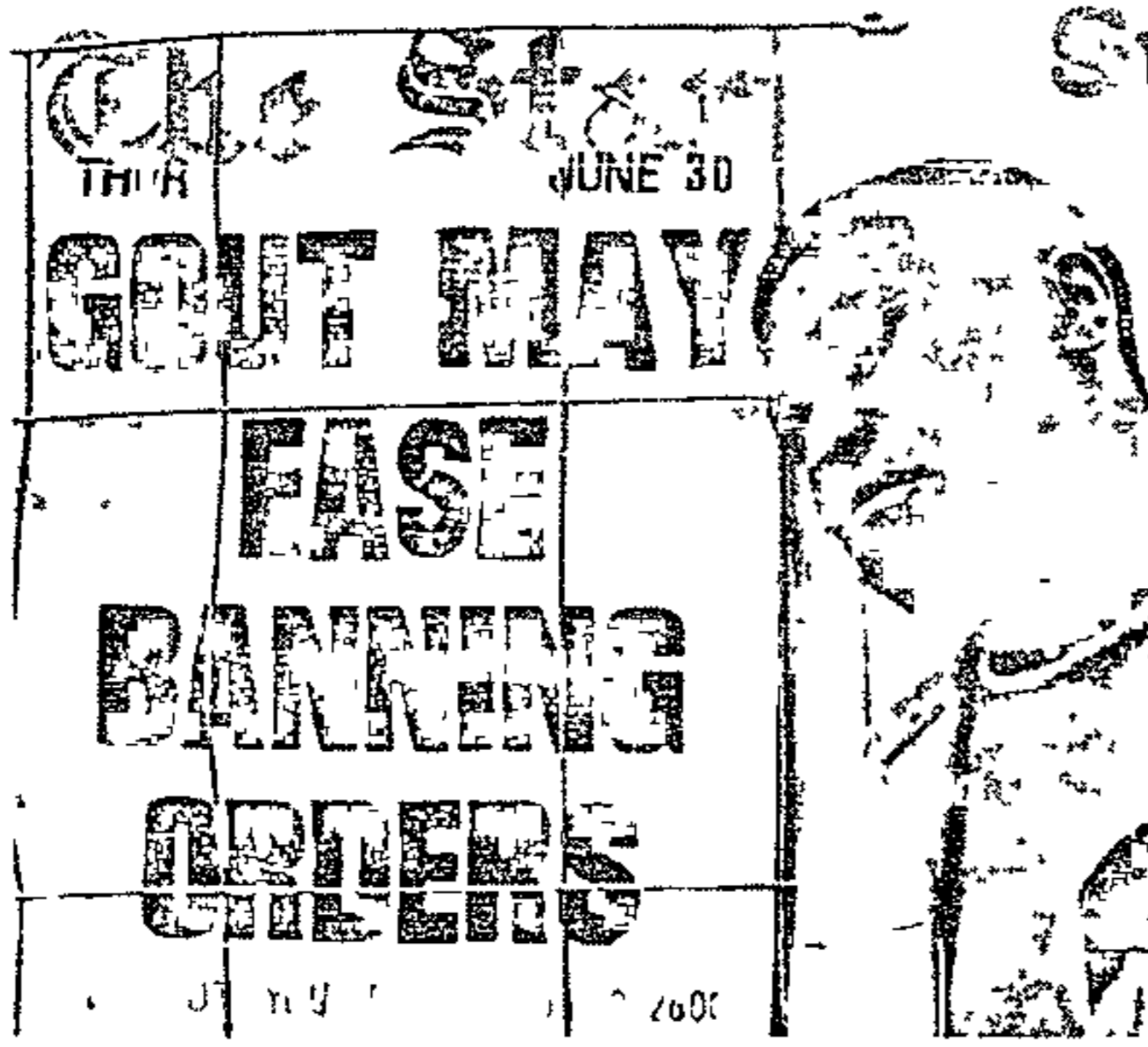
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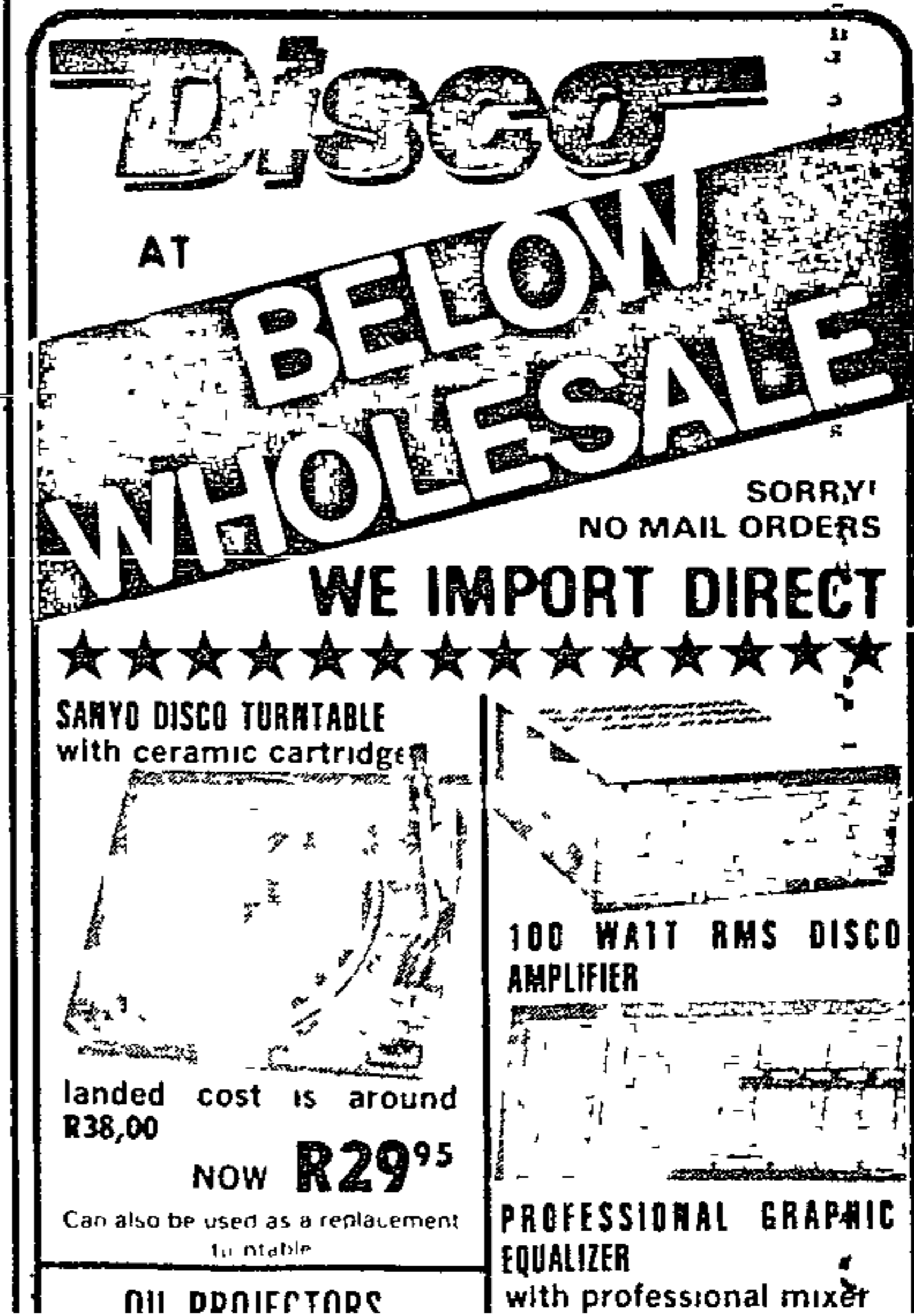


THUR JUNE 30

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MIGRANTS Fm 1/7/83  
**The paternity issue**

The National Union of Mineworkers (NUM) recent demand for paternity leave for migrant mineworkers raised management eyebrows. However, it is a demand that could become a common item on the agenda at future negotiations — and not just in the mining industry.

Says the NUM's Cyril Ramaphosa "Most Council of Unions of SA (Cusa) unions, particularly those with a high migrant membership, are in favour of paternity leave and intend taking it up as an issue."

"NUM members have indicated clearly that they require this kind of leave because one of the major problems for black miners is absence from the family. White workers live with their families on the mines but black miners may be away from their families for up to two years."

"A mineworker may not have a chance to be with his wife or new baby, and obviously it is important for every parent to spend time with his family particularly at the birth of a new family member."

"We have demanded seven days as a separate type of paid leave which is expected to occur every two to three years until the

*continued on P51*

miner has established a family. At present our members generally have only three weeks of paid annual leave.

"Most mines, but not all, have facilities for visiting wives but they are highly inadequate and wives are only permitted to stay for a short period. For example, a mine which employs 14 000 workers will usually provide facilities for about 20 visiting wives."

Ramaphosa believes that the matter will be finalised within the next three weeks. However, Chamber of Mines Industrial Relations Adviser Johan Liebenberg says that "the industry doesn't have an official view yet. It is a novel idea but we have not yet had an opportunity to discuss it fully. We know of no one else granting this kind of leave at present."

The General Workers Union's Dave Lewis is right behind NUM. Lewis says "In the context of our membership, who are mostly contract workers, it is an excellent idea. People are deprived of the right to live with their families so it is up to employers to redress this as much as possible. A request for time off to be with his family is more than a legitimate demand, but also entirely legitimate is a demand for a worker's family to live with him."

According to the Metal and Allied Workers Union's Moses Mayiso, "We have never discussed paternity leave with our members, but will be doing so in the future. We support the NUM's stand and believe that it is an entirely justifiable demand."

UJGT

# Metal union wins big pay increases

Labour Correspondent

✓  
THE Metal and Allied Workers Union says it has won wage increases from several Natal firms which exceed the 7% increase negotiated recently at the Metal Industries' Industrial Council

Recently the Steel and Engineering Industries Federation (Seifsa), which represents metal employers and unions on the metal council agreed on increases from 5% for the highest paid to 7% (or 10c an hour) for the lowest paid

MAWU rejected this agreement and the unions who signed it said they had done so with grave reservations, adding they would seek higher increases with individual companies

Seifsa said it was opposed to such negotiations

In a statement, MAWU said that a Maritzburg firm, A P V Kestner, had agreed to an increase of 18c an hour in talks with the union

140A  
1024  
5/7/83  
A second Maritzburg firm, Pihlar Naco, had agreed on a 15c an hour increase

It said Forbo Krommeme, of Jacobs had agreed to pay a 30c an hour across the board increase and a Pine-town engineering firm, Glacier Bearings, had agreed to meet MAWU's demand for a minimum wage of R2 an hour

MAWU added, however that the negotiations had not been without incident and that certain factories were still refusing to negotiate increases with it.

At some factories it said, workers had struck in an attempt to win increases over and above those negotiated at the council

"We informed Seifsa that we did not believe our members would accept the 7% they were offering — clearly they have not," said Mr Maxwell Xulu MAWU's Southern Natal branch chairman

# Surprise, surprise a legal strike!

~~140A~~ ~~140A~~  
140A  
ROM 4/7/83

LAST week, members of the National Union of Textile Workers took legal strike action at a Natal company. This consists of an overtime ban and they have set up a strike fund to see them through.

This would not be news in any other country which lays claim to having a democratic labour relations systems.

Here, it is a major event. The strike — at Natal Thread in Hammarsdale — is the first legal strike by black workers since 1976 and only the second in labour history.

The figure for blacks is thrown into sharp relief by the fact that there were about 1 000 strikes by these workers between 1980 and end-1982 alone.

These statistics highlight why there are growing calls for strikes and lock-outs to be decriminalised, as they are in all free labour systems.

Not only are anti-strike laws unenforceable. But workers like those at Natal Thread can still be fired by their employer for striking, even though their action is legal. This means workers have little incentive for making their strikes legal.

Even if strikes were decriminalised, the law would still contain provisions which could be used against striking black workers.

If an employer fires a contract worker, that worker may not stay in the city to look for another job. So these strikers would still face the prospect of losing their livelihood permanently.

It will, therefore, take much more than an amendment to the Labour Relations Act to rid our statute book of anti-strike laws.

Whether NUTW's action means emerging unions will make much more use of the legal strike weapon remains to be seen.

While some are increasingly using aspects of the official labour system where they find this tactically necessary, the red tape associated with striking legally makes any rush by workers to use the official dispute machinery before striking unlikely.

## Labour

## Week

By STEPHEN  
FRIEDMAN



The NUM accused the Chamber of bargaining in "bad faith" by withholding information from it and said it had only discovered this since the talks. The Chamber denied this and refused to re-negotiate the deal.

At a meeting late last week, harmony seemed to have been restored, despite the fact that the wage issue will not be re-opened.

What seems to have happened is that, because the Chamber said wage talks had to be concluded within a week, the union had no time to put the agreement to members before signing it.

When it did get back to them, they reacted angrily and the union returned to the Chamber in an attempt to salvage the situation.

All this proves again that there is little point in unions and employers signing agreements unless these have majority worker support.

The Chamber, which is used to dealing with established unions who do not go back to their members before signing agreements, seems to have failed to realise that the situation would be somewhat different with a new black union.

And NUM seems not to have anticipated the pitfalls of signing an agreement which members had not yet ratified.

# Union scores win

**THE Chemical Workers' Industrial Union has entered into a recognition agreement with Duropenta (Pty) Ltd, an African Explosives and Chemical Industries' subsidiary and major plastics convertor.**

In a statement to The SOWETAN, the union said it welcomed the agreement which is significant in that it recognises strike action as a legitimate means of resolving disputes

"It is a national agreement and will come into effect in each Duropenta factory as the union gains membership. It currently covers the Natal (New Germany) and Transvaal (Roodekop) factories

"The union has won plant bargaining rights, something which has been strongly opposed by Seifsa, Duropenta's employer body on the main iron and steel in-

dustrial council," the statement says

The agreement also accords the union shop stewards rights, including senior shop stewards, with time off to conduct union business, for union training, grievance and disciplinary procedures, negotiating and disputes procedures

In terms of the agreement the union is currently negotiating to improve the increases

## Unions move closer together

CAPL TIMES 9/7/83 Labour Reporter (140A)

IN another step towards the formation of a major new federation of emerging mainly-black trade unions representatives of 11 union groupings held talks in the City at the weekend

It was the first meeting of the feasibility committee set up at the historic union unity talks in Athlone in April, and was attended by representatives of nearly the entire independent union movement

A statement issued yesterday by the Federation of South African Trade Unions (Fosatu), on behalf of the feasibility committee said the talks had been "successful" It said delegates would be reporting back to their members before the next feasibility committee meeting in October No further details were disclosed

140A  
6/7/83  
Union is  
readmitted  
to council

Labour Reporter

The National Automobile and Allied Workers' Union (Naawu) sat in on industrial council wage negotiations for the car assembly industry in the Eastern Cape this week.

Last year Naawu withdrew its membership of the council because of a protracted wage dispute which saw about 10 000 assembly workers out on strike and several plants closed down.

However, the union subsequently reapplied for council membership and was readmitted last month.

Monday's council session was the first time Naawu had participated in negotiations since its withdrawal last year.

Naawu, an affiliate of the Federation of South African Trade Unions, has sought a minimum R2,50 hourly wage rate for its members at Ford, General Motors and Volkswagen.

There is a two-year wage agreement in force which is subject to regular review.



# E Cape motor talks on wages re-open

6/7/83

By LOUIS BECKERLING  
Business Editor

KEY wage talks in the Eastern Cape motor industry re-opened this week

The first round of the talks between employers and trade unions represented on the Automobile Industrial Council ended without agreement and a further meeting is now scheduled for July 28

Both employer and union representatives are reluctant to comment on the talks — the first of the six-monthly "open-house" reviews agreed to after last year's strike in the industry

However, it is understood that the major union party to the council, the National Automobile and Allied Workers' Union (Naawu) has re-opened its original demands for a rise in the minimum wage rate to R3 25c per hour

It was this demand which precipitated the July strikes in the Eastern Cape motor industry last year. Employers initially offered an increase from R2 to R2,15 and eventually an agreement was achieved at R2,20 for existing staff and R2,15 for newly-engaged staff

While neither party to the latest round of negotiations is willing to comment, the wage talks take place against a background of declining unit sales in the motor industry, a declining market share held by the Eastern Cape manufacturers (the council's jurisdiction is confined to this region), and a measure of uncertainty about future expansion

Under the circumstances, and bearing in

● Turn to Page 2

Talks on  
wages  
6/7/83

● From Page 1

mind the employers blunt rejection of the demands in July last year the prospects of a modified demand from the union representatives at the next meeting cannot be ruled out

One industry source said employers had conceded the necessity of adjusting wages but were reluctant to introduce such an adjustment with immediate effect

This at least in part explained the postponement of the first round of talks to such a late date in July as it was now unlikely a new wage schedule would be agreed to in time to be implemented by August 1

# Union threatens legal action over closing of factory

*(140A)*  
*Star 7/7/83*

By Tony Davis, Labour Reporter

The Food, Beverage Workers Union has threatened to take immediate legal action against the Premier Group because of plans to close the Premier Biscuit factory in Springs tomorrow

About 400 workers are affected by the closure which Premier says is the result of economic difficulties

The FBWU has a long-standing recognition agreement at the factory and has complained they were given notice of the shutdown only last week

At a meeting with senior Premier management this week, the union warned that workers had asked for assurances that all 400 would be relocated at other Premier firms. It also said all workers would refuse to collect any severance pay tomorrow until they were guaranteed alternate employment in the group

The union gave Premier until this afternoon to agree to the appointment of a committee to investigate the closure and retrenchments or face an urgent legal application, an FBWU statement said

The Premier Group's deputy chairman, Mr Peter Wrighton said it was examining the union's complaints

The union statement also said it had been mandated to protect members' jobs and the attitude of management was not in keeping with public statements on labour issues by Premier's chairman, Mr Tony Bloom

Workers are being paid out one week's notice pay for every year of service

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Workers  
(1404) 2004  
return to  
7/1/87  
declare a  
dispute

By ANTON HARBER

WORKERS at three Barlows factories have ended work stoppages and declared a dispute with their managements over pay rises

A spokesman for the Metal and Allied Workers' Union said the workers had decided to return to work "for the sake of progress", but had informed the industrial council of a dispute

The three factories were W B Camerouns in Jacobs Durban, Barlows Manufacturers in Kew, Johannesburg and Barlows Manufacturers in Alrode, Alberton

The Durban factory ended a four-day strike on Monday, the Johannesburg factory ended a six-day strike yesterday and the East Rand factory will go back to work this morning after a three-day stoppage

The dispute was over the refusal of the company to negotiate discretionary increases they had given above those negotiated at the industrial council

The union spokesman said workers had expressed their dissatisfaction at the "intransigent line taken by management" at all three plants, but had decided to go back in order to negotiate recognition agreements

"Workers were reluctant to take this path because of long delays previously experienced in getting agreements, but they agreed to try it out for a limited period for the sake of progress," the spokesman said

Negotiations for recognition had already begun at two of the plants, and talks will begin at the third today

A Barlows spokesman could not be contacted for comment

**Striking**  
*slow*  
**workers**  
*\$17/83*  
**win rise**

*140A*  
Labour Reporter

A legal strike by about 300 textile workers at a firm at Hammarsdale in Natal ended last night after management agreed to a new wage increase amounting to about eight percent over a year.

The workers, many of them members of the National Union of Textile Workers, struck about two weeks ago after rejecting the Natal Thread Company's six percent wage offer.

Workers refused to do any overtime work, seriously affecting production.

It was the second legal strike in recent labour history and the first legal strike by black workers in many years. It followed a strike ballot by workers at the firm and the establishment of a strike fund.

A company spokesman said today that a new 15c-an-hour across-the-board wage increase had been agreed upon — about eight percent over one year — and workers had returned to work.

1922 (140A) 7. M. 8/7/83

**EASTERN CAPE**

**Motor industry pay**

Employers and unions in the eastern Cape motor industry have seldom found it easy to reach agreement in pay negotiations. This year's talks will probably be no exception, although there are some hopeful signs.

Wage negotiations are taking place this year at a time of declining sales. Not surprisingly, employers have been trying to persuade the black and coloured National Automobile and Allied Workers' Union (Naawu) and the white SA Iron and Steel and Allied Industries Union to agree to delay pay increases.

Sources in the industry say the white union is fairly amenable to the employer proposal. However, at a meeting of the industrial council for the industry on Monday, Naawu leaders pressed for increases. After the parties failed to reach agreement, it was decided to hold another council meeting on July 28.

Some industry sources believe that one implication of the decision to hold the next meeting so late in the month is that it will be extremely difficult to implement pay rises on August 1. In terms of an agreement between the parties, this is the earliest possible date that increases could have been introduced. So it would appear that employers have gained at least a month's

delay

A major problem with which they have to contend, this year no less than in the past, is the high expectations of black and coloured workers. Last year, for example, Naawu demanded a 75% rise in minimum pay at a time when employers' statistics showed wages had risen by 233% since 1975. A strike by members of the union then brought the entire eastern Cape motor industry to a standstill for more than a week.

Naawu is making similar demands this year. However, some observers say they detect a growing sense of realism among many workers. Says one: "I think they do realise that employers are not in a position to give them much at the moment. They have seen how many companies have had to introduce a four-day week and other similar measures due to declining sales. But, on the other hand, because this has caused workers' earnings to decline, it is understandable that they should want an increase."

Says another: "It would be foolish to rule out the possibility of a strike over pay this year, but I think there is a good chance that this can be avoided."

**face to face**

**PETER SEARLE**

**Good relations**



The *FM* speaks to Volkswagen (SA) MD Peter Searle about developments in labour relations within the eastern Cape motor industry.

**FM:** How would you describe your relationship with the unions in your company — the black and coloured National Automobile and Allied Workers' Union (Naawu) and the white SA Iron, Steel and Allied Industries' Union?

Searle: Generally very good. There have been very positive developments over the past few years and representatives of the workforce have become far more interested and involved in the running of the business, particularly in the issues that affect them. I think this is very heartening.

In our business, the worker feels more involved today than he was, say, five years ago. He is far more part of the business. As a result, I believe he is doing a far better job, is more interested in advancement and is very concerned about the quality of the product he is producing.

A problem that eastern Cape motor industry employers face is the high expectations of their employees. What are your feelings about this year's wage negotiations?

There is a negotiation taking place now and I would not like to comment on it any further. I can only say we are in the midst of an economic recession which has hit the eastern Cape, in particular very badly. The possibilities of any sort of significant pay increase are very much diminished as a result.

Do you perceive any signs of a white

union backlash against emerging black unions?

The attitudes and feelings of the white union must always be taken into account. Our experience with unions goes back a long way and all along we have had a very definite policy of involving the white union in whatever developments have occurred. We have attempted to gain their understanding of the changing situation and the need for a policy of equality in labour matters. We have had excellent co-operation from them.

Do you believe there is merit in having a national industrial council for the motor manufacturing industry?

It would be advantageous to have a fairly uniform structure within the industry. There have been some moves in that direction, but at a fairly slow pace. Has your policy of employing full-time shop stewards proved to be a success?

The shop stewards have shown a very high degree of responsibility. They are a very valuable means of communication and negotiation with the workforce. They have brought a number of undesirable operating conditions to our attention which we have been able to correct.

Generally, I think there is a very healthy and favourable climate between the worker representatives and our own industrial relations people.

Do you think the importation of foreign vehicles by certain motor companies will harm the industrial relations climate in the industry, considering that such imports might retard local job creation?

I don't see it helping. It is very significant that the company that indulged in most of the importation immediately had to go onto restricted working hours.

...he says were made by pellets to Mr Harry Timon, Opposition speaker  
...s in Parliament about police action in the township outside Durban, met Mr G

(233) (186) (151) (140A)  
ROM 8/7/83

# 400 Premier workers to lose jobs as plant closes

By ANTON HARBER

PREMIER BISCUITS has told 400 workers that they are to be retrenched because the company's East Rand plant is closing today.

And in a statement yesterday the Food and Beverage Workers Union to which most of the workers belong accused the company of breaking one of the oldest agreements signed with a black union.

The union said it would take legal action if the company did not agree to form a joint committee to investigate the need for the closure and the retrenchments.

"The lofty ideals of Premier chairman Mr Tony Bloom appear not to be translated into reality by divisional executives in so far as members of this union are concerned," the statement said.

The union said its officials were told at a meeting last Wednesday that the plant was to close. Fifteen minutes later the workers were assembled for the announcement that production would cease today.

The union immediately demanded a meeting with the Biscuit Division of the Premier Group. A meeting was scheduled for Tuesday but was cancelled by management and rescheduled for Wednesday as a director could not be found for the meeting.

The company offered retrenchment pay of one week's wages for every year of service.

"It became apparent at the meeting that the board of directors saw the decision as an economic one and appeared not to have taken into

account the effect that the decision will have on 400 workers," the statement said.

At Wednesday's meeting workers demanded that they be kept on and said they would not accept their severance pay until their continued employment with the Premier Group had been guaranteed.

They asked that management give "a categorical guarantee" by yesterday to establish a joint committee to investigate the need for the closure and retrenchments.

The union would lodge an urgent application to the courts to protect their rights if there was no such guarantee, the statement said.

A spokesman for Premier Milling referred questions to Premier Biscuits, whose spokesman could not be contacted last night.

140A 12/1/63

# Natal lace workers down tools

Mall Correspondent

DURBAN — About 200 workers at Universal Lace and Fabric Mills in Pinetown yesterday downed tools in support of their demand for more pay

A spokesman for the workers said their minimum wage was R28 a week, which they described as "starvation wages"

"This money is not sufficient to cover our transport

costs let alone feed and clothe our children," said a mother of five children who works as a sorter in the mill.

The spokesman said the workers were demanding a R20 rise, but they would be happy to accept less on condition that their pay would be reviewed again later

A local organiser of the Fosatu-affiliated National Union of Textile Workers said the workers' grievances had been fully discussed with

management and a further meeting would be held tomorrow

"We put forward certain proposals and we hope to hear the management's side at Wednesday's meeting," he said, and called on the workers to end their strike and return to work

Mr K L Hayn, the mill's general manager, refused to comment when approached yesterday

340A RDP 12/7/83

# Fosatu goes out to the public

By ANTON HARBER

THE Federation of South African Trade Unions (Fosatu) is making an unusual attempt "to develop a greater understanding with the wider community" by presenting a week-long series of public lectures, plays and music in Johannesburg

The programme features material devised, written

and produced by workers of Fosatu unions

According to an article in their newsletter, Fosatu Worker News, the talks have been prepared by small groups of workers who have been meeting over the last month

Aimed at the general public, the series began last night at the University of the Wit-

watersrand with a talk on "The shop steward movement in Fosatu"

Tomorrow night is a talk on "Workers and Democracy" and on Thursday a talk on "Workers and the community"

On Saturday there will be theatre and music, featuring an 11-man play by workers from a Durban factory



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# Pinetown workers back at work as talks go on

*Mercury* 13/7/83

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Labour Reporter

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ABOUT 200 workers at Universal Lace and Fabric Mills in Pinetown who downed tools in support of their demand for more pay, returned to work yesterday following talks with the management.

A spokesman for the company yesterday con

firmed that all workers had returned to work and wage negotiations were being held with the National Union of Textile Workers

Mr Jabula Gwala a spokesman for NUTW, said yesterday union representatives had met the management yesterday and a further meeting would be held today

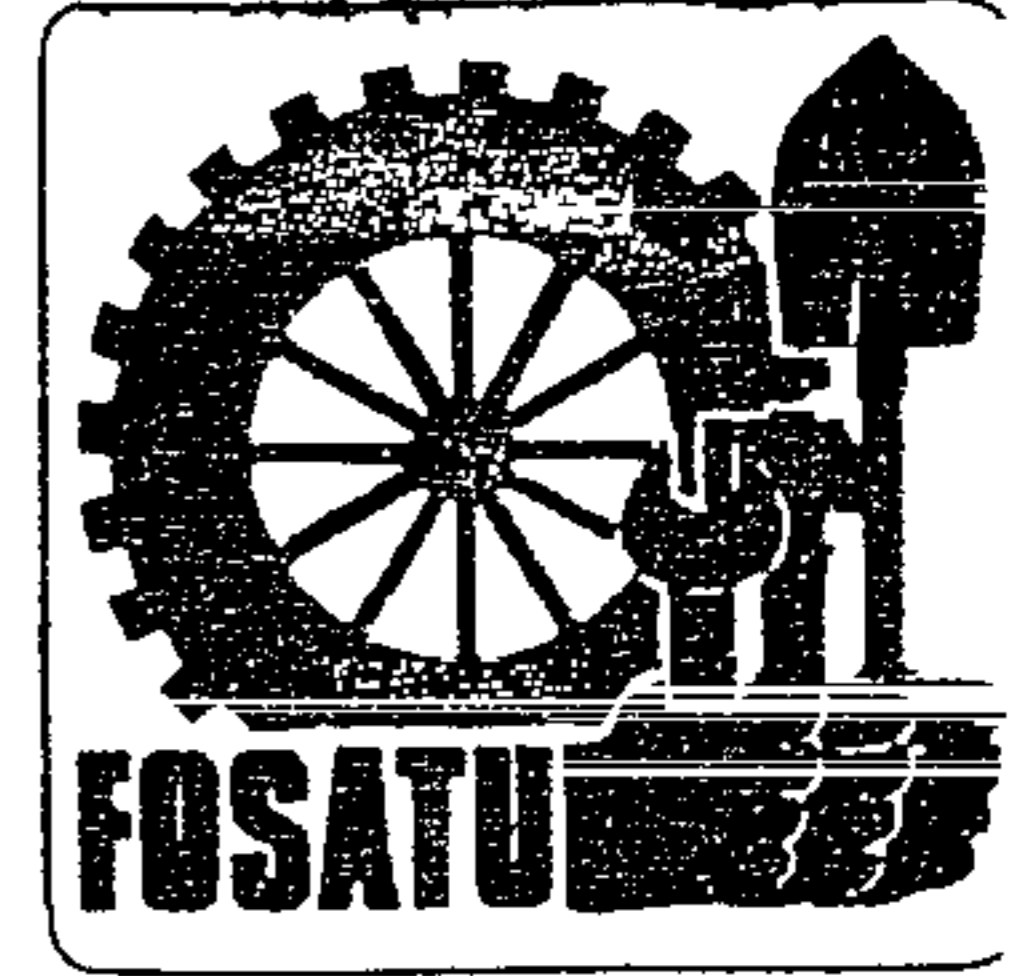
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(140A)

# PRESS STATEMENTS

July 1983



## CANTEEN BOYCOTT ENDS IN RECOGNITION

A FOUR week boycott of the company canteen has eventually ended with the management of Dunlop S A Limited and the Metal and Allied Workers Union of S A concluding a full recognition agreement covering the union's members at the plant

The Agreement gives the union full negotiating rights at plant level for its 900 members and covers shop steward recognition, grievance dismissal and retrenchment procedures

The Agreement took nearly 6 months to negotiate and involved the company withdrawing from and hence closing down the Durban Rubber Industrial Council which covered the Durban plant of Dunlop. The one union which was party to the Council, the Durban Rubber Industrial Union will also probably be closed down as the Company is obliged in terms of its recognition agreement with the Metal and Allied Workers Union to cease giving facilities to minority bodies

The MAWU Branch Secretary Mr Geoff Schreiner hailed the agreement as a very important step forward for MAWU in the Durban area and said that while the negotiations had been tough the union was satisfied with the outcome and would test the agreement in its practical application at the shop floor

15 7 83

## ANOTHER MAJOR RECOGNITION AGREEMENT SIGNED

THE Metal and Allied Workers Union of S A signed another major recognition agreement on Friday with the C I Industries Group in Pinetown

The Agreement follows two days after the Union's Recognition Agreement with Dunlop S A in Durban, and covers all five C I Industries plants in the Pinetown area where the Union has majority membership

C I Industries is the biggest employer in the motor industry in Pinetown employing some 1 500 employees engaged in the manufacture of caravans, trailers and mobile housing units

The Agreement gives the union plant based bargaining rights and covers the recognition of shop stewards

The parties have immediately embarked on wage negotiations for minimum and across the board increases which will be back paid to the beginning of July

'We proved two things at C I Industries' said Geoff Schreiner, MAWU Branch Secretary – 'firstly that it is quite possible that recognition agreements be negotiated and signed in less than a month and secondly that MAWU is one of the few unions in the industry which is seriously able to represent a proper multi-racial membership'.

18.7 83.

# 450 sacked ~~for~~ for Kew strike

By Tony Davis,  
Labour Reporter

Star  
14/7/83

About 450 workers at the Barlows Manufacturing site at Kew were dismissed yesterday after refusing to meet a return-to-work deadline

They went on strike after 12 colleagues had been fired for allegedly intimidating other workers during a wage dispute

A statement issued by Barlows Manufacturing today said the 12 were dismissed for involvement in either acts of intimidation, violence or damage to colleagues' property during the earlier wage dispute

The 450 workers were dismissed because they would not meet a return-to-work deadline, the statement said

A spokesman for the Metal and Allied Workers Union said workers downed tools yesterday because management had not followed disciplinary procedures. Workers also objected to "identity parades" of those who allegedly intimidated non-strikers during the earlier dispute

Mr Andre Minnaar, for Barlows Manufacturing, said the company could not condone acts of violence or intimidation

He said a handful of workers at the Kew site were still at their jobs and management was considering taking on new employees



Barlows

EVERY day for the last 10 months 249 workers at Brits have gathered to discuss their dismissal from a steel factory.

They have sold all their possessions, including their livestock, and have become reliant on relatives and friends to keep them and their families alive

They have had to take their children out of creches and schools and, in some cases, send them away to relatives who will look after them

But they have been locked in a dispute with B & S Steel Furniture Company since an incident in the Brits plant on September 7 last year and — in an unprecedented show of resilience and unity — have refused to give up their fight for reinstatement

Earlier this year, they declared a dispute at the Industrial Council. But the deadlock was not broken

This week they instituted an action at the Industrial Court, asking for an order declaring their dismissal unfair and unlawful and reinstating them to their jobs

They also claimed R850 000 in back pay and costs for the legal action

Since the costs are likely to be extremely high, the claim against the company could amount to nearly R1 000 000

The case could be crucial to labour law, because it is by far the highest claim ever to be made before the court and because the court has never before faced a demand for retroactive reinstatement of as many as 249 workers

The case could determine whether the court is prepared to award such large amounts and reinstate so many workers

There have also been allegations that the practices which the union has claimed were illegal are common in outlying areas such as Brits

If the court agrees with them, the case could be a first step in stopping such practices

According to papers before the court, the Metal and Allied Workers' Union (Mawu) has claimed that workers from the factory began approaching them for help in April last year



UNITED ... Brits steel workers during one of the meetings they have held every day for the past 10 months

# The defiant 249 fight for the right to work

*Handwritten notes: 140A, RDM, 14/7/83*

By **ANTON HARBER**

Within two months, they had organised 35% of the factory

Although Mawu had not yet asked for recognition, management learnt of their organising efforts and allegedly made intensive efforts to stop them

For example, there were repeated searches of people suspected of carrying recruiting forms

Two workers have said the managing director offered

them extra pay if they spied for him. He wanted to find out who the union activists were so that they could be "kicked out" of the factory

When a shop stewards' committee was elected, the 12 members were summarily dismissed

According to Mawu, they were the only people dismissed that day. The reason given was retrenchment

A work stoppage occurred in an attempt to get the 12 workers reinstated. After negotiations, they were reinstated on condition they did not serve on any committees

Meetings and negotiations with management continued, with some success

But, according to Mawu, management's attitude changed when the shop stewards asked for the union to be recognised

Management are alleged to have made a number of efforts to erode the influence of the union by threatening

workers with dismissal because of their union membership

At a meeting about the dismissal of a worker, the managing director said "he was the boss and would do what he liked," according to Mawu's submission to the court

"It was his factory and from then on there would be no more committee"

The next day, September 7, management turned off all the machines 10 minutes after starting time and informed the workers they were all dismissed and

would have to reapply for their jobs

No reasons were given and management allegedly refused to talk to the shop stewards' committee about the action

Management then re-employed only people who had not joined the union, according to Mawu

Some 600 re-applied and 400 were accepted. The 249 who have instituted the court action have never reappplied

Because Brits is a small business community, Mawu said, the chances of work-

ers finding jobs elsewhere in the town were small

But, to add to this, management allegedly "took active steps to blight their prospects of employment elsewhere"

Mawu has claimed that the company sought to use the influx control law to prevent workers from getting work elsewhere

They also claimed that the dismissals constituted victimisation, were in breach of the workers' individual contracts and in breach of an Industrial Council agreement

The company failed to give the workers a proper hearing and failed to negotiate properly with worker representatives. The purpose was to rid themselves of a union presence. Mawu claimed

Mr H Back, the managing director yesterday rejected the union's story and said he would be contesting the case

"It is impossible to deal in the Press with these complex legal and factual allegations

"We consider that at all times we have behaved correctly and fairly towards our workers," he said

For all this time, the workers have gathered every day, some coming from as far as 25km away

When they ran out of money for their bus fares, they shared bus tickets and took turns to attend the meetings

If they had been able to find other jobs during the 10-month dispute, they would gladly have taken them, they have said. But there are no jobs in Brits

For a while they could live on their savings and on the money they made from selling their possessions. Now, according to one worker leader, they live on charity

"Some of us do not eat properly and cannot feed our children like we used to," he said

"Some of us have had to sell our goats and cattle and this was very difficult, as we sold them for very little. We have come to realise what it is to sacrifice and stick together and to trust one another. Most of us were not aware of our rights

"We learnt that by being alone nothing could happen and the only way was to stick together"

# Nampak in deal <sup>new</sup> with union <sup>14/7/83</sup>

~~1986~~ Labour Reporter <sup>140A</sup>

A paper union signed recognition agreements with three Nampak firms in Industria this week

The three companies originally had a closed-shop agreement with the SA Typographical Union

But workers won an exemption from the closed-shop agreement after the Paper, Wood and Allied Workers' Union proved it was representative of the three workforces

The agreements cover negotiations for wages and working conditions, and the right of union shop stewards to take up worker grievances

They also provide for regular meetings between the union and management, and union access to company premises

1404 (157) RDM  
447183  
**Union to sue firm  
for fired workers**

Mail Reporter

✓  
THE Metal and Allied Workers Union has instituted an R850 000 claim — the biggest ever to come before the Industrial Court — on behalf of 249 Brits steel workers who have been on strike for 10 months

And in an unprecedented show of resilience, the 249 workers have been meeting every day since they were fired by B & S Steel Furniture in Brits on September 7, 1982

The union is claiming the workers were dismissed in an attempt by management to get rid of union presence in the factory

They are asking the Indus-

trial Court to rule their dismissal unfair and illegal and reinstate the workers. They have also asked for back pay, totalling R850 000 for the workers and for payment of legal costs. The costs are expected to be about R1-million

In a statement yesterday, the managing director, Mr H Beck said the company considered that at all times it had behaved correctly and fairly towards the workers

The case will be important because it could determine whether the Industrial Court will grant such a high amount and reinstate so many workers

● See Page 9

## INDUSTRIAL COUNCILS Facing the problems

Clearly, it is not going to be easy for emerging unions to persuade employers and established unions to accept their pre-conditions for joining industrial councils. Just now difficult this can be demonstrated by problems encountered by the National Union of Textile Workers.

F 44 15/7/83 (140A)

(NUTW).

The NUTW has displayed a more pragmatic attitude towards ICs and industry-level bargaining than most emerging unions. It played an important role in persuading its fellow affiliates of the Federation of SA Trade Unions (Fosatu) to reconsider their opposition to joining councils.

A consequence of this was that Fosatu last year laid down guidelines to be adhered to by affiliates faced with the option of joining ICs. These included provisos. For example, IC membership not to preclude unions from bargaining at plant-level; and unions to be granted organisational rights at plants on the basis of their representativeness at the plant only. These rights should not be granted to minority unions "in the face of a majority union at the plant."

In some respects, the NUTW enjoyed certain advantages over other emerging unions in formulating a policy towards ICs. Firstly, the textile industry does not possess a large network of councils. Therefore, most of the union's members do not nurse the sense of grievance towards ICs felt by many black workers in other industries who were excluded by law from council membership until fairly recently. Secondly, because the NUTW is such a potent force in some areas, the union can become an influential member of ICs in such areas from the day it joins — unlike emerging unions in some other industries who have to contend with minority status.

However, despite these advantages, the NUTW is waging an uphill battle to get employers, established unions — and even government — to accept some of its pre-conditions.

About 18 months ago, for example, employers of cotton workers — the major section of the union's membership — attempted to form an IC. NUTW general secretary John Copelyn charges that they attempted to "bulldoze" the union into an arrangement which would prevent plant-level bargaining. The union successfully repulsed this effort and, indeed, there are some employer sources who now concede that employers may have acted unwisely.

### Knitting industry

A second area where problems have arisen is in the Transvaal where the union is trying to join the IC for the knitting industry. Employers have welcomed this move, but the application is being opposed by two Tucsa unions, Anna Scheepers' Garment Workers' Union and Lucy Mvubelo's National Union of Clothing Workers. They argue that the NUTW cannot be a member because it is not registered for the area. And they are opposing the union's attempt to obtain such registration. Copelyn deplores such efforts to block a representative union.

Not surprisingly, Scheepers is especially opposed to the NUTW's demand that union

seats on the council should be in proportion to their membership. Since she represents only about 40 members in the council, it is possible that she would lose her council membership if seats are allocated on a *pro rata* basis.

A third area where the NUTW has had an unhappy experience with ICs has been in Estcourt, where the union and an employer have agreed to establish a council. Although they applied for registration more than a year ago, this has still not yet been granted and government has raised a number of technical objections, says Copelyn.

"So even where we have suggested the setting up of a council the machinery of state is so heavily geared that everything that should take a week takes a couple of years." He adds that the relationship between the union and the employer has stabilised to the point that the creation of a council may no longer be relevant.

A well-established council exists in the western Cape, where the union is beginning to make strong membership gains. However, the NUTW is not yet a force at industry level in the region, and established unions there are extremely hostile towards it. In circumstances such as these, it is not surprising that the union is, at this stage, concentrating on strengthening its position in individual companies in the region.

13

## AGREEMENTS

### A step forward

The 10-day legal strike by members of the National Union of Textile Workers (NUTW) at a Natal company has ended in an agreement which contains a significant provision

In terms of the agreement reached between the union and Natal Thread, the company has given the undertaking that in any future legal strike, it will not selectively fire or re-hire striking workers

The dispute between the company and the NUTW has attracted widespread interest. It is believed to be the first time since 1976 that a black union has gone through the time-consuming procedures needed to hold a strike which is legal in terms of SA's labour laws

The undertaking given by the company not to fire or re-hire selectively in future legal strikes is important. In the past, the fact that workers involved in legal strikes could still be fired by an employer, has meant that there was little incentive for them to make their strikes legal. It remains to be seen whether other employers give similar undertakings to persuade employees to go through the official dispute-settling procedures that the parties are required to use before a legal strike can be held

It certainly seems possible that unions will be making demands for such promises in future

Financial Mail July 15 1983



**INDUSTRIAL COUNCILS**  
**Facing the problems**

Clearly, it is not going to be easy for emerging unions to persuade employers and established unions to accept their pre-conditions for joining industrial councils (ICs). Just how difficult this can be is demonstrated by problems encountered by the National Union of Textile Workers

F m 15/7/83

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## LABOUR LITIGATION

**Breaking new ground**

Labour relations in SA may never be quite the same in the wake of an Industrial Court action launched by the Metal and Allied Workers' Union (Mawu) against a Brits metals industry company and its associates.

The union believes that 249 workers dismissed in September last year have a monetary claim of more than R850 000 against B & S Furniture Company and its associated companies. Furthermore, the union claims they are entitled to be reinstated in their jobs.

Issues raised in the case — allegations of victimisation of union members and unfair dismissal — have been heard in previous cases in the ordinary courts and the Industrial Court, and have been declared unlawful. However, never has the Industrial Court been faced with a case of such magnitude.

The case will demonstrate, therefore, whether the court is willing to award amounts as large as R850 000 should it find that an unfair labour practice has been committed. In addition, if it makes employers pay costs of the action — something which the union is seeking — the total cost of the case to the employers could be close to R900 000, perhaps even more.

No matter what the actual outcome of the case, it will have one important practical effect. The mere fact that a union is both willing to pursue such a case and has the resources to do so, emphasises yet again to managements that an issue such as dismissal — especially mass dismissal — has to be approached with great caution.

A spokesman for the companies strongly denies the union's charges and says the court action will be opposed. He says it is impossible to deal in the press with such complex legal and factual allegations. "We consider that at all times we have behaved correctly and fairly towards our workers," he adds.

According to the union's version of the events, the case has arisen from a deteriorating relationship between management and workers at two adjacent Brits factories. The union alleges that, after it began recruiting workers last year, there were repeated searches of people suspected of having recruiting forms, that threats were made to workers about their joining a union and that some were offered payment to act as management spies.

It says 12 elected shop stewards were dismissed in July, but were reinstated after a work stoppage. It complains further that management stalled on granting it recognition.

The union alleges that on Monday Sep-

tember 6, management sought a pretext to dismiss a leading shop steward committee member and declared that there would be no committee in the factory at all. It claims that management stopped production the following day and informed workers that they had been dismissed. The union says it soon became clear that union members would not be re-employed.

Since then fairly extensive negotiations have taken place between the union and the companies, both inside and outside of the metal industry industrial council, but to no avail.

Mawu claims the major issues in the case are

- That the companies sought to rid themselves of a union presence. They could not do so by dismissing only union members because that would obviously infringe on the criminal prohibitions against victimisation. Instead, they dismissed everybody and then re-hired non-union members selectively,
- That the dismissals amount to victimisation of people because of their union membership,
- That dismissals were in breach of the contracts of employment of individual employees,
- That the companies failed to properly negotiate with a workers' committee or the union as the representative of the workers,
- That the companies failed to give the employees a hearing prior to their dismissal,
- That the companies adopted criteria for re-employment that constituted victimisation, and
- That the companies have influenced the local administration board to prevent union members from being re-employed elsewhere in Brits.

The union is accordingly seeking an order declaring the dismissal of the employees to be an unfair labour practice, or, alternatively, that the failure to re-engage them after their dismissal should be declared an unfair labour practice. It is also seeking the payment to workers of all accrued wages and other benefits they should have received since their dismissal.

There are other significant features of the dispute. Firstly there is the union's extreme dissatisfaction, as revealed in papers placed before the court, with the manner in which industrial council agents have investigated the dispute. And, secondly, it has shown the extraordinary tenacity and determination of the workers to continue their struggle against the companies, despite suffering considerable financial hardship over the past 10 months.

## LABOUR MOBILITY Pretoria's guilt

In his annual statement as Chairman of Anglo American, Gavin Reilly pinpointed a major SA industrial weakness when it

FOR

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*Setters in Boyswear*

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(between Joubert and Eloff)

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- S from R8,99

These measures will

# Mawu takes up cause of 500 fired workers

*sovetan*  
*140A*  
*15/7/83*

THE METAL and Allied Workers Union (Mawu), an affiliate of the Federation of South African Trade Unions (Fosatu), is seeking legal advice over the dismissal of 500 members by Barlow Manufacturing.

The workers were dismissed after refusing to meet a return-to-work deadline from management's plant at Kew, Johannesburg this week.

They went on strike after 13 of their colleagues were dismissed for having allegedly in-

timidated others during a wage dispute which started at the factory last month.

At the time, a union spokesman said that workers were not on strike but wanted an explanation for the dismissals.

• About 300 workers at Vaal Bottlers in Vanderbijlpark yesterday entered their third day of work stoppages in demand for higher pay **INCREASE**

Workers claim that they made representa-

tions to the management concerning their grievances, including a demand for a R2,50 per hour increase

• About 150 employees of Liberty Life Insurance Company in Braamfontein yesterday stayed away from work after lunch when their management refused to meet the officials of their union

The workers, who are members of the Insurance Assurance Workers Union, met at lunch and resolved that management should meet their union executive to hear their complaints about a recent wage increment

Management refused to meet with the union because they believed in a non-racial union and did not want outsiders to speak on behalf of their workers

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# Union to fight on dismissals

Labour Reporter

A paper union this week claimed a Boksburg subsidiary of the Kohler packaging group was guilty of an unfair labour practice after seven of its members were recently retrenched

The Paper, Wood and Allied Workers' Union, a Fosatu affiliate, said the company had laid off the workers without consulting the union and they were likely to take the matter up at the Industrial Court

Kohler was willing to pay the men until the dispute was resolved.

# 300 fired workers criticise Barlows

8/2/15/7/83 Labour Reporter (100)

More than 300 former workers at the Barlows Manufacturing factory in Kew met in Johannesburg yesterday to condemn the firm for their mass dismissal on Wednesday

And officials of the Metal and Allied Workers Union (Mawu) said they were consulting lawyers about possible legal action against Barlows

Barlows fired about 450 workers who refused to return to work after downing tools in protest against the earlier firing of 12 colleagues for alleged intimidation of fellow workers during a wage dispute at the factory two weeks ago

A Barlows statement said the 12 were dismissed because they had endangered worker freedom of association through acts of violence, intimidation and physical damage to property

## 'UNION-BUSTING LAWYERS'

Union officials said the group refused to include rights to negotiate working conditions in their agreements, had employed "union-busting" lawyers, invited the police into disputes, and did not hold to its own Barlow Rand industrial relations code of conduct

However, Barlow Rand's industrial relations director, Mr R T Hofmeyr, in a statement said all group companies held to the code of conduct and an important principle was worker freedom of association

This had been violated in the Kew dispute and police were investigating

Barlow Rand was a leader in concluding recognition agreements — they have already concluded more than 30 — and knew of no instance where there had been a unilateral refusal to include the right to negotiate wages and conditions of employment in an agreement, Mr Hofmeyr said

~~Vereniging~~  
Vereniging  
Coke strike  
ROM 16/7/83  
fizzles out

By ANTON HARBER

ALL 300 striking workers at the Coca-Cola plant in Vereeniging returned to work yesterday so that negotiations on their wages could continue

The workers had downed tools on Wednesday to support demands for wage increases

The plant has a year-old recognition agreement with the Fosatu-affiliated Sweet, Food and Allied Workers' Union, but negotiations over wage increases were deadlocked

A union official said yesterday that the workers had returned because management told them all negotiations would be suspended until further notice

This meant the workers would receive no increase at all until negotiations were completed she said The union hoped to resume negotiations next week

A spokesman for the company said everything at the plant had returned to normal He could not say when negotiations would re-open

16/7/83 (12) (12)

# Mediated settlement ends long dispute

Mail Reporter (140A)

PREMIER Paper in Kliprivier and the Paper, Wood and Allied Workers' Union yesterday reached a mediated settlement, ending a lengthy dispute that climaxed in a week-long strike last May. The mediators, Professor

Johan Piron and Mr Paul Pretorius were called in after the strike according to a statement from the Fosatu-affiliated union.

The strike had occurred when workers demanded an increase of 20c per hour but management refused to go above 10c.

The mediators provided for a 10c increase for all workers and a back-dated "bonus" of 10c for all hours worked between January and July.

They also reinstated the union's stop orders, which had been suspended during the strike, and re-opened the

case of a worker who the union said had been dismissed without the company going through the proper procedures.

The union said they were happy with the mediation and praised the two mediators, one of whom had been appointed by each side.



1004 147183 (140A)  
**Dunlop and  
union agree**

DURBAN — Recognition negotiations between Dunlop South Africa's tyre factory and the Metal and Allied Worker's Union were concluded on Friday, July 8

A procedural agreement, signed on Wednesday, July 13, provided for wage negotiating procedure, conditions of employment of shop stewards, disciplinary and grievance procedures, and retrenchment — Sapa

16/7/83

# Kew factory halted as strike continues

~~AP~~ Mail Reporter ~~48~~

ABOUT 450 workers from Barlow Manufacturers in Kew on the East Rand were still on strike yesterday and no negotiations were taking place

The workers were dismissed on Wednesday after

downing tools in solidarity with 12 fellow workers who were fired by the company

The company has alleged that the men were strongly suspected of having been involved in acts of intimidation, violence and damage to fellow workers' property during a strike in May

But the workers, members of the Fosatu-affiliated Metal and Allied Workers Union have claimed that the men were not given a fair hearing

A company spokesman said yesterday the workers were still on strike, the plant was not working and no negotiations were taking place

Transvaal  
2014  
'first' 140A  
6/7/83  
for union

RECOGNITION agreements signed recently between a goods transportation company and an independent trade union marked the first such agreements in the Transvaal, a spokesman for the Transport and General Workers' Union said yesterday

He said the Fosatu-affiliated TGWU had signed preliminary recognition agreements with Freight Services Forwarding and Freight Air

He said the preliminary agreements facilitated "the election of shop stewards, meetings between shop stewards and management, access of union officials to workers on the company premises, and the ongoing negotiation of a full-scale recognition and procedural agreement" — Sapa

# Union talks end <sup>17/6/83</sup> (140A)

Mail Reporter

THE Federation of South African Trade Unions (Fosatu) will today briefly leave the hurly-burly of worker struggles and take an unusual look at culture

Fosatu members will perform a number of plays, dances and music at the University of the Witwatersrand to end a week of special lectures and seminars

The highlight of the day will be a play by 12 workers from the Dunlop Factory. The play, created with the help of the Junction Avenue Theatre Workshop, will deal with their lives in the

factory.

It will start at 8 30pm

A choir made up of Pretoria Workers will start the programme at 3pm. There will also be a workshop of worker plays, a talk on the play "Marabi Dance" by Mr B Solo, and a set of plays and songs by the Junction Avenue Workshop

A cultural programme of this nature is a first for South Africa's emergent union movement. In the words of their programme "Workers are becoming more and more aware that culture is also an important part of their struggle"

# Barlows sacks 400 workers

(187) (140A)  
City Press 17/7/83

MORE than 400 Barlow Rand workers were sacked this week when they went out on strike to protest the dismissal of 13 of their colleagues at the Kew plant outside Johannesburg.

The workers, members of the Metal and Allied Workers' Union, a FOSATU affiliate, alleged at a Press conference yesterday that management had dismissed 13 of their colleagues who were facing accusations of assaulting fellow workers who did not join a five-day stay away last week.

Trouble at the plant started early this year when the workers demanded a 50c an hour across-the-board increase. This was refused.

Last week they staged a stayaway and it is alleged that some workers assaulted colleagues who did not take part.

When the workers resumed work early this week, those who allegedly assaulted their colleagues, were "pointed out" and taken to the local police station.

They appeared in court, were granted bail and returned to work.

## Albany-London

In London, where royal tradition  
Albany's been the exclusive  
quality since 1899. Specially im



Now made here



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**Parrot takes the f... oath**



A PARROT called Michael swore an oath in court here of the wrong kind, telling three magistrates: "F... off."

The African Grey parrot was produced as an exhibit in a case against a pet-shop owner accused of selling a similar parrot which refused to talk at all. The case was dismissed.

After the hearing, Michael ran through his 200-word vocabulary, much of it lary, for the benefit of reporters. — Sapa-  
Reuter.

that's official!  
and that the use of any derogatory  
el of Rodens (SA), a firm in Al-  
deputy president of the Industrial  
work staff.

**YOU**

**ATTI**

17/7/83

**Practice**

# United we

# stand, say

# workers

THEY HAVE had no income since September last year, have sold their possessions, but still 249 Brits workers refuse to give up their 10-month struggle for fair treatment

## CPR Report

The 249 workers were fired from B&S Steel Furniture Company on September 7 last year. They believe they were unfairly dismissed and have been fighting for reinstatement since then. They believe they were dismissed because the company was trying to get rid of a union presence in the factory. Managing director H. Back said this week he believes he has always treated his workers fairly and properly. Everyday for 10 months the workers have gathered in a church hall in Brits



● B & S workers meet . . . "the only way is to stick together."

to discuss their position and make decisions on their next move. The Metal and Allied Workers Union, to which most of them belong, took the matter to the Industrial Council earlier this year, but the council failed

to break the deadlock. This week they began an Industrial Court action that could become crucial to labour relations in this country. They are asking the court to rule that they were unfairly dismissed and to reinstate them

retroactively. They are also asking for £850,000 in back pay, the largest claim ever to come before this court. It is also believed that the kind of labour practice these workers are fighting is common in outlying areas like

Brits. If the court finds these practices to be unfair, this could be a first step towards stopping them. The 249 workers claimed the company turned off the machines on September 7 last year and fired every one

This came the day after a meeting between shop stewards and the managing director over the sacking of a worker. Mr. Back told the shop stewards he was the boss and would do as he liked.

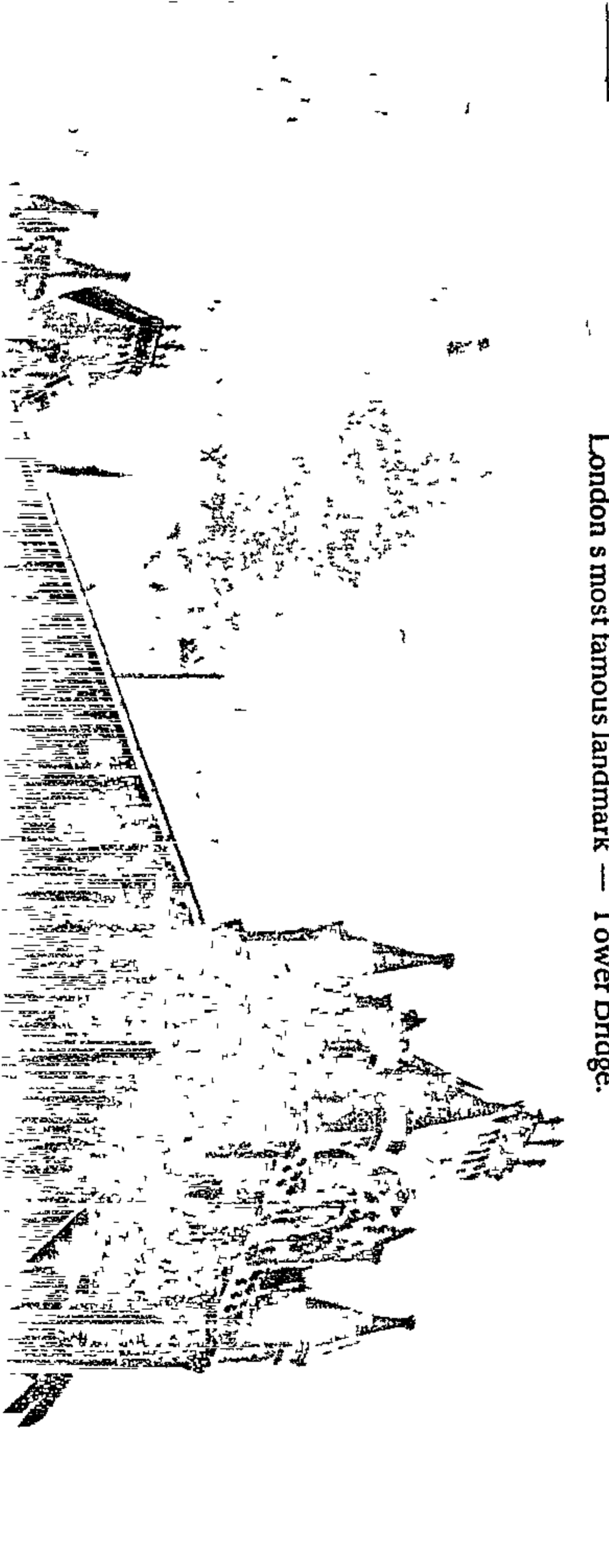
The union says the company had humiliated the union in its attempts to organise workers.

The company then rehired some of the workers, leaving out those who were active in the union, say the strikers.

"Some of us have had to sell our goats and cattle and this was very difficult, as we sold them for very little," one worker said.

"We have come to realise what it is to sacrifice and stick together and to trust one another. We learnt that by being alone nothing could happen and the only way was to stick together," he said.

# GARLIC JUICER KILLER RIFTER



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19/7/83 100M 140A 1887

# Barlows offers to rehire fired hands

BARLOWS INDUSTRIAL in Kew, Sandton, closed by a strike since last Wednesday, began hiring a new workforce yesterday

The management issued a statement saying it would rehire any of the striking workers who applied for a job. They would be given the same salary they were receiving before the strike and at a later stage the company would consider reinstating long service benefits, the statement said.

About 500 workers downed tools at the plant last week when management fired 13 men alleged to have been involved in violence during a previous strike.

The workers, members of the Metal and Allied Worker's Union (MAWU), said the men had not been given a

proper hearing and management had not followed proper dismissal procedures.

Barlows alleged yesterday that strikers had prevented those who wanted to return to work from doing so.

The statement said a large number of strikers had showed up yesterday morning, but did not enter the premises. After two hours most dispersed.

"The company engaged a number of new workers this morning and will continue to employ new workers as fast as proper selection, induction and training can be provided," the statement said.

All striking workers — except the 12 who had been dismissed for "suspicion of involvement in intimidation and violence" — would be rehired if they applied.

*Benken 1/7/83*

# Dispute settled

*(100)*

THE long-standing labour dispute between a Fosatu-affiliate, the Paper, Wood and Allied Workers' Union and the Premier Paper in Kliprivier has been solved after a mediated settlement was reached by

the two parties at the weekend.

In a statement the union says it was "hopeful that management's attitude will change when negotiations on a new agreement starts soon"



Major <sup>140A</sup>  
win for <sup>ROM</sup>  
Mawu <sup>1971/83</sup>

Mail Reporter <sup>129</sup>

✓  
THE Metal and Allied Workers' Union (Mawu) has signed a major recognition agreement covering 1 500 workers at five plants of the CI Industries group in Pinetown, near Durban

The agreement, which gives the union plant-based bargaining rights and recognises shop stewards, was signed on Friday, according to a statement from Mawu

CI Industries, makers of caravans, trailers and mobile houses, is the biggest employer in the motor industry in the area

The Fosatu-affiliated union has begun negotiations with the company for wage increases that will be back-dated to July

"We proved two things at CI Industries," said Mr Geoff Schreiner, the Mawu branch secretary

"Firstly, that it is quite possible that recognition agreements be negotiated and signed in less than a month, and secondly that Mawu is one of the few unions in the industry seriously able to represent a properly multiracial membership"

# Workers drop legal action

(140A) RDH  
20/7/83

Mall Reporter

THE Paper Wood and Allied Worker's Union (PWAU) this week withdrew a legal action over retrenchments at a Brakpan factory after the company agreed to reinstate the workers and negotiate the issue

PWAU began legal action after management at Kohler Corrugated, Brakpan retrenched seven workers including the chairman of the

shop stewards committee. PWAU said it had been surprised at the decision to retrench staff because the company was working substantial overtime was employing casual labourers and was opening a new department.

PWAU, which is affiliated to the Federation of SA Trade Unions (Fosatu), also accused the company of avoiding negotiations because they preferred to deal

with the SA Typographical Union (SATU)

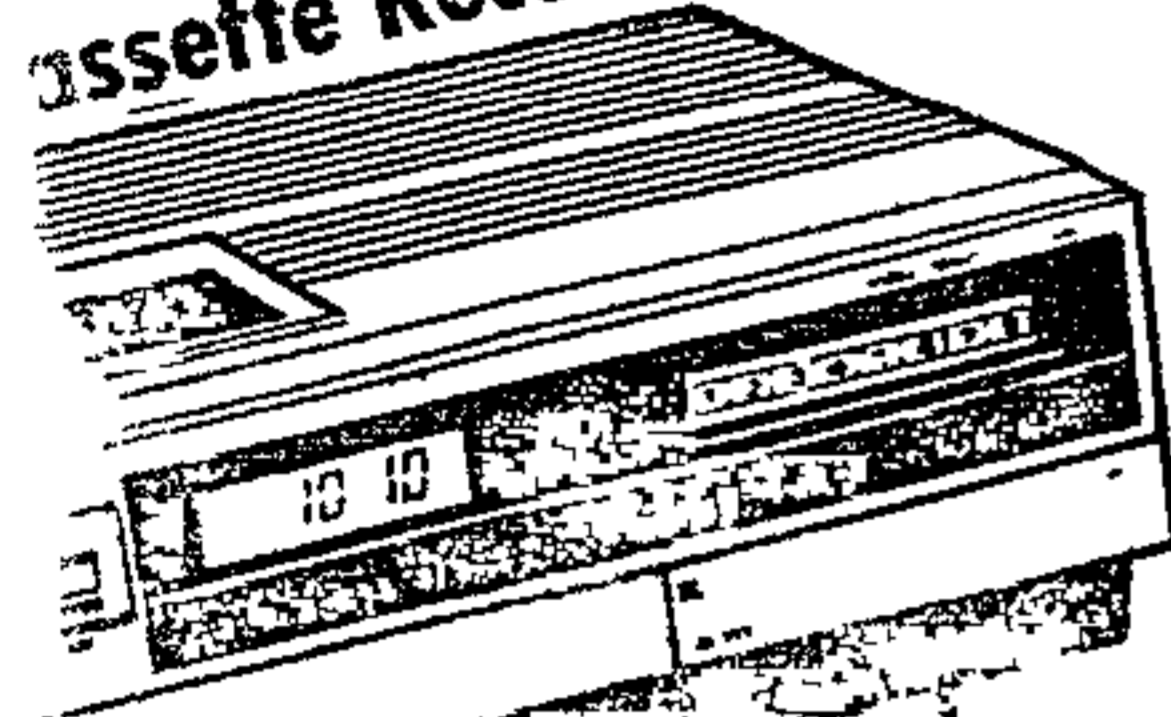
But this week, PWAU withdrew the legal action after management offered to reinstate the workers for six weeks while retrenchments were negotiated.

Next week the workers will also vote for a second time in a ballot to show whether they support PWAU or SATU. At the first ballot, 94% of the workers supported PWAU.

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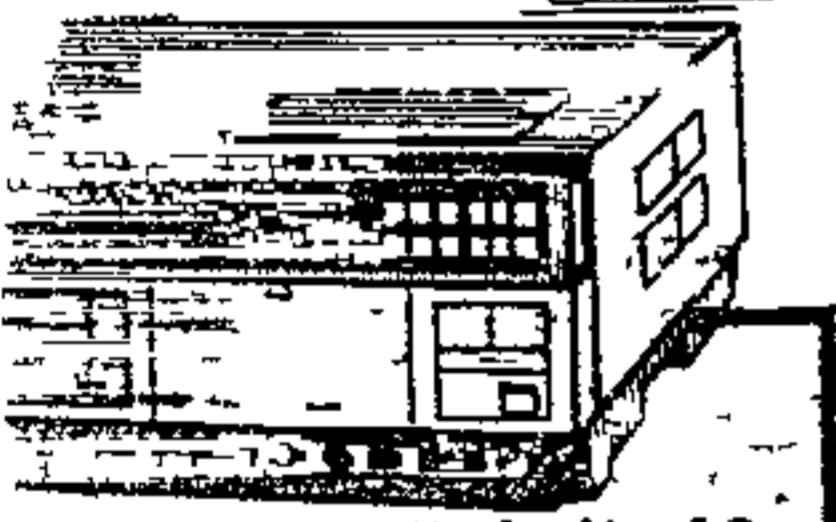


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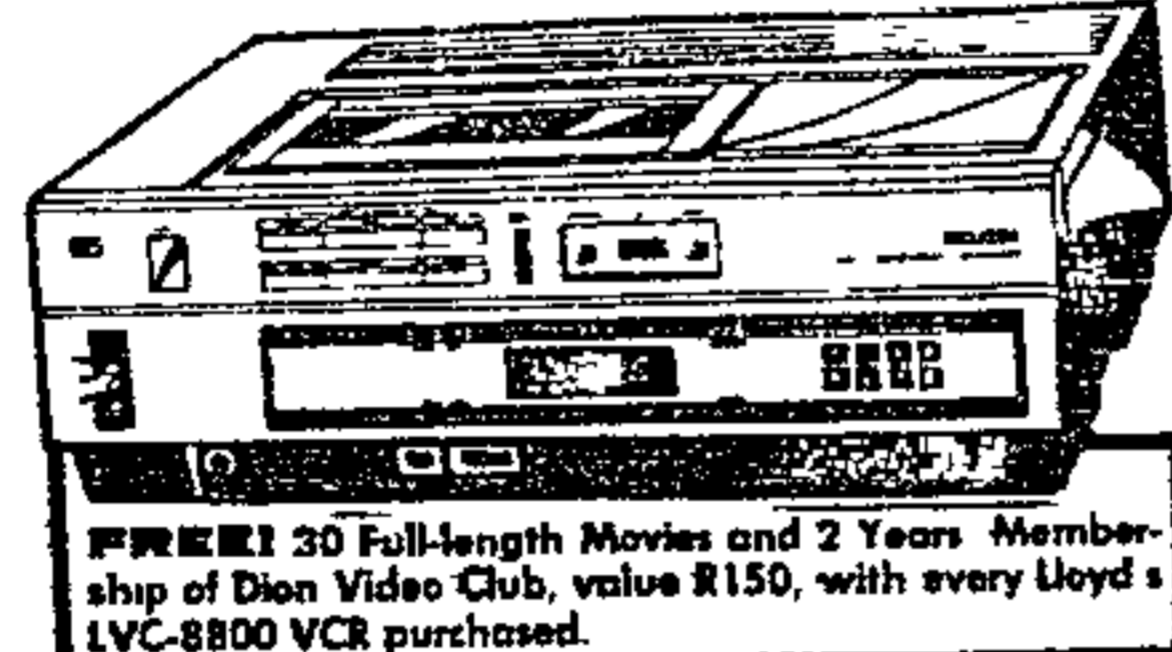
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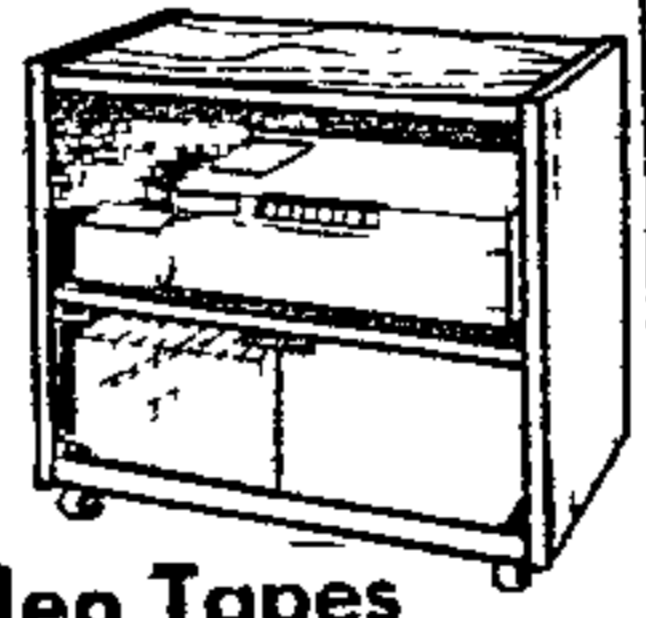
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**Barlows  
take back  
fired 450**

Labour Reporter  
20/7/83  
Barlows Manufacturing Company at Kew has rehired the 450 workers fired last week after they downed tools in protest against the dismissal of 12 of their colleagues

Company executive Mr Andre Minnaar said previous rates of pay were being restored in addition to long-term benefits

The 12 were fired for allegedly intimidating other employees during an earlier wage dispute

The mass reinstatement followed negotiations between management and the Metal and Allied Workers Union

**OBITUARIES**

**Illustrious  
career in  
radiology**

The eminent radiologist Professor Jack N Jacobson died early this week in Johannesburg after a long illness

Professor Jacobson was born in Durban and qualified as a radiologist at St Thomas in London before joining the medical staff at Groote Schuur in Cape Town

During a long and illustrious career he received the Rontgen Award as well as many others for his work in radiology

Professor Jacobson was attached to the Chamber of Mines in Johannesburg at the time of his death, on consultation and research work.

He leaves his wife Winifred

SECTION

(140A)  
RDM 20/7/83

# Barlows rehires 450 fired workers

**Mail Reporter**

THE 450 workers fired from Barlows Manufacturing Company in Kew, Johannesburg last week were all rehired yesterday after agreement was reached between the company and the Metal and Allied Workers' Union.

A company spokesman said yesterday the 450 had all returned and would be given the same wages and the same long-term benefits they had before the strike last week.

The 450 were fired after they downed tools last week after management dismissed 12 workers who, they alleged,

had been involved in violence in a previous strike.

The workers have claimed the company did not go through the correct dismissal procedure for the 12.

Talks with union representatives yesterday afternoon ended in agreement, though the union may still take legal action over the dismissal of the 12.

The company spokesman said extra workers hired earlier this week after the firings would help with increased production requirements as a result of the strike and increased demand.



# Firm fires 50 after they chose to stay in union

By ANTON HARBER

The workers, members of the Fosatu-affiliated Paper, Wood and Allied Workers' Union, said all but about two of the workforce of more than 50 people had chosen to remain members of the union and had been instantly dismissed

The workers, members of the Paper, Wood and Allied Workers' Union, said all but about two of the workforce of more than 50 people had chosen to remain members of the union and had been instantly dismissed

And at a meeting in central Johannesburg yesterday they decided to take legal action

against Supreme Mouldings of Robertsville Johannesburg, if they were not reinstated within 24 hours

The workers told the Press they were summoned to a meeting on Monday morning shortly after shop stewards had presented a letter to management introducing the union and asking for talks

At the meeting at the factory, management had arrived with seven policemen and police dogs and had told the staff to choose between "working for the union or working for the company"

The workers said all but two of the staff of about 50

had said they wanted to belong to the union. They were ordered by the police to leave the premises

A union official said they would contact the Divisional Inspector of Manpower to lodge a complaint of victimisation and would lay a formal complaint about the involvement of the police

If the matter was not resolved within 24 hours, they would take legal action on the grounds that the dismissals were an unfair labour practice, the official said

A spokesman for Supreme Mouldings declined to comment.

Sowetan

20/7/83

# Police disperse workers

By SELLO RABOTHATA

ABOUT 50 workers at Supreme Mouldings in Robertsville, yesterday claimed that the company's management called police and dogs, before ordering them out of the premises because they had joined a union management did not like.

They also claimed that before they were ordered out, they were asked whether they wished to work for the union or the company. All the workers have joined the Fosatu affiliated Paper, Wood and Allied Workers' Union (Pwawu). A rival union was said to have addressed the workers some time last week in a bid to woo them over to their side. Pwawu already claims a majority of the workers at the company, and had already written to the company requesting a meeting to finalise their recognition by the company.

Ms Jemnah Futsham, one of the four workers elected as shop stewards, said "I was called to the manager's office on Thursday last week and told that management was aware of my movements. Management was also aware that we had joined a union and wanted to know why we needed a union. I was then told I was suspended and should not come back to work.

"On Friday I went to work, ignoring the suspension but was reminded by the manager. When I was about to go all the workers already knew about the action against me and decided to down tools. The issue was discussed and workers said I should apologise for being rude. We went back to work and three hours later organisers of another union came to recruit and were turned back because we had already joined Pwawu.

"On Monday management questioned us on a letter from our union requesting a meeting to discuss their recognition. A meeting was arranged for lunchtime but instead of a meeting taking place, police with two dogs arrived in three cars and a van. We were then told to disperse."

Meanwhile Pwawu officials have threatened to take legal action against the company.

The company's manager, Mr Gilbert Emric, could not be reached for comment yesterday. A secretary at his office told **The SOWETAN** that he was "busy" and would phone back.

Star 20/7/83

# Women factory workers move to unions

By Sheryl Raine,  
Pretoria Bureau

Black women factory workers are on the move in Pretoria

In the past two years workers in the motor industry have been increasingly drawn into the fold of black trade unionism

Apart from the major motor assembly plants where the workforce is predominantly male, the motor trim and components factories in Rosslyn and other industrial areas are staffed predominantly by black women

Often more militant, more union-oriented and also less well-paid than their male colleagues, the women have started to turn to trade unions to earn recognition

Many have joined the

over 3 500-strong National Automobile and Allied Workers Union (Naawu), an affiliate of the Federation of South African Trade Unions (Fosatu)

Recently the union movement has revealed another facet of its character

This is illustrated by the example of Ms Kate Sibiya and Ms Mary Moutakwe, both Naawu members employed at a motor accessories plant in Rosslyn

Eighty percent of the 500 women employed at the factory are now union members and their spirit of solidarity manifests itself in many ways

Every day at 12 30 sharp, as the lunch siren sounds, the two women assemble in their work overalls with about 40 of their colleagues on a

dusty piece of lawn in the factory grounds

Within a few minutes the dull sounds of industry give way to the rich, resonant sound of singing

Their bodies swaying and their hands moving, the women and a few male colleagues go through an impressive repertoire of 15 union songs

"Despite detention, termination, assassination, onwards, though there is hardship," they sing

"The choir started when one of our union colleagues, Mr Steve Maseko, was killed in a car accident this year. We wanted to sing at his funeral," said Ms Sibiya, a mother of six, and chairman of the shop stewards at her factory. Since that time, the choir has gone



**MS KATE SIBIYA** — Although she is a mother of six, she is a powerful force among women unionists and is chairman of the shop stewards at her factory.

from strength to strength. It performed publicly at the University of the Witwatersrand as part of Fosatu's first winter school activities. More than 180 shop stewards gathered for the winter school at Wits this week for a two-week programme which includes

lectures and talks about women workers, democracy, bargaining, labour history and a host of activities which are beginning to emerge as a new sub-culture revolving around trade unionism. Ms Sibiya's choir is part of a line-up of plays and dances produced and performed by factory



**THE UNITY OF SONG** — The singing of union songs expresses the spirit of solidarity among the highly organised women of the union

workers to express their feelings and determination. More aware that culture is an important part of their struggle, for too long they had to put up with the ideas put across by the ruling class on the radio, television and films. Now they are developing their own cultural ways to put across their struggle and ideas.

"Within Fosatu, songs have always played an important role in mobilising against hostile employers," the latest issue of Fosatu Worker News says. "Workers, however, are becoming more and more aware that culture is an important part of their struggle. For too long they had to put up with the ideas put across by the ruling class on the radio, television and films. Now they are developing their own cultural ways to put across their struggle and ideas."

140A

Star 21/7/83 (140A)

# Failure of 'fear,' 'smear' tactics

A Ph.D was conferred last month on Dr Eddie Webster, a senior sociology lecturer at the University of the Witwatersrand, for his research on worker organisations in South African foundries. Staff reporter Tony Davis takes a look at the study.

In the early 1970s metal industry employers in South Africa resorted to tactics of "fear and smear" to prevent the rise of trade unionism among workers, according to Dr Eddie Webster of Johannesburg

A 500-page doctoral thesis by this senior lecturer at the University of the Witwatersrand outlines the history of worker organisations in the foundries, as well as the more recent attempts by employers to curtail union activities of black workers.

The formation of liaison committees, warnings and dismissals were destabilising tactics used by employers until the Wiehahn labour legislation changed the character of industrial relations

"The Labour Process and Forms of Workplace Organisation in South African Foundries" is a personal triumph for Dr Eddie Webster.

At face value, the subject appears to be as drab and colourless as the inside of a foundry, but this is far from the case

Foundries are very much in the news today, either as a result of closures, or worker retrenchments, due to the economic recession or strikes by workers over wages or other issues

The history of worker organisations in the foundries dates back more than 60 years as craft unions developed with the influx of skilled British moulders

These artisans wanted to maintain job privileges through the closed-shop system and controls on apprentice training, but mechanisation eventually led to the "deskilling" of their jobs, writes Dr Webster

The racial issue in the foundries made its presence strongly felt with the Industrial Conciliation Act of 1924, which excluded blacks from the collective bargaining process, thus preserving skilled jobs for white union members

In the 1930s and 1940s coloured, semi-skilled workers began making inroads in the industry, but white unions turned to statutory job reservation and the closed shop to keep out non-whites and protect their jobs

The persistence of racial domination over the majority of non-white workers eventually led to a "crisis



Dr Eddie Webster

of control" in work relations in the foundries in the 1970s.

The craft unions' monopoly over jobs limited the employers' desire to increase productivity and managements were also finding it difficult to try and control the rise of black union activities.

The tactics of fear and smear were designed to prevent this growth, but the rise of black industrial unions as opposed to craft unions were on the rise. And in 1979 the Wiehahn labour reforms attempted to deracialise industrial relations in South Africa.

The emergence of a strong shop stewards' movement in the Metal and Allied Workers Union in the 1980s with its shop floor operations displayed aspects of mass industrial unionisation.

"The major challenge facing MAWU has been how to consolidate the gains made between 1980 and 1982 while retaining participation in the organisation as it has grown in size and complexity," writes Dr Webster

Workers also use trade unionism as an 'outlet for frustrated political aspirations. By withdrawing their labour on the shop floor, workers are showing their opposition to certain legislation, such as pensions, according to Dr Webster.

Another recent feature of union activity in the foundries is the relocation of companies in the homeland, which has in turn led to worker organisations being extended to the rural areas



# 235 are fired for downing tools

*Spec 24/7/73*  
*(140A)*  
*184*

DURBAN — About 235 workers at a Pinetown refrigerator and freezer manufacturer, Ocean Manufacturing Ltd, were dismissed yesterday after they stopped work over a wage dispute.

Mr P R Cole, the company's managing director, confirmed the workforce had downed tools shortly after 3 pm on Wednesday and had ignored a request to resume duties.

He said that by their actions, the employees had breached their employment contracts.

"Management was therefore compelled to terminate their services and is recruiting a new workforce," he said.

The workers recently expressed dissatisfaction with the pay conditions under the latest Iron, Steel and Engineering Industrial wage agreement which came into effect on July 1.

Mr Cole said that negotiations with employees had been in progress. At a meeting of stewards and senior officials of the Metal and Allied Workers' Union on Wednesday it had been resolved work would revert to normal. Further discussions were scheduled for July 27, he said, but even so the employees had downed tools later the same afternoon.

A spokesman for the workers said today they had requested an increase of 50 c an hour, but management rejected it and instead offered an "incentive bonus" to workers who exceeded their daily target.

This was not acceptable to the workers, the spokesman said.

Mr Geoff Schreiner, branch secretary of the Metal and Allied Workers' Union, said last night that he would prefer not to comment at this stage.

— Sapa.

# Workers fired in wage dispute

Mercury Reporter

ABOUT 235 workers at the Pinetown refrigerator and freezer manufacturers, Ocean Manufacturing Ltd, were dismissed following a work stoppage resulting from a wage dispute.

Mr P R Cole, the company's managing director, yesterday confirmed the workforce had downed

22/7/83  
tools shortly after 3 p m on Wednesday

"The employees through their own action have breached their employment contracts. The management therefore was compelled to terminate their services and is recruiting a new workforce."

The workers recently expressed dissatisfaction

with the pay conditions under the latest Iron, Steel and Engineering Industrial wage agreement which came into effect on July 1.

In a statement to the Mercury yesterday, Mr Cole said 'Numerous constructive negotiations between management and employees — direct and through the work's liaison committee — have been in progress ever since.'

'At a meeting with shop stewards and senior officials of the Metal and Allied Workers' Union on Wednesday afternoon, it was resolved that work would revert to normal and that a further meeting would take place on July 27.'

'But the workforce downed tools the same afternoon,' he said, adding that every effort was being made to ensure that production reverted to normal soon.

A spokesman for the workers said yesterday they had requested a 50 c-an-hour increase but the management had rejected it and instead offered an 'incentive bonus'.

'This was not acceptable to the workers who felt it was impossible under present conditions,' he added.

Star 22/7/83

# Food union frustrates a coup bid

Labour Reporter

A dispute in the Food and Beverage Workers' Union (FBWU) has been resolved with the union condemning the actions of a group which tried to take control of the organisation last month

On June 11 an interim committee announced it had expelled most of the

FBWU's executive for several reasons, including claims that officials had not kept members informed of union negotiations and financial records

But, at a meeting of the union's national executive last weekend, the interim committee was condemned and was said to have acted unconstitutionally in expelling executive members

Criticism was also levelled at the union's East Rand branch for its activities and legal proceedings were reported to be pending against a former organiser for allegedly abusing a colleague

Last month the FBWU lost some of its East Rand members who joined the rival Sweet, Food and Allied Workers' Union. Defecting members said the FBWU had failed to keep them informed and fully represented

The FBWU then accused the rival union of poaching members

(140A) (M) 25/7/83  
**Steel bosses getting tougher**

**Mall Reporter**

THE Metal and Allied Workers' Union (Mawu) claims that Seifsa, the employers body in the metal and engineering industries, has issued tough new guidelines for companies faced by industrial action.

In a statement yesterday Mawu condemned the guidelines and said the companies were using the recession to crack down on unions.

Mawu has been informed by some employers that Seifsa is circulating new guidelines in the metal industry, the statement said.

It was not clear whether these are formal or informal guidelines but they advised employers faced by a restive workforce or by any industrial action to take a hard line according to Mawu.

The guidelines apparently tell employers faced by in-

dustrial action to dismiss all employees, then re-employ all except those allegedly implicated in intimidation, and to reinstate long-service benefits only after the workforce has proved docile.

This hard line was consistent with the very rigid attitude taken in negotiations by companies such as Highveld Steel, Dunsward Steel and the Cable Manufacturers Association, the statement said.

July 1983

# 30 WEEKS WITHOUT THEIR JOBS BACK!!

MORE than 80 workers at a screen manufacturing company near Germiston have entered

their 30th week of unemployment. The deadlock follows a dispute over

Screenex's refusal to renew contracts of migrant colleagues. As a result the workers, who are members of the Metal and Allied Workers Union, are on their knees praying that their union succeeds in bringing the matter to the Industrial Court.

Mr Siza Mdakane, chairman of the shop stewards at the company, said trouble started last December when Screenex said it would not renew "calling cards" for migrant workers



Workers dismissed by Screenex 30 weeks ago at a union meeting this week.

"That," Mr Mdakane went on, "meant our employer was dismissing our colleagues. He advanced no reason why they would be without jobs. We tried to reason with him and the whole thing ended in a deadlock." On December 10 the workers went on strike and the company claimed the entire 146-

strong black workforce had broken contract. On December 14 the workers were locked out. They had gone to the factory to collect their wages and holiday pay. "We were never paid. Our employer just didn't have time for us. His argument at the time was we were no longer his em-

ployees. "Without our union, families, mothers, wives and relatives could have never survived, said Mr Mdakane as the 86 workers "formally" joined forces with another 78 workers from an adjacent factory on strike after a dispute three weeks ago. Screenex refused to talk to reporters.

# Kohler issue is victory for unions

By PHIL MTIMKULU

IN the wake of a decision by Kohler Corrugated employees to reject a union imposed on them by management, trade unionists have called for the abolishment of the closed shop agreement in favour of freedom of association.

In a secret ballot on Monday, an overwhelming majority of workers at the plant voted to be represented by the Paper, Wood and Allied Workers Union (Pwawu) instead of the South African Typographical Union (Satu) Pwawu received 94 percent of the votes

And now, unionists maintain that the workers' decision bodes ill for all close shop agreements

Mr F Mohlala, secretary of the Building Construction and Allied Workers Union, said his union was against closed shop agreement "We will be the first to rejoice if the close shop agreement is abolished. We believe that members should join a union of their choice after being given options," he said

Mrs Emma Mashini of the Commercial Catering and Allied Workers Union (Cca-wusa) said they were fortunate that in the commercial and distributive trade there were no closed shop agreements "We discourage the practice, we believe in freedom of association. A person must be free to join a union of his choice," she said

July 1983

South Africa  
KCOA

Mr Sydney Mfama-thi, the general-secretary of the General and Allied Workers Union (Gawu) said they experienced a similar problem to the one at Kohler, but they did not have to put the matter to a vote "We simply wrote to the company concerned and informed them that their employees wanted to be represented by us, and they agreed

"A close shop agreement makes it easy for unions to get membership. They hardly inform employees about the union, and in most cases the employees are ignorant of what the union is supposed to do for them. They do not have a sense of belonging," said Mr Mfama-thi

# Paper, wood workers reject Satu

THE Paper, Wood and Allied Workers Union (Pwawu) has for the second time in a month received overwhelming support from about 400 workers at a Brakpan firm against the management-favoured South African Typographical Union (Satu).

In a ballot vote held at Kohler Corrugated yesterday, Pwawu received a 94 percent vote from workers who also indicated their desire to resign from Satu, to which they are bound by a close shop agreement.

According to a statement released by Pwawu yesterday, the first ballot vote organised by management was held on June 27 this year, when the two unions contested for membership of workers at the firm.

The results showed a 94 percent support for Pwawu by members who belong to Satu. But the results were challenged by management who charged that some work-

be represented by Pwawu. We hope to begin negotiations with management on the issue of seven workers who were retrenched last month.

"We look forward to a long and constructive relationship with Kohler. Unfortunately, the workers are still compelled to belong to Satu by the closed shop agreement between management and Satu.

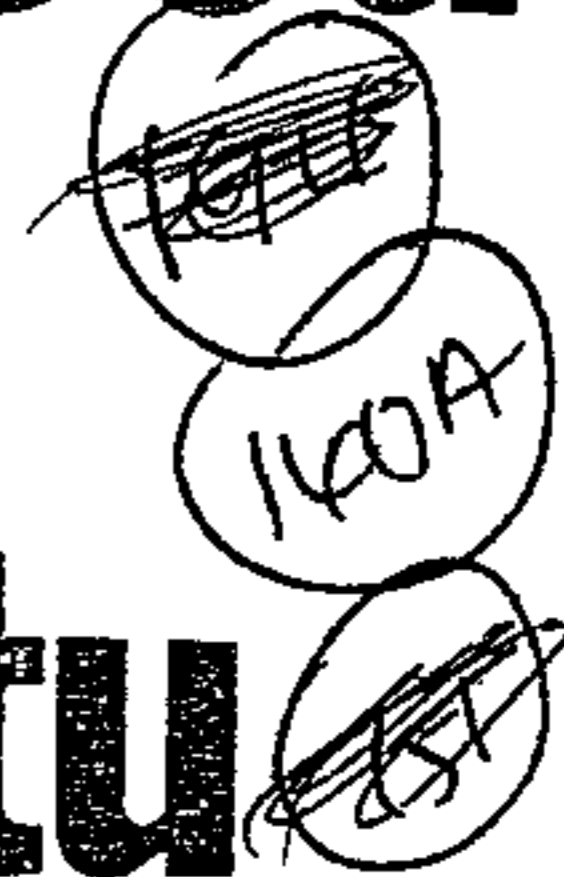
"We call on Satu to concede defeat and allow workers who wish to resign to do so. We also look forward to Kohler Corrugated receiving a complete and unconditional exemption from Satu's close shop agreement in the near future."

## By SAM MABE

ers had been intimidated into voting in favour of Pwawu. Satu also charged that it did not know about the holding of the ballot elections.

When voting was cast for the second time yesterday, Pwawu once again secured the support of 94 percent of the workforce.

A spokesman for Pwawu said "We are pleased to have now proved beyond doubt that the majority of Kohler workers want to



# CC will hold seminars in PE and Uitenhage

Post Reporter

Sol Jacob, director of the South African Council of Churches, will hold a series of seminars in conjunction with the Eastern Cape Council of Churches.

- 27 — meeting with the unemployed in Uitenhage from 9 to 11 30am
  - 28 — meeting with the unemployed at the Holy Spirit Church, Kwazakele from 9 to 11 30am meeting with representatives of trade unions at the Holy Spirit Church, Havelock Street from 12 30 to 2pm
  - 29 — meeting with employers or businessmen at the Holy Spirit Church, Havelock Street from 5 to 6 30pm
  - 30 — meeting with clergy at the Arthur Welling Church, New Brighton from 9 30 to 11 30am
- For further information contact Mr S Macozoma or Mr P Verryn at 21448 or the Rev P Verryn at 26771

# SA trade does well

PRETORIA — South Africa recorded a favourable trade balance of R2 939 million for the first half of this year according to preliminary statistics released today by the office of the Commissioner for Customs and Excise.

Exports for the first six months totalled R10 327 million compared with R8 670 million for the corresponding period last year.

The country's total import figure for the first half of the year stood at R7 412 million, down on the previous year.

Europe remained the major importer of SA goods — Sapa

# East Cape motor trade wage talks resume tomorrow

Post Reporter

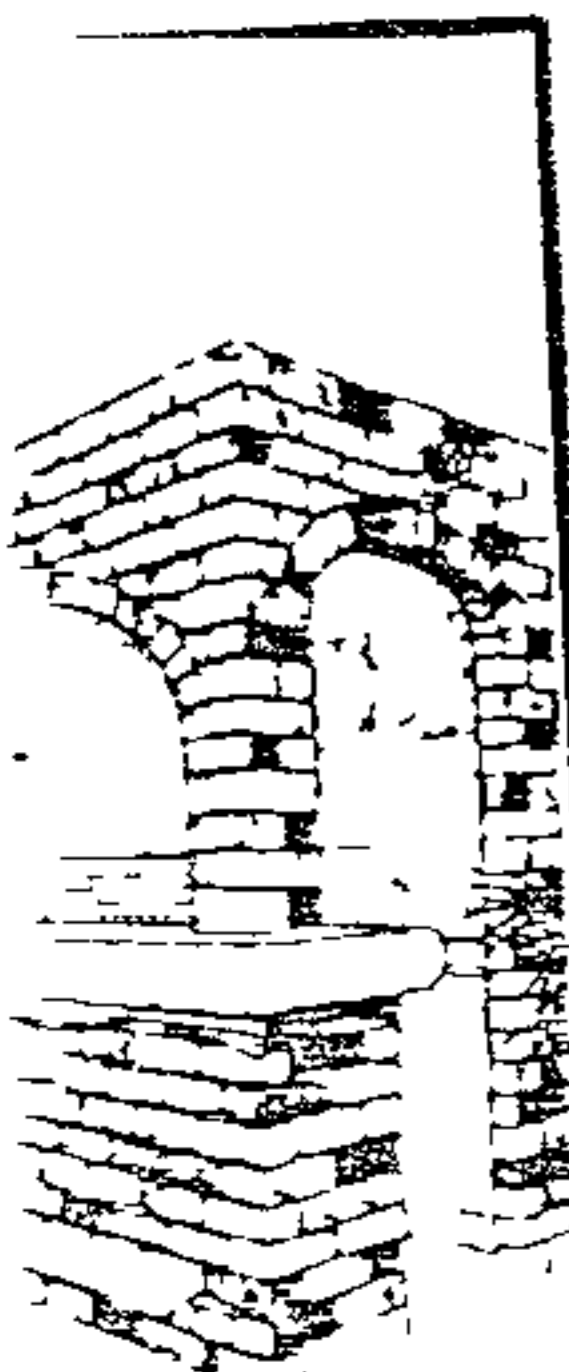
A SECOND round of wage negotiations in the Eastern Cape's motor industry resumes tomorrow with unionists anticipating counter-proposals from employers.

Union proposals were tabled when the talks opened early in July and are believed to restore wage demands at minimum levels of R3 20 an hour which last year led to prolonged deadlocks and strikes.

Part of the new series of talks — conducted under the umbrella of the Industrial Council of Automobile Manufacturers Association Eastern Province — are:

- The Eastern Province Automobile Manufacturers Association — chairman Mr Fred Ferreira of Ford (SA)
- The National Automobile and Allied Workers Union — general secretary Mr Freddie Sauls
- The SA Iron, Steel and Allied Industries Union — general secretary Mr Henry Ferreira

The Motor Assemblers and Component Workers Union of SA is not registered and is not a party to the talks.



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# Workers' vote a new blow to 'closed shop'

By STEVEN FRIEDMAN  
Labour Correspondent

THE "closed shop" in the printing and packaging industry, which forces workers to belong to the SA Typographical Union, has suffered a new blow — this time at a Brakpan firm Kohler Corrugated

In a secret ballot on Monday, workers at the plant voted overwhelmingly to be represented by the Paper, Wood and Allied Workers Union, rather than SATU. Kohler will now seek an exemption from the "closed shop" to enable workers to resign from SATU and will also begin recognition talks with PWAU.

The ballot was supervised by representatives of the company and both unions and follows an earlier vote in which 94% of those workers who voted chose PWAU ahead of SATU.

The second ballot was held because management alleged the first had been characterised by "intimidation" and because SATU complained it had not been informed of the vote in advance.

Kohler said in a statement that 288 workers had voted, of which 273 had backed PWAU. It said more than 100 workers had abstained or failed to vote.

A PWAU spokesman said 94.5% of those voting had endorsed the union. Those who had not voted were largely white workers — who PWAU had insisted be able to vote, despite objections from SATU — and workers in a new department

who had recently joined the company

A union statement said PWAU was "pleased to have now proved beyond doubt that the majority of workers want to be represented by PWAU." It hoped to begin negotiations soon on the retrenchment of seven workers at the plant.

PWAU said that, until an exemption from the closed shop was granted, workers would continue to have "numerous deductions" made from their pay on SATU's behalf.

"We call on SATU to concede defeat and allow any worker who wishes to, to resign." It said it looked forward to a "constructive" relationship with Kohler and a full exemption from the closed shop at the plant.

A SATU spokesman confirmed the figures, but referred all other queries to the union's general secretary, Mr Lief van Tonder, who is in Cape Town.

Kohler's statement said the company's policy was to recognise the organisation which represented the majority of workers at each of its plants.

It would therefore seek an exemption from the closed shop agreement with SATU and would also open recognition negotiations with PWAU.

"One of the matters to be discussed will be the fact that those workers who withdraw from SATU will lose the pension, medical aid and similar benefits provided by that union. We understand that there are no similar benefits offered by PWAU," the statement added.

140A

MM 27/7/83

# Union court action looms

Labour Correspondent

THE Paper, Wood and Allied Workers Union says it will launch a key industrial court action against a Durban subsidiary of Anglo American if it does not agree to negotiate with the union by tomorrow

If the action takes place, it will test again the court's attitude to union bargaining rights in individual companies. The court has handed down two key decisions this year

It is understood the PWAU would base its case in part on the court's recent decision in the Foden's case, where it ordered an employer to negotiate with a representative union

A PWAU representative said the union had told Mondi Paper it would launch the action if no new meeting between them was held by tomorrow

It alleges that Mondi refused to negotiate with it at its mill in Merebank, Durban, where the union claims to have signed up about 900 of the 1 400 workers. The majority of workers at the plant are Asian, it says

Mondi's managing director, Mr Reg Donner, could not be contacted for comment yesterday

Mondi and the union were recently involved in a recognition dispute at the company's mill in Felixton, Natal. Since the dispute, the two sides have been negotiating on recognition

But PWAU says an agreement has been held up by Mondi's insistence that minority unions also be given bargaining rights and that some issues be negotiated at an industrial council. The union rejects both points

The union says it recently approached Mondi for recognition at the Merebank mill and was granted stop order facilities

"But management says there will be no recognition agreement until the Felixton agreement is signed

"In the interim, they are refusing to recognise our shop stewards or to negotiate with us on worker grievances. We believe this is part of an attempt to force us to join the council. Unless the Felixton agreement is signed — which means we must agree to negotiate at the council — they will not bargain with us at Merebank"

<sup>N.M.</sup>  
Union is  
28/7/83  
given  
the nod

Labour Correspondent

ANGLO AMERICAN subsidiary Anglo American Property Services (AMPROS) has recognised the Transport and General Workers Union

According to an Anglo statement issued yesterday, the agreement covers "a number of AMPROS buildings in Johannesburg, Benoni and Pretoria in which the union has achieved a membership of more than 50% of the employees"

It said the agreement allowed the union to achieve bargaining rights at other AMPROS buildings when it achieved majority support from their workers

The statement said the agreement gave the union the right to negotiate annually on wages and other issues such as health and safety, re-trenchment and leave

It also covered the election of shop stewards, access to buildings by union organisers and dispute and grievance procedures

According to the statement, contact between AMPROS and the union began after the TGWU had recruited "a substantial number of members" at the Carlton Centre, after which it approached AMPROS for recognition

# Metal union set to declare war

24/7/83  
Sawyer (140A)

THE Fosatu-affiliate Metal and Allied Workers' Union is to declare a dispute with the Association of Electric Cable Manufacturing who have "rigidly refused" to open wage negotiations with the union.

The union has condemned the management for its behaviour and has already canvassed international support to solve the dispute.

In a statement the union said that the management has also refused to follow the alternative steps of the Industrial Council dispute procedures which include voluntary mediation or voluntary arbitration

At a previous meeting the employers pressed that Mawu should agree to other unions being allowed to take part in the proceedings. Mawu refused on the grounds that the other unions had already agreed on the increases

Mawu's delegates have noted that the management's insistence on the proposal to have other unions in the negotiations was "making a mockery" of the dispute setting procedure

The union has also notified Swedish and German workers in Asea and Siemens of the dispute and asked for their co-operation

The international Metal Workers' Federation has been asked to arbitrate in this matter

# Mawu condemns refusal

WOM Mail Reporter 25/7/83

THE Metal and Allied Workers' Union yesterday condemned the "rigid refusal" of the Association of Electric Cable Manufacturers to continue wage negotiations and said it was proceeding with a dispute against two companies

Mawu also warned it had asked for the co-operation of employees of these two companies in Sweden and Germany and had contacted the International Metalworkers' Federation to co-ordinate this support

Mawu has been in dispute with Asea Cable and Semens Cables since the association refused to allow them to return to the workers to get a

mandate on wage negotiations

The dispute centres around Mawu's claim that the negotiations were concluded prematurely and that the wage increases were too low

In a statement yesterday, Mawu "strongly condemned the rigid refusal of the association to show any movement in their dispute"

Mawu said the employers had refused to negotiate at a meeting last week and had also refused to follow the alternative steps for a dispute set out by the industrial council

These steps were voluntary mediation or voluntary arbitration

The refusal to take these

steps made a mockery of the industrial council's procedures

Mawu is now proceeding with disputes against Asea Cable and Semens Cables, where it claims to have majority membership

"The union has also notified Swedish and German workers in Asea and Semens of the disputes and has asked for their co-operation. The International Metalworkers' Federation has been contacted to co-ordinate this

"Mawu is also calling on workers in Aberdare Cables, Aycliffe Cables, African Cables and ATC to join Mawu and unite with other workers" the statement said

# Tough guidelines

THE Metal and Allied Workers' Union (Mawu) says it has been informed by some employers that SEIFSA is circulating new and tough guidelines in the metal industry on how to deal with strikes

The guidelines are said to advise employers who are faced with a restive workforce, or by any industrial action, to

take a hardline and to carry out the following actions

- to dismiss all employees;
- to re-employ all employees except those allegedly implicated in intimidation,
- to reinstate long service benefits only after the workforce prove themselves to be docile

(KOP)  
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MAGLCO: ACADEMIC COMPUTING CENTER PROGRAM CROSTIA  
33/11/83

# STRIKES Recent upsurge

1089  
140A

After a low level of industrial action earlier this year, the number of strikes and stoppages appears to be rising

In the first four months this year, government statisticians recorded only 40 strikes and stoppages involving 5 668 workers. During the same period last year the statisticians calculated that 23 967 workers took part in 103 strikes and stoppages

Figures such as these are obviously good news to employers, many of whom have hoped that the recession would discourage employees from striking. However, it seems that there has been a steady rise in strike activity during the past two months.

Reliable figures are not yet available, but strikes appear to be occurring in a variety of industries and sectors. In addition, information released by the Metal and Allied Workers' Union (Mawu) is worth noting. The union, an affiliate of the Federation of SA Trade Unions (Fosatu), reports that in June alone, its members were involved in 14 stoppages — all of which were "successful". Mawu says six of these resulted from disputes over wages, four from retrenchments, three from dismissals, and one from a dispute over medical aid. On average, the stoppages lasted about two days.

The Steel and Engineering Industries Federation of SA (Seifsa) has vehemently denied an accusation by Mawu that it has issued tough new guidelines for companies faced by industrial action.

Meanwhile, some employers are concerned about what appears to be a new strategy devised within the Fosatu camp. Fosatu's National Union of Textile Workers recently enforced a ban on overtime work at a Natal company after having gone

FM 29/7/83

FM 29/7/83  
~~(1089) (140A)~~

through all the necessary procedures to hold a legal strike. Such a ban can obviously be extremely disruptive. But it also raises a number of interesting legal questions — including whether the workers can be dismissed, or others found to perform the overtime work. It seems possible that such questions may be answered by the Industrial Court if this strategy is used more frequently in future.

CATEGORIES OF HRS

46	COUNT
5668	PCOL

CATEGORIES OF HRS

46	COUNT
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CATEGORIES OF HRS

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CATEGORIES OF HRS

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IND. REL. WORKERS' ORG.

FOSATU

1983

AUGUST — DEC. ✓

:



talks with Fosatu's Paper, Wood and Allied Workers' Union for which workers voted

The key question now is whether SATU will use its representation on the council to block this application

If it does, workers at the plant would still have to belong to SATU — despite the fact that 94,5% of those who voted don't want to

□□□

EAST LONDON unionists are unlikely to arrange any protests about the detention of Ciskeian security supremo Charles Sebe and his minions

General Sebe, of course, spent the years before his own detention administering the same treatment to any unionist who crossed his path

But any suggestion that events in Ciskei would lead to a more tolerant attitude towards unions have been quickly scotched

No sooner had General Sebe fallen from grace than SA Allied Workers' Union vice-president Mr Sisa Njikelana was detained for the umpteenth time together with a SAAWU organiser

They are still in detention. Sebes may come and go, but Ciskei's war against workers and unions seems set to stay

RAM (1407) 1/8/83

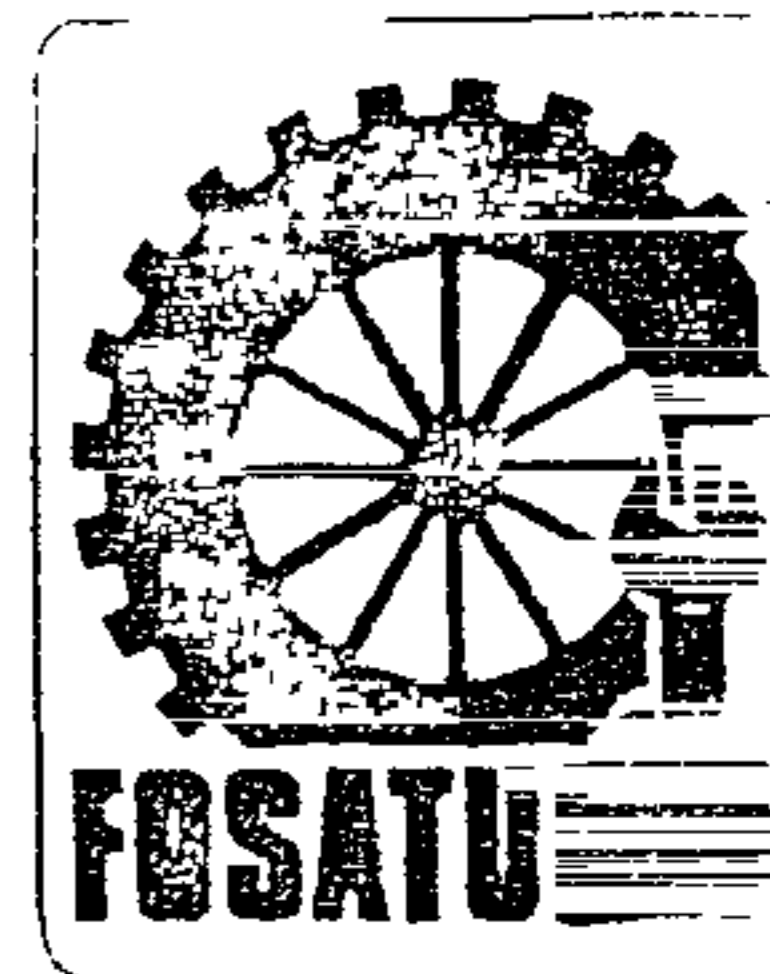
THE closed shop in the printing and packaging industry suffered a new blow last week when workers at a Brakpan plant voted overwhelmingly against belonging to Tucsa's SA Typographical Union, which has a "closed shop" there

The company, Kohler Limited, will now apply to the industry's industrial council for an exemption from the closed shop and is to begin

(scribble) 140A (scribble)

# PRESS STATEMENTS

August 1983



## JOINT PRESS STATEMENT MAWU / OCEAN MANUFACTURING

FOLLOWING the recent stoppage by employees of Ocean Manufacturing Ltd at Pinetown representatives for the Metal and Allied Workers Union and the management of the company met and negotiated a settlement acceptable to all parties

In terms of the settlement, Procedural Arrangements between the company and the union were continued, the method for the re-engagement of former employees was resolved and ex gratia payments were made for some employees

The union confirmed its satisfaction with the terms of the agreement and trusted that it would lead to good industrial relations in the future

Management expressed that it was pleased with the spirit in which the discussions were conducted and was looking forward to the resumption of normal production operations with immediate effect

11 8 83

## MAWU DECLARES DISPUTE AT PIETERMARITZBURG FACTORY

THIS week the Metal and Allied Workers Union was forced to declare a dispute with McKinnon Chain SA which is a subsidiary of Columbus McKinnon USA

The dispute at McKinnon Chain arises out of the company's continued refusal to enter into negotiations on recognition with MAWU which has been organised at the plant for some three years and represents a majority of the hourly paid employees

Mt Mbanjwa the local MAWU organiser reported that the company had made many undertakings to the union that it would give it recognition but it always ended up renegeing on these agreements. He said that the union was keen to take the case to the Industrial Court because it had now been established that employers were bound to negotiate in good faith with representative unions

11 8 83

## CWIU AGREEMENTS COMPLETED

THREE Recognition Agreements have recently been completed in the Glass Industry. The Agreements are between the Chemical Workers Industrial Union, a FOSATU affiliate, and companies in the Plate Glass Group

Full Recognition Agreements have been signed at Plate Glass, Germiston, Shatterprufe Safety Glass, Pretoria, and Shatterprufe Safety Glass, Port Elizabeth. The Port Elizabeth plant was previously organised by the TUCSA affiliate Glass Workers Union. But workers resigned and joined the FOSATU union when they heard about the progress in glass factories in the Transvaal

The Agreements are the first in the Glass Industry and have been negotiated since the merger of the former Glass and Allied Workers Union with the Chemical Workers Industrial Union. The merger took place in December 1982

The Agreements cover recognition of shop stewards, access for organisers, stop order facilities, procedures for handling grievances, discipline, retrenchment and disputes. They also allow for full collective bargaining rights on wages and working conditions

17 8 83

# Take us all back or none, say 260 strikers

140A  
Jul 2/8/83

By Carolyn Dempster, Labour Reporter

The 260 members of the Metal and Allied Workers Union (MAWU) who have been on strike at Litemaster Products, Wadeville, have demanded reinstatement as a group or not at all

This was their response to a letter to the union from the Litemaster management offering them re-employment on the basis of personal interviews. The workers had until this week to accept the offer.

The strike was caused by the retrenchment of about 40 workers in May.

A union statement, released this week, said that the workers were "furious" when management unilaterally introduced shorter working hours and then announced that there would also be retrenchments

## UNION NOT NOTIFIED

Workers complained about the way the retrenchments were handled, the lack of negotiation, the fact that their union was not notified and that they were not given notice. Among those retrenched was a man with 30 years' experience and others had upwards of seven

A spokesman for Litemaster said there was "no dispute really". A recognition agreement which the company signed with MAWU on July 22 this year provided for retrenchment procedure

"We followed the procedure completely and complied with all the provisions," added the spokesman. "The dissatisfaction shown by the workers is incomprehensible."

On July 12 there was a work stoppage at the factory over the issue of retrenchment and on July 18 all the workers were dismissed. Management then re-hired all except 86. Eight shop stewards out of the nine at the factory lost their jobs.

MAWU is now calling for kindred organisations to support the workers in their struggle to remain united until they are reinstated.

Motor ~~Industry~~  
E. Post  
Industry  
2/8/83  
Wage ~~3.46~~  
talks ~~1.30~~ ~~1.72~~  
continue ~~1.40A~~

Business Editor

WORKERS and employers in the Eastern Cape's motor industry meet for the third time tomorrow in a new bid to conclude a wage agreement

The latest talks were scheduled after last year's impasse when union demands for a minimum wage of R3,25 an hour led to deadlock and strikes. Employers subsequently raised wage levels unilaterally, but agreed to stage regular six-monthly talks.

In the first session in July union representatives are believed to have reopened demands at minimum levels of R3,25 an hour.

Since this first round employers and unions have both tabled counter-proposals and at today's talks reaction is expected from the employer body, the Eastern Province Automobile Manufacturers' Association (Epama), to amended proposals from the unions.

Representing the workers at the talks, which are being held under the umbrella of the Industrial Council, Automobile Manufacturers' Association, Eastern Province, are

- The National Automobile and Allied Workers' Union (Naawu)
- The SA Iron, Steel and Allied Industries Union (Saisai)

Current chairman of the council Mr Henry Ferreira said yesterday he had no comment.

Epama chairman Mr Fred Ferreira would also not comment and Naawu general secretary Mr Freddie Sauls was not available for comment.

# Unions likely to shun political ties

By STEVEN FRIEDMAN  
Labour Correspondent

ATTEMPTS by the United Democratic Front and other political groups to persuade major trade union groupings like the Federation of SA Trade Unions to join them seem set to fail.

The UDF revealed earlier this week that it had appointed a sub-committee to approach the Federation of SA Trade Unions (Fosatu) and sound it out about joining the front.

Yesterday, Fosatu's general secretary, Mr Joe Foster, said it had received no approach from the UDF since it revealed its intention to woo Fosatu.

But he added that Cape Town emerging unions had already decided against joining any of the political and community groups which have emerged in the area. It is, therefore, extremely unlikely that Fosatu or any of the major Cape-based unions would agree to join the UDF.

It is understood that the General Workers Union, the two food and canning workers unions and the Cape Municipal Workers Association have taken

the same stance as Fosatu on direct links with political and community groups.

The unions have instead launched their own independent efforts to rally members against the Government's constitutional proposals and Dr Piet Koornhof's Orderly Movement of Black Persons Bill.

Despite the stance against direct union membership of these organisations Mr Foster said Fosatu encouraged its members to support and join community organisations.

"But this is a different matter to joining as an organisation and for some reason these bodies seem to prefer approaching unions rather than their members."

He said any approach by the UDF or other groups would have to be referred to Fosatu's central committee. "I am not the only person in Fosatu and all our decisions are taken on the basis of a democratic mandate," he said.

But he pointed to the decision by the Cape unions as an indicator of the likely response.

"In the Cape as well as nationally,

there are rival community and political groups and we obviously have members in both camps. So we could not join any of them without alienating a group of our members," he said.

One Cape union he said had decided to join the UDF but had then been confronted with an angry response by members who belonged to a community organisation opposed to the UDF. It had then been forced to change its stance.

"It is this sort of situation which we are anxious to avoid," he said.

Mr Foster added that unions were also concerned about joining committees in which they would have to carry out the decisions of the committee rather than of their members.

He said the unions' independent action against the constitutional proposals had taken the form of mass worker meetings organised by the unions.

Several of these had been held, he said, and had been a success. "As soon as union members have the details of the new constitution explained to them they tend to reject them," he said.

140A

~~151 (19)~~

# Frame's clash with new union

Frame occupies an important position in SA's labour history. Its labour practices were a central issue in the massive wave of strikes in Natal during 1973 and 1974, when thousands of blacks took to the streets in protest against low wages and appalling housing conditions.

Those strikes helped spawn a new generation of trade unions, and prompted government to re-examine — and finally reform — its labour relations policies.

Now the group faces another formidable labour challenge. This time it has to contend with two forces set in motion by the 1973-1974 unrest: emerging unionism, in the form of the National Union of Textile Workers (NUTW), and the new restraints and obligations imposed on employers by government's labour reforms.

At the heart of the dispute is the issue of union recognition. Lending almost epic proportions to it is the fact that the NUTW is one of the most effective of the new unions — and has yet to lose a recognition battle. It is tough-minded, but reasonably pragmatic. For example, it persuaded fellow affiliates of the Federation of SA Trade Unions (Fosatu) to revise their opposition to industrial councils. It has also been willing to resolve disputes through the Industrial Court, and it recently became the first union to hold a legal strike in the post-Wiehahn era.

But recognition battles it has fought so far are insignificant compared with the one it now faces. The Frame Group is the single largest employer in the industry and has a reputation of being hostile to unions.

The union claims it received an undertaking from a senior member of management last year. This was that the group

Every now and again, SA's labour relations system is crystallised in an issue which reverberates far beyond its local causes. This is the case with a recognition dispute between the Frame Group and the National Union of Textile Workers.

would recognise as the sole collective bargaining representative of its weekly-paid employees at the Frametex Mill, that union which demonstrated that it had the support of the majority. Further, management would not grant preferential treatment to any union seeking recognition.

This latter promise is important. The NUTW has a rival — the Textile Workers' Industrial Union (TWIU) — a member of the Trade Union Council of SA. Some employers regard the less aggressive TWIU as a more attractive union.

In December the NUTW began submitting stop-order forms signed by Frametex Mill employees to prove it had majority support. But management rejected many of these, claiming they contained errors, were duplicates, that the employees concerned had left, or that the signatories had joined the TWIU.

In March and April this year, the management told the NUTW that the TWIU would be recognised at Frametex because it had majority support. The NUTW brought a successful Industrial Court action temporarily restraining management from doing this.

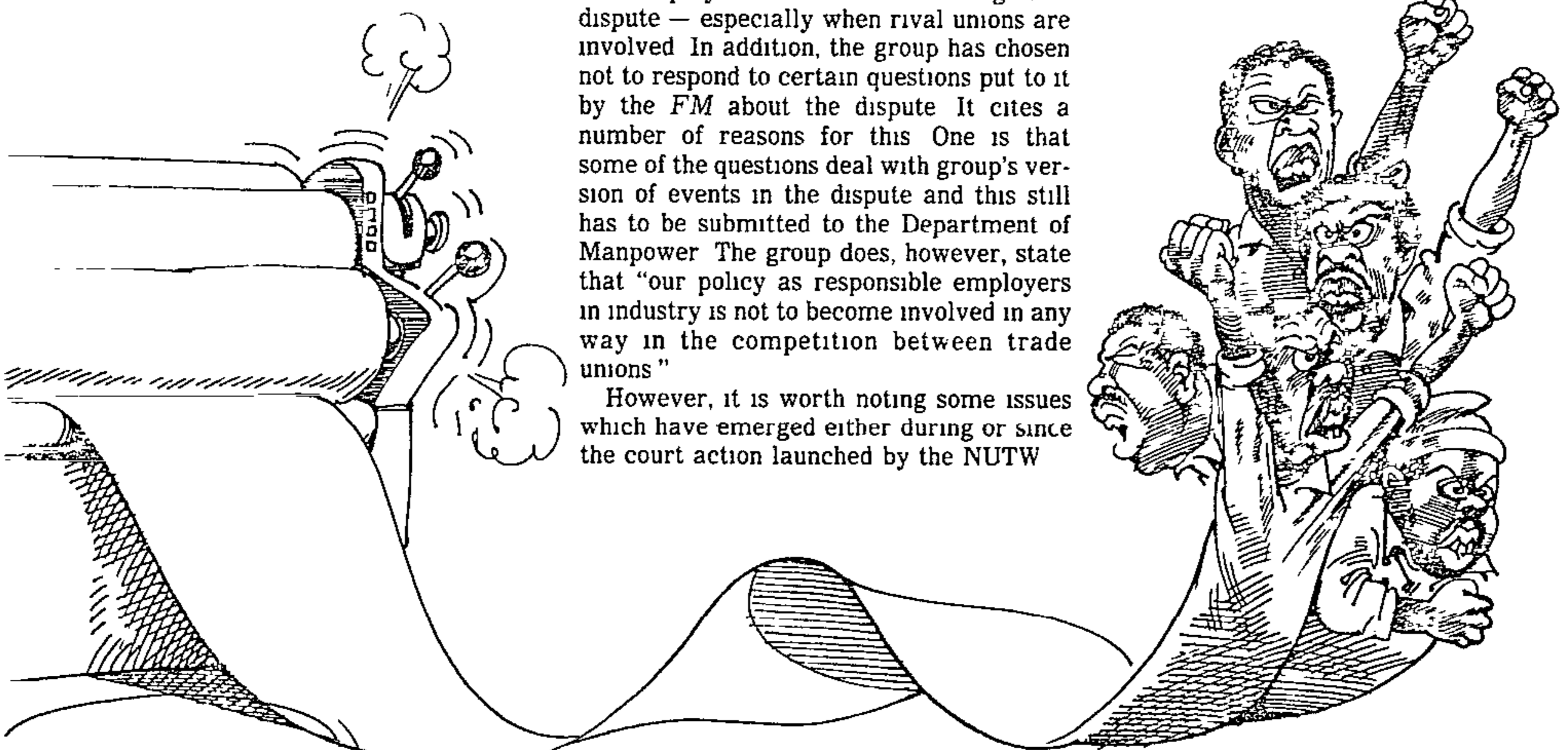
It is extremely difficult for an outsider to judge the merits of claims made by unions and employers involved in a recognition dispute — especially when rival unions are involved. In addition, the group has chosen not to respond to certain questions put to it by the FM about the dispute. It cites a number of reasons for this. One is that some of the questions deal with group's version of events in the dispute and this still has to be submitted to the Department of Manpower. The group does, however, state that "our policy as responsible employers in industry is not to become involved in any way in the competition between trade unions".

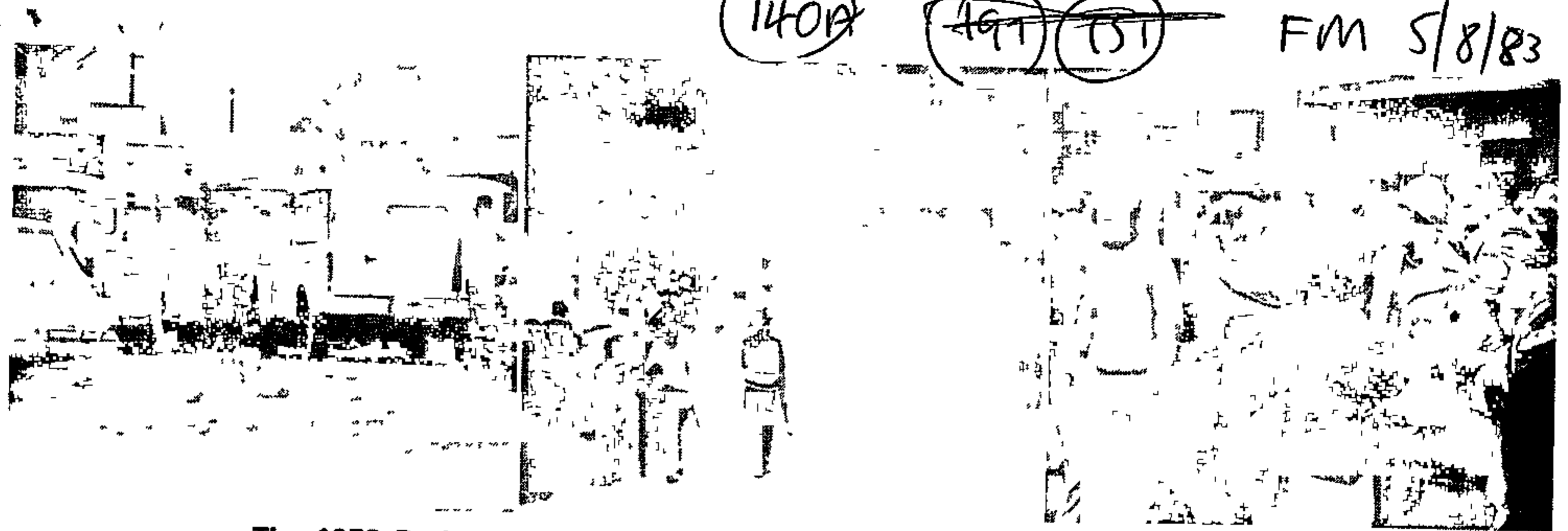
However, it is worth noting some issues which have emerged either during or since the court action launched by the NUTW.

- In court, the NUTW produced much evidence alleging that Frametex Mill employees were persuaded, intimidated and coerced by certain members of management and an appointed liaison committee to become TWIU members.
- The group has opposed the NUTW proposal that a secret ballot supervised by an official of the Department of Manpower, should be held to determine which union has majority support. It claims that such a ballot would be unreliable.
- The group has also rejected a NUTW suggestion that a department official should interview employees whose stop-order forms are disputed by management, and
- The group has opposed the NUTW's request to the Minister of Manpower to appoint a conciliation board.

It argues that the Frametex Mill forms just one section of a textile manufacturing complex in New Germany, Natal which is managed as a single enterprise. It believes that the entire complex should be regarded as the appropriate bargaining unit — and claims the TWIU has shown that it has the support of the majority of workers within that unit.

The NUTW disagrees. It argues that until the NUTW demanded recognition at Frametex, the group had always behaved as though the different mills were separate bargaining units. It also claims that the different mills operate in different industries and are subject to different wage regulating measures. The NUTW also disputes that the TWIU represents most workers in the complex and says it would not be dismayed if a secret ballot were held among all workers in the complex to determine which





**The 1973 Durban strikes ... events which changed the face of SA labour**

union they support

The group also appears to have taken exception to the way the union has applied for a conciliation board hearing. By alleging in its application that the Frametex has committed an unfair labour practice, the union is paving the way for the Industrial Court to make a determination on the dispute, should it not be resolved by the board. The group denies that it is guilty of an unfair labour practice and therefore says it is opposing the application.

The union believes the court is an appropriate forum at which such a dispute could be heard, if all other peaceful means to resolve it fail. But the group appears to believe that it is an employer's right to decide whether or not to recognise a union, and that an employer should be allowed to test a union's strength by a confrontation in a legal strike, should this be necessary.

This approach can obviously be ques-

tioned — both from the viewpoints of labour law as well as sound industrial relations policies. Recent cases before the Industrial Court have shown that the court is placing an obligation on an employer to recognise and negotiate with a representative union. A growing number of employer organisations have also been moving towards the view that employers would be wise to recognise representative unions.

In addition, confrontation between the NUTW and the group is looming at a time when there is growing unrest in black townships in the Durban area over rent increases. The desirability of having a turbulent recognition battle in such an environment is open to question — and the *FM* understands that some employers in the region do not relish the prospect of such a conflict.

Respected labour academic Blackie Swart says it is vital that a conciliation

board should be appointed. He says the union has shown great responsibility by trying to go through the "official" dispute-settlement route.

The Minister has the discretion to refuse the NUTW's application for a conciliation board — an act which would prevent the Industrial Court from dealing with it. The *FM* believes it would be a great pity if this happened. Fundamental issues in labour relations and labour law are raised by this dispute. These include questions about an employers' role where there are unions competing for recognition, as well as what is the most appropriate way to determine whether a union represents a majority.

These could be resolved peacefully by allowing the court to make a determination. After all, the court has the task of creating a body of case law on unfair labour practices and it would be sad if it were prevented from fulfilling its intended role.

140A (14) 8/8/83

TALKING of union views on community issues, a little-heralded development in Fosatu's East Rand local may have major ramifications for the factory floor

Shop stewards at at least one Fosatu plant in the area have begun taking up community issues with their employer with some success

They say they are using factory muscle to persuade employers to take up township issues because the townships exist to serve industry and employers have a duty to see that the quality of life in them is improved

As a result, Fosatu's local in the area now wants union members at other plants to take up community issues

As part of this effort, they plan to form "zone committees" comprised of workers representing each area of a particular township

The idea is that these would tell the unions which issues are worrying residents in their

area and stewards would then take them up  
How much success they will have remains to be seen

But this does confirm again that community issues are becoming part of the bargaining agenda



# Politics and the worker interests

140A 2004 8/8/83  
RELATIONS between unions and political groups has been in the news of late

Two bodies formed to fight Government constitutional proposals, the United Democratic Front and the National Forum Committee, have both seemed eager to win the membership of trade unions

Last week the UDF said it had appointed a committee to approach the biggest emerging union group, Fosatu, to request it to join

Since the unions are the biggest focus of black mobilisation in the country, winning their support is obviously crucial to the new bodies.

In some cases they have succeeded — the Council of Unions of SA has joined both groups and unions like the SA Allied Workers Union have backed UDF

But they are certain to find unions like Fosatu, the General Workers Union and the food and canning unions much harder to woo

These unions fear that, by joining a particular group, they could alienate members who do not support it. But there is another reason for their stance

For some time, Fosatu in particular has argued that previous black union movements made a mistake by allying themselves directly with political movements

These movements are, of course, made up not only of workers but of professionals, business people and the like

Unionists argue that, because the "elite" have more education and time at their disposal than workers, they usually come to take up the key leadership positions in the political movement

This, they add, means worker interests take a back seat and unions may be called on to take action which fits the priorities of the "elite" leaders of these movements, but may conflict with worker priorities

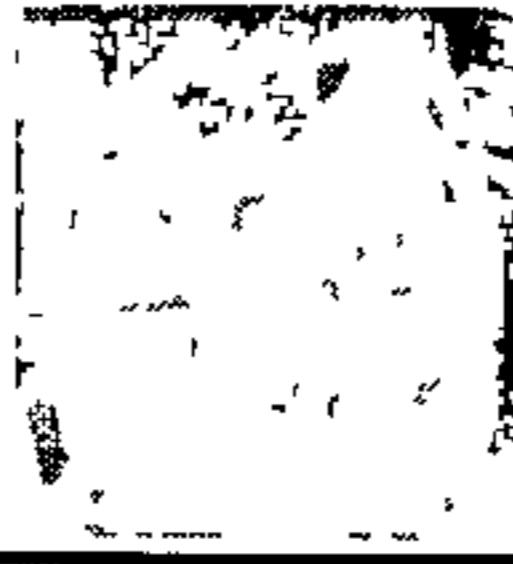
So groups like Fosatu tend to prefer independent action on these issues, while building up leadership skills among workers

So in Cape Town the unions have organised their own campaign on the constitution

Of course, this is not a universal view among emerging unions. Some argue that unions who fail to join political movements are turning their back on the political aspirations of blacks

Whether this will become a bone of contention in the present union unity talks remains to be seen

## Labour Week



By STEPHEN  
FRIEDMAN

# Sacked workforce are low on food, but high on courage and solidarity

*ADDA*  
*11/10/71*  
*Sowden*

men and women co-ordinates the activities of the 300. The committee has no chairman or secretary, and all its members participate on an equal basis.

By PHIL  
MTIMKULU

EVEN people who earn a pittance regard Friday as an important day, but for 300 dismissed workers in Brits Friday has long since lost its meaning.

The children of these people — who were last employed 10 months ago — no longer rush to meet them in anticipation of getting sweets and other presents — as they have realised that their parents no longer bring parcels home on Fridays.

These people lost their jobs 10 months ago when their employer, B & S Steel Furniture Company in Brits, dismissed the entire workforce and later rehired others — leaving 300 out of work.

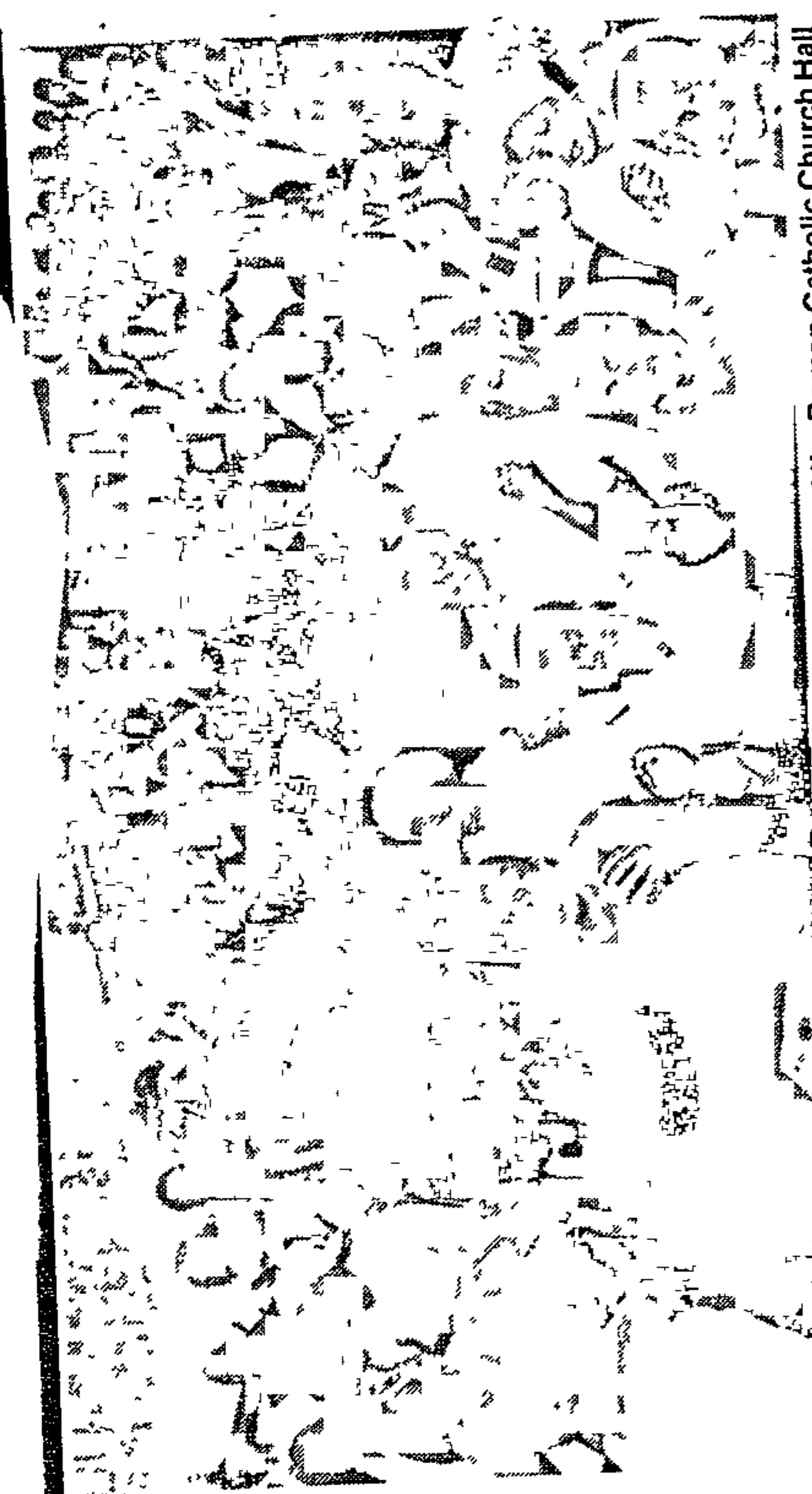
Since that day — September 7 last year — the 300 have been fighting against their dismissal. The case first appeared before the Industrial

Council, which rules that 60 percent of them should be rehired. The 300 rejected this as they wanted all the workers to be rehired. The case has now been taken to the Industrial Court.

During the 10 months these workers have been meeting every day at the Roman Catholic Church Hall, in Brits location

Approaching the hall one is greeted by shouts of "Amandla" and the singing of trade union songs which the workers have composed themselves. Everybody takes part in the singing and anyone who has something to say says it.

A committee of 16



MEETING For the past 10 months these workers have been meeting at the Roman Catholic Church Hall in Brits to give each other courage and help to fight the pangs of hunger

How have the dismissed workers survived for the past 10 months? "We are depending on the sympathy of our neighbours and friends to sustain us, otherwise some of us would have died from hunger. It has been difficult. Some of us had to take our children from schools or send them to relatives. Some of us had to sell our livestock to have money to pay our accounts and buy food," they said.

When I asked whether they ever go to bed without a meal, they laughed at my naivety. "It is not a thing that happens sometimes, but is a frequent occurrence. We no longer get hungry, because you cannot get hungry when you know there won't be any relief," they said.

The workers, who were being unionised by the Metal and Allied Workers Union (Mawu), said they have received little help from organisations outside Brits. In Brits they received assistance from the local churches. They said they would welcome more community assistance to alleviate their plight. "People must not see this as the problem of the people of B & S in Brits, but they must align it with the general workers' struggle for a

fair deal from those who own the means of production," they said. And what are the prospects of them finding employment elsewhere in Brits? "Nil," they said. The committee members said B & S had blacklisted them by telling the Labour Bureau that as they were still locked in a dispute with them, they should not be hired by other companies. Other companies had also been told that they should not be hired as they would unionise their "peaceful" workers, the committee alleged.

One committee member, Mr David Sihlangu, said their strike and subsequent dismissal had broadened their perspective about the "struggle", a work they used frequently. "We are now face to face with the struggle," he said.

Mr Sihlangu said they had expanded their activities and were trying to make other workers in the Brits area aware of their rights. "We have realised that it is only by the workers coming together that they can achieve victory," he said.

The fate of the workers depends on the Industrial Court. But they are confident of victory.

~~140A~~  
Dispute  
called ~~as~~  
as talks  
fail 10/8/83

Labour Correspondents

THE Metal and Allied Workers' Union has declared disputes with three major metal employers after wage negotiations between it and the companies ended in deadlock

In doing so, MAWU has used for the first time a disputes procedure recently adopted by the Metal Industries Industrial Council. If the council cannot settle the disputes, they will be referred to the Minister of Manpower

If the Minister fails to settle it, an industrial court action or legal strike becomes possible

MAWU's general secretary, Mr David Sibabi, said yesterday that the three employers were Anglo American's Highveld Steel, Iscor's Dunswart Steel and Union Steel Corporation (USCOR), where the dispute concerned two of its Vereeniging plants

This follows an earlier MAWU decision to declare a dispute with the Cable Manufacturers' Association, also over wages

The three disputes arise out of negotiations aimed at "house agreements" at the three companies

Although all fall under the metal council, they negotiate separate agreements with the trade unions under its umbrella. These then become legally binding

A spokesman for Highveld yesterday refused to comment on the dispute, saying "We do not comment on negotiations with trade unions"

According to Mr Sibabi, MAWU met Highveld on Monday in an attempt to settle the dispute, but no progress was made

A meeting with Dunswart was also held, but this also ended in deadlock. Another meeting is planned and, if no settlement is reached, the dispute will be referred to the Minister

He added that he had formally notified USCOR that a dispute had been declared. No meetings had yet been held

Recently, MAWU took part for the first time in metal council negotiations at which established unions accepted a Steel and Engineering Industries Federation (Seifsa) offer raising pay by 10c an hour, or 7%, for the lowest-paid workers

MAWU, which had demanded a minimum wage of R2 an hour — an increase of about 40% — rejected this

Labour Reporter

## Loser dissatisfied after union battle

The Food Beverage Workers' Union (FBWU) this week won a struggle for union dominance in the Springs process food division of Irvin and Johnson

Intense inter-union rivalry between the Cusa-affiliated FBWU and Fosatu's Sweet Food and Allied Workers' Union (SFAWU) led to a verification exercise being held on August 9 to determine the representativeness of both unions

The outcome of the exercise, based on signed stop orders, revealed 52.77 percent support for the FBWU and 37.4 support for the SFAWU

At a meeting with the two unions before the exercise, I & J management

emphasised that, while they agreed with freedom of association and collective bargaining, they were prepared to recognise only one union on site. It was for the workers to decide which union should represent them, the group's industrial relations officer, Mr T Brodrick, said yesterday

The meeting was also told that the rivalry between the two unions was disturbing to both the workers and the company and it was proposed that the loser in the verification exercise should bow out gracefully. Only

one union agreed to this proposal

Mr Brodrick said that the outcome of the verification exercise was rejected by the SFAWU representatives who alleged that some workers had been victimised and forced to sign FBWU stop orders. They then requested that a referendum be held among the workers

Neither the FBWU nor management accepted the proposal as the SFAWU had initially rejected a proposal for a referendum in favour of a verification exercise

## 300 workers strike

**MORE than 300 workers at the Asea Electric Plant in Rosslyn have gone on strike over wage demands.**

A source close to the striking employees told The SOWETAN that the cable division workforce downed tools at lunchtime on Monday demanding a weekly pay increase of 28 percent

The workers, represented by the Metal and Allied Workers' Union (Maawu), were originally promised a 40 percent weekly wage increase but management only offered them 12 percent which came into effect as from August 1, one of the employees said yesterday.

He added "We are very disappointed and feel robbed Management promised us an increase of 40 percent a week which was to be implemented at the beginning of this month. We were surprised when we were only given 12 percent last Friday We downed tools after discussing the matter during lunchtime on Monday "

The source also stressed that the workers had vowed to stage a peaceful strike and not to resume their duties until management agreed to give them the outstanding 28 percent "as promised".

(K07)  
Sowetan 2/8/77

140A  
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ROM

# Stop order test in battle for workers

Labour Correspondent

A BATTLE over recruiting at Irvin and Johnson's Springs plant between unions in the food industry affiliated to the Federation of SA Unions (FOSATU) and the Council of Unions of SA (CUSA) has ended in victory for the CUSA union, according to both it and the company.

But the FOSATU union disputes this and says it will make fresh attempts to demonstrate that it has majority support.

These claims follow a recruiting war in which FOSATU's Sweet, Food and Allied Workers' Union was accused of "poaching" members from CUSA's Food, Beverage Workers' Union, which is recognised at the plant. FOSATU has denied this, saying workers had approached it and asked it to recruit at the plant.

On Tuesday I&J held a "verification" test to determine which union had majority support. The test was based on the number of "stop orders" workers had signed for each union, asking the company to deduct union dues on their behalf.

According to a CUSA spokesman and a company statement issued yesterday,

the CUSA union submitted stop orders on behalf of 52,7% of the 450 or so workers at the plant and the FOSATU union on behalf of 37,4%.

But a spokesman for the Sweet, Food and Allied Workers' Union, Mr Chris Dlamini disputed the test's validity and alleged some workers had been "pressured" by foremen into signing stop orders on behalf of the CUSA union.

He said his union had told the company it would approach it soon for a new test, but I&J's statement yesterday implied it would oppose this.

The company said it told the unions before the test it was only prepared to recognise one of them at the plant and suggested that the loser "bow out gracefully".

Mr Dlamini claimed that before the test, Sweet, Food had submitted 245 stop orders to the company, whereas Food, Beverage had submitted only 194.

"Between then and the verification exercise, 94 workers who had signed our stop orders took out Food, Beverage stop orders.

"We have evidence they were pressurised into doing so," he said.

'Closed shop takes knock

Labour Correspondent

THE "closed shop" in the printing industry - which forces workers to belong to the SA Typographical Union - received yet another blow yesterday

Workers at Nampak's Maritzburg factory voted to quit SATU, a statement by the Paper, Wood, and Allied Workers' Union (PWAU) said yesterday

The union said, however, workers were still compelled to pay union deductions to SATU and warned it might take action on this issue

PWAU said the ballot was held because Nampak applied to the industrial council on June 1 for an exemption allowing workers to join the union of their choice.

But it charged that SATU, which is a member of the council, had delayed this application and the ballot, conducted by the company, had been held to "demonstrate to SATU the wishes of the workers at Nampak"

The ballot follows two similar polls at Transvaal factories in which workers voted to quit SATU and join PWAU

According to PWAU, 67% of the workers at the Nampak plant voted to quit SATU. It is understood almost all of these were black workers and that other races had not decided to leave the union

It said the ballot paper had asked workers whether they wished to resign from SATU "in order to be free to join or not join any other trade union"

PWAU also charged that SATU officials had been invited to attend the ballot and address their members, but had refused

PWAU said workers were "furious" because the company was still deducting SATU dues from their pay

~~(1435)~~ (140A)

company-level negotiations

However it seems that most have so far achieved decidedly modest results. Such negotiations are opposed by the Steel and Engineering Industries Federation (Seifsa). It is determined to preserve industry-level wage bargaining at the industrial council and regards plant-level negotiations as a potential threat to this arrangement. The Seifsa view is based on the belief that when collective bargaining takes place at two formal levels, bargaining at one of the levels ultimately becomes irrelevant.

Not surprisingly therefore most Seifsa members seem to have taken a tough stand against company-level bargaining. They are aided by the fact that because of the recession, unions are not in a strong position to press demands.

Senior Seifsa men claim the unions have so far had little success in winning higher increases at company level. *FM* interviews with union leaders appear to confirm this. Some unions say they have managed to negotiate significantly higher pay at a few companies, but concede that so far they do not have much to boast about. They add however, that they have not had much time during the past two months to approach individual companies, but are planning to do so soon.

The Metal and Allied Workers' Union (Mawu) seems to have fared better than most and says it has won rises at a number

### METAL INDUSTRY PAY

### Modest gains only

*FM 12/8/83*

After obtaining annual pay rises of between only 5% and 7% at the metal industries industrial council in May this year, unions said they hoped to get better increases in

~~(1435)~~

of companies. Says one Mawu office-bearer: "I suppose the increases we have gained are significant when one considers that no one else has made such gains. We have been as successful as we could have been during a year such as this." The union is presently deadlocked with some employers over pay increases and plans to approach others soon.

Meanwhile, significant developments appear to be taking place within the local committee of the International Metalworkers' Federation (IMF). Unions affiliated to the IMF include the SA Boilermakers' Society, Mawu, the Steel, Engineering and Allied Workers' Union, the Engineering Industrial Workers' Union and the Radio, Television, Electronic and Allied Workers' Union.

The *FM* understands from some sources that there is growing co-operation between these affiliates. If this is so, it is an interesting development. The unions belong to local union federations — such as the Federation of SA Trade Unions (Fosatu), the Trade Union Council of SA (Tucsa) and the Council of Unions of SA (Cusa) — which have sharply differing ideologies.

Some sources say it is possible that the local committee could become an increasingly effective forum for these unions to devise common strategies — including a more co-ordinated approach towards company-level bargaining.

*FM 12/8/83*



140A 120H 3/8/83

# Company says it knows nothing of a dispute

By STEVEN FRIEDMAN  
Labour Correspondent

THE Metal and Allied Workers Union says it has declared a dispute with a Maritzburg company which could lead to another key industrial court ruling on the obligation of employers to bargain with a majority union

The union says it has declared the dispute with McKinnon Chain (SA) a subsidiary of the American firm, Columbus McKinnon, because the company refuses to recognise it

McKinnon's managing director, Mr D S Samuel, yesterday denied that the company was unwilling to recognise MAWU and added that it was not aware that the union had declared a dispute with it

The threatened action follows two rulings by the court this year which have been seen as backing the view that an employer must negotiate with a majority union

In a statement, MAWU said it had been forced to declare a dispute with McKinnon Chain because of the company's "continued refusal to enter into negotiations on recognition with MAWU, which has been organised at the plant for some three years and represents

a majority of the hourly paid employees"

It claimed the company had made many undertakings to the union that it would give it recognition, but always ended up renegeing on these agreements

The union was now keen to take the case to the court because it had now been established that employers were bound to negotiate in good faith with representative unions

Mr Samuel said however, that McKinnon was in the process of preparing a procedural recognition agreement to be signed by MAWU

He said the Steel and Engineering Industries Federation (Seifsa) had prepared guidelines urging firms to sign these agreements with unions willing to join the Metal Industrial Council. McKinnon would abide by these

"We received them this week and, once we have studied them, will present the union with a document," Mr Samuel said

Meanwhile, MAWU has reached an agreement with a Pinetown firm Ocean Manufacturing on grievances raised during a recent strike by MAWU members, according to a joint statement by MAWU and the company

## Labour Correspondent

POLICE have denied allegations that they are "intimidating" members of the Commercial, Catering and Allied Workers Union (CCAWUSA) — but have not denied any of the specific claims made by the union on Thursday

In a statement CCAWUSA claimed that three of its members at an OK Bazaars warehouse in Johannesburg were raided by police and held briefly. It also alleged that their homes and work places were searched

It said this followed the brief detentions of union shop stewards in Newcastle and Potchefstroom

The union alleged that all the workers whom police acted against were questioned about union activities and that one member was allegedly given electric shock

It accused police of "intimidating" its members and urged the Ministers of Police and Manpower, as well as employers, to act to prevent this

Yesterday police replied to these allegations after the

13/8/83 (15) (140A) (110) RDM (2)

# Talks to be held after walkout

Labour Correspondent

THE Firestone tyre company and the National Automobile and Allied Workers Union are to hold talks next week following a two-day work stoppage at the company's Brits plant this week.

It is understood that workers downed tools on Tuesday, and returned on Wednesday afternoon, in protest over a 5% wage increase granted by

the company

Both union and management confirmed yesterday that a stoppage took place and that talks would be held next week. It is understood they will meet on Tuesday.

Brits has not been regarded as a key centre of worker and union activity in the past. However, both NAAWU and the Metal and Allied Workers Union have been recruiting

workers in the area for some time.

A union source said workers had stopped work on Tuesday because they rejected the increase which, he said, had been awarded without negotiation.

The company confirmed yesterday that it is holding talks with NAAWU on the dispute.

S Tribune 14/8/83

# Breakthrough for Mthobothli

## New Mawu agreement may pave the way for closing the urban-border wage

By BARNEY MTHOMBOTHI

A TRADE union has claimed an important breakthrough by reaching a wage agreement with a factory at Isithebe that will, in the long run, bridge the gap between wages paid to its members in border and other industrial areas.

The Metal and Allied Workers' Union (Mawu) hopes the agreement — the first at Isithebe — will make way for workers in border industries to secure better deals.

One of the attractions to industry of border areas is that industrialists are not bound by any wage determination. This has long been a sore point with the unions.

Mawu, a Fosatu affiliate, signed a wage agreement at arbitration last month with Henedred Preen-

hauf, a trailer manufacturing company, which, in the long-term, will bring the wages of its members at Isithebe in line with those elsewhere.

The agreement covers all the two factories in Natal and two in the Transvaal.

The company had consistently refused to negotiate a uniform deal for all four plants and had insisted that shop stewards negotiate with individual plants.

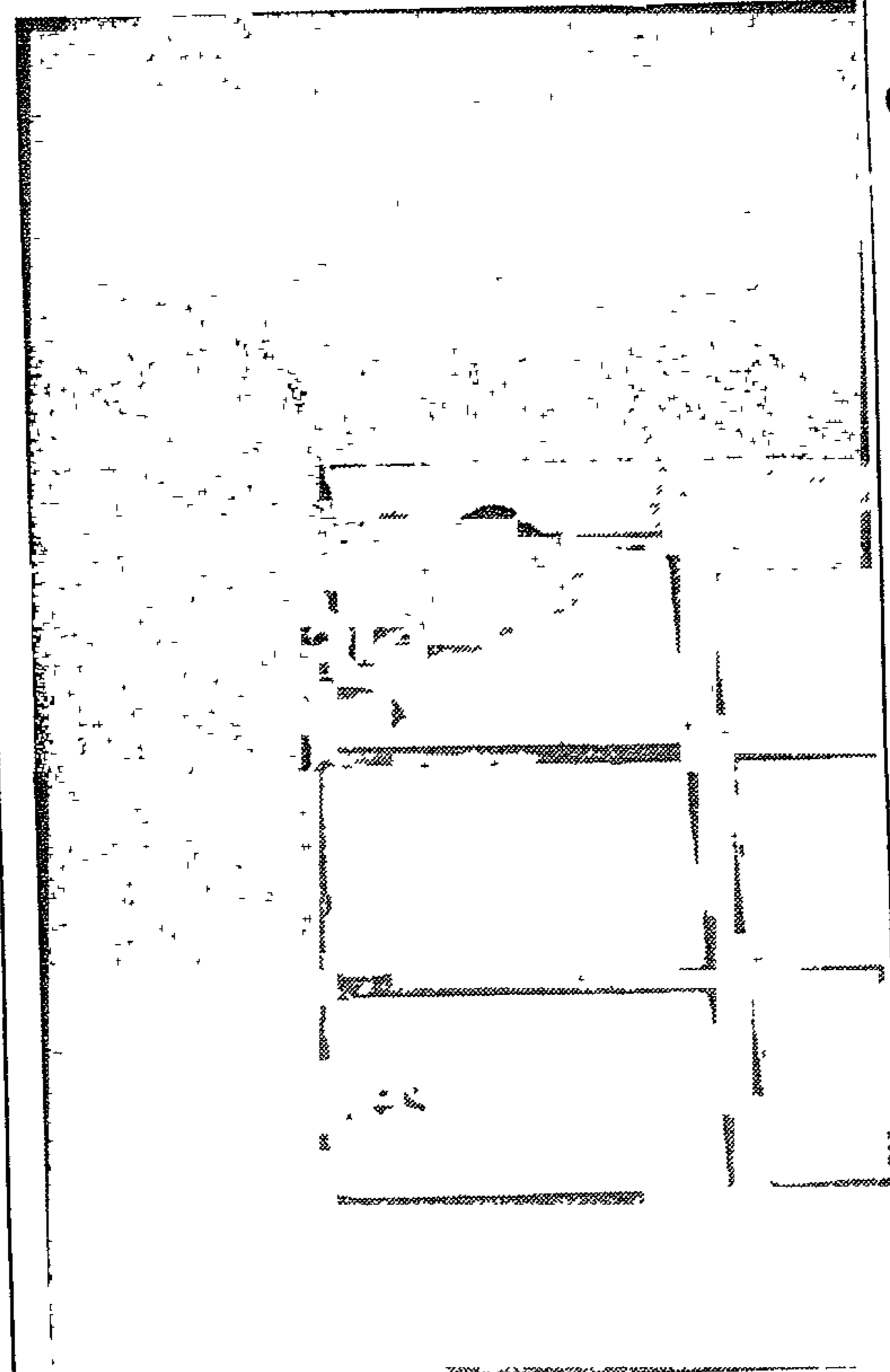
However, when wage negotiations reached deadlock early last month, the parties went to mediation and a nation-wide wage agreement, which also included Isithebe, was reached on July 22 at a meeting attended by shop stew-

ards from all

It was agreed that workers at plants would see a 10 per cent increase to July 1, and an hour in June to bridge the gap between the plants and the plant, the agreed to a

crease of 4c July, and 3c for Isithebe. Mawu had demanded an across the board increase, and wage struck the company throughout

Mawu speaks Mchun Empangeni union representative of close gap as a breakthrough



**TWO days of monkey-ing around in the Durban city centre by a wild vervet ape nicknamed Dan came to an end yesterday after a hectic car chase.**  
The monkey was spotted at the city hall on Friday when a large crowd watched its antics on the building Workshop manager Gerald Govender was driving to work down Ordinance Road when he saw the monkey. He gave chase in his car and cornered the monkey which he then tricked into entering his workshop.  
After it was trapped Mr Govender gave it a bunch of bananas. He said he had named it "Dan" after the manager of the shop.  
The SPCA took the monkey away.

**LABOURER RAPED AND KILLED WIFE OF**

# COM

S Tribune 14/8/83

# Deal for four million

## Mawu agreement may pave the way for closing the urban-border wage gap

By BARNEY MTHOMBOTHI

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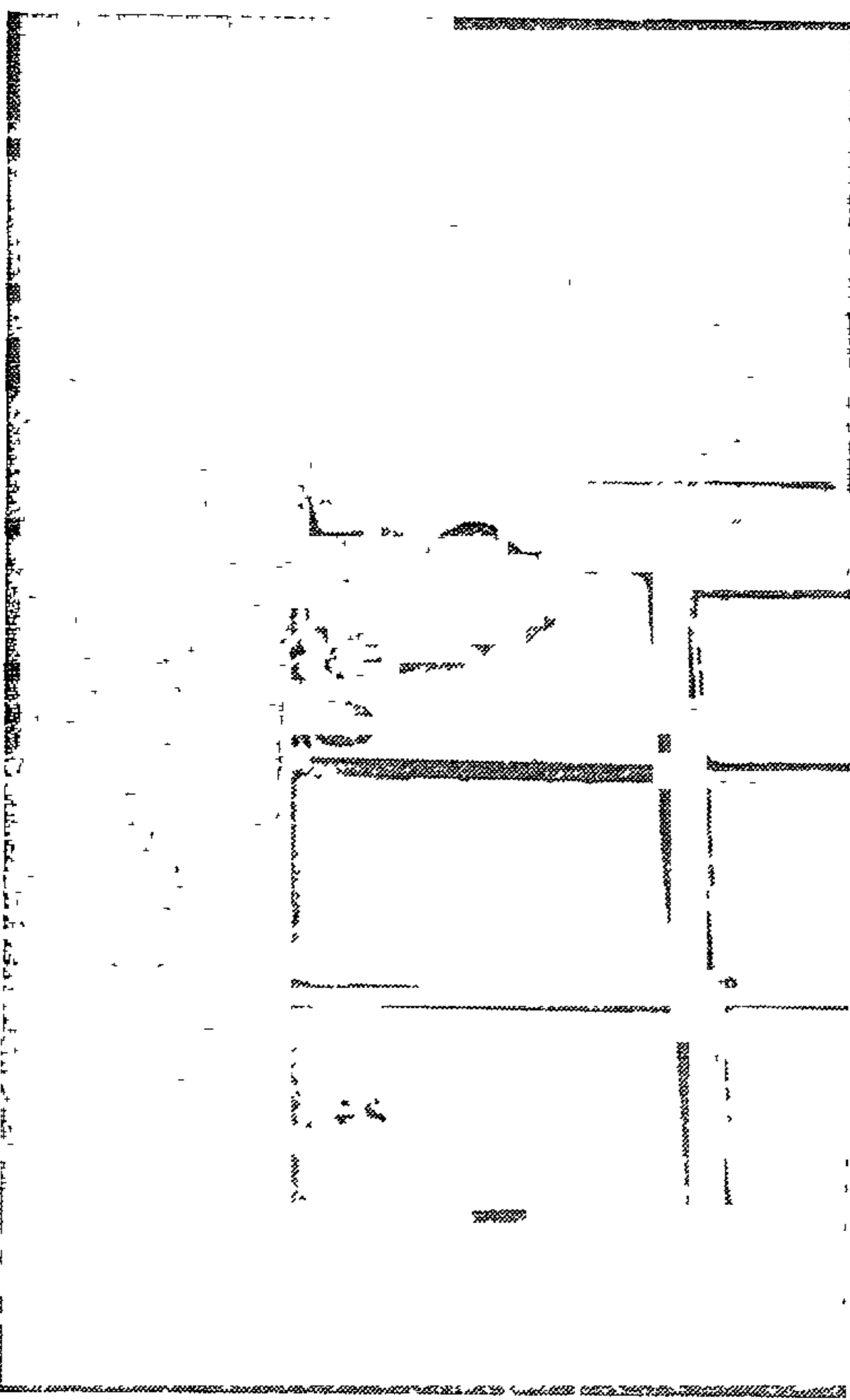
However, when wage negotiations reached deadlock early last month, the parties went to mediation and a nation-wide wage agreement, which also included Isithebe, was reached on July 22 at a meeting attended by shop stew-

ards from all four plants.

It was agreed that workers at the four plants would get a 19c an hour increase backdated to July 1, and another 5c an hour in January. And to bridge the wage gap between the other three plants and the Isithebe plant, the company agreed to a further increase of 4c an hour in July, and 3c in January for Isithebe workers.

Mawu had initially demanded an 80c an hour across the board increase, and for a uniform wage structure for all of the company's employees throughout the country.

Mawu spokesman Willes Mchunu said from Empanzani this week the union regarded the principle of closing the wage gap as a significant breakthrough.



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# Motor unions, employers meet on wages

## Labour Correspondent

A KEY meeting today between motor assembly unions and employers in the Eastern Cape may decide whether the industry will face another major wage dispute this year.

At the meeting of the Eastern Cape motor industry's industrial council, Fosatu's National Automobile and Allied Workers Union will tell employers its members at Ford, Volkswagen and General Motors have rejected a

wage offer which, NAAWU says, would raise minimum pay by an initial 8c an hour.

Wage negotiations in the Eastern Cape motor industry have been turbulent — with two major strikes staged.

Last year, NAAWU withdrew from the industrial council as a result of one such dispute and only rejoined it earlier this year.

NAAWU's general secretary, Mr Fred Sauls, said yesterday employers had begun negotiations by opposing any

increase at all.

Workers rejected this, he said, and employers had then offered a 5c an hour increase for workers at the bottom of the scale, to be followed by a further 15c increase in September.

Workers at the top of the scale were offered an 11c an hour increment.

This offer was also rejected and employers then offered an initial 8c an hour to be followed by further increase of 15c an hour for the

lowest-paid, Mr Sauls said.

He added, however, that mass meetings of workers at the three motor companies had rejected this offer too.

He said the minimum wage laid down in the industry's wage agreement was R2,15 an hour, but that the "real" minimum was R2,30 an hour. The employer offer was, therefore, "negligible" when looked at as a percentage. Employer comment could not be obtained yesterday.

~~Wage talks~~ 6/8/83  
Post Reporter 140A

NEGOTIATIONS over a new wage agreement for the Eastern Cape's motor industry continued in Port Elizabeth today

The latest round of talks was concluded shortly before midday when chairman of the Industrial Council concerned, Mr Henry Ferreira, left for East London without commenting on the state of the negotiations

17/8/83 (22) (137) (140A) (375) 140M

# Motor men set for wage pact

Labour Correspondent

THE Eastern Cape motor assembly industry yesterday appeared on the verge of a wage settlement which will prevent an employer-union clash over wages for at least a year.

It is understood that, at a meeting of the industry's industrial council yesterday, employers made a wage offer which the National Automobile and Allied Workers' Union has agreed to take back to its members.

And NAAWU's leadership is to recommend that workers vote to accept the offer, informed sources said yesterday.

The industry's industrial council met yesterday amid fears that a new wage dispute could be in the offing in the industry, which has seen two big wage strikes over the past three years.

The fears arose because meetings of NAAWU members at Ford, Volkswagen and General Motors had voted to reject an employer offer of 8c/hour in August and 15c/hour in February for the lowest-paid workers.

Neither employer nor union spokesmen were prepared to comment formally on yesterday's meeting. Both said they had agreed not to issue Press statements.

Informed sources said, however, employers had made a new wage offer which provided for three increases — one now, one in February, and one next August.

It is understood they would raise minimum pay by 40c/hour. The current minimum is R2,15, although most workers at the bottom of the scale earn R2,30/hour.

The sources said the increases would ensure that minimum wages would rise by a higher percentage than the expected rise in the inflation rate over the next year.

This would meet NAAWU's demand that this year's increase compensate for the rise in the cost of living and that the industry begin to raise real wages again as soon as possible.

The offer will now be put to workers and their answer will be known by Friday.

It is expected, however, they will endorse the union leadership's suggestion.

204 18/8/83 140A

# Glass plants recognise union

## Labour Correspondent

THE Chemical Workers Industrial Union, a member of the Federation of South African Trade Unions, has won recognition from three plants in the Plate Glass group in various parts of the country, a union statement announced yesterday

According to the statement, the three companies are Plate Glass in Germiston and the Shatterprufe Safety Glass plants in Pretoria and Port Elizabeth

According to the CWIU, workers at the Port Eliza-

beth plant were previously represented by Tuca's Glass Workers Union but resigned and joined CWIU when "they heard about (CWIU's) progress in glass factories in the Transvaal"

Comment from Plate Glass could not be obtained yesterday as the group's executive in charge of industrial relations was not available

According to the union, all three agreements accord the union full recognition, including full collective bargaining

rights on wages and working conditions

CWIU says the Plate Glass agreements are the first it has won in the glass industry since it merged with the Glass and Allied Workers Union, another Fosatu union, late last year

Besides wage bargaining rights, the agreements also cover recognition of shop stewards, access for organisers, stop order facilities, and procedures for handling grievances, discipline, retrenchment and disputes, according to CWIU



# Workers, employers sign deal

Labour Reporter  
925 (17/8/63)

Three recognition agreements in the glass industry have been signed between the Chemical Workers' Industrial Union and companies in the Plate Glass group

The Fosatu-affiliated union recently completed the agreements with the companies in Germiston, Pretoria and Port Elizabeth

A statement by the CWIU said the agreements covered the recognition of shop stewards, access for organisers in the factories, stop-order facilities, procedures for handling grievances, disputes, discipline and retrenchments

They allowed for full collective bargaining rights on wages and working conditions

The union scored a triumph in the Port Elizabeth plant of Shatterprufe when the majority of the workers left the Tucsa-affiliated Glass Workers' Union to join CWIU after being informed of the union's successes in the Transvaal

# An extra R1,3m a month <sup>140A</sup> ~~150~~ by next August <sup>E Post 19/8/83</sup>

By LOUIS BECKERLING  
Business Editor

**A WAGE agreement that will put an additional R1 3 million a month into motor workers' pay packets by August next year has been approved by employers and unions in the Eastern Cape's motor manufacturing industry.**

Union consent to the new agreement, negotiated by the Industrial Council of the Automobile Manufacturers Industry Eastern Cape was transmitted to employers today according to a spokesman

In terms of the agreement the increases will raise pay levels by 12% to 14% over a 12-month period for most workers — and up to 17,4% in the case of the lowest-paid workers currently in employment. They will be phased in over three instalments

Hourly rates of pay at the lower levels will be raised by 10c with immediate effect (backdated to August), by a further 15c in February next year and a further 15c in August next year, for a total increase over three instalments of 40c an hour

Increases for the remaining seven grades vary from 10c an hour up to 16c for the top grade (backdated to August) a further 21c in February and a further 21c in August — for a total of 58c an hour over the three instalments for the highest-paid workers

This means that over a 12-month period the absolute minimum wage paid in the industry in the Eastern Cape will rise from R2,30 an hour to R2,70 — or 17,4%. Assuming a 200-hour month, this increase translates into additional gross take-home pay of R80 a month

At the higher levels, an aggregate increase of 58c an hour over the same period has been agreed, which, a spokesman said, would add about R120 a

month to the take-home pay of these workers

Assuming an average of R100 a month extra for workers in the industry and a total workforce of about 13 000, the effect of the agreement will be to inject an extra R15,6 million a year into the economy of the Port Elizabeth-Uitenhage metropolitan area within the next year — an infusion which will considerably enhance the prospects of an economic upturn

"We can only hope that retailers in the area respond by buying our products," commented a motor manufacturing executive

The agreement was negotiated within a surprisingly short period, requiring only five meetings between Epama (the Eastern Province Automobile Manufacturers' Association), SAISAW (the SA Iron and Steel and Allied Workers' Union) and Naawu (the National Automobile and Allied Workers Union)

Negotiations began in July against a background of deadlock and strike action at that same time last year when unions insisted on shifting minimum wages from about R2 to R3,50 over an 18-month period

Employers balked at the prospect and, in the ensuing deadlock, plants were temporarily shut down as a result of strikes. A unilateral 20c increase was announced and workers eventually returned to work

Under the circumstances the latest agreement would appear to meet both parties more or less halfway, and the Evening Post understands that all parties to the agreement regard it as "reasonable under the cur-

● Turn to Page 2

STICHTOAA WOTKERS  
FOR CAR  
Bridges boost in pay

symposium would be shortly in Johannesburg where the RDAC discuss development consider with agricultural the implementation of the conservation on in the region to boost

resolution was also at the congress ask the Department of Agriculture to investigate the tape and shortcomings present drought assistance scheme congress also resolved to the Government for for an adequate supply and for storage facilities for fodder the importance of build-dams was emphasised areas where farmers requested this

## Mother and six newborn babies fine

BLANKENBERGE, Belgium — Sextuplets born to a Belgian nurse on Wednesday night are all in perfect health, Mr Andre Dezutter, director of the Queen Fabiola Maternity Hospital, said last night

He said the babies, five boys and one girl, were about six weeks premature and each weighed between 1,3 and 1,5 kilograms

Mr Dezutter said he believed the babies were the first sextuplets born in Belgium — Sapa-Reuter

## Death of ex-mayor 'natural'

CAPE TOWN — A former Mayor of George, 64-year-old Dr Francois Heunis, whose body was found in a ditch on the grounds of the Stikland Hospital this week, died of natural causes

A spokesman for the hospital said although the results of a pathological examination had not yet been released the police did not suspect a crime

Dr Heunis was last seen at the hospital on Tuesday — Sapa

## Big pay boost for motor workers

From Page 1  
rent economic circumstances'

Unregistered Macwusa (the Motor Assemblers and Component Workers Union) is not a party to the Industrial Council agreement just negotiated, but the new wage structure would be extended to all, according to a spokesman

Some comments today on the new agreement were

● Mr Fred Ferreira, chairman of Epama "Considering the present economic conditions in South Africa I think this is a very equitable agreement"

● Mr A O "Ollie" Rademeyer, director, industrial relations, VW (SA) Pty Ltd "We are satisfied that this is a very fair award to the employees"

● Mr Tony Gilson, director of the Port Elizabeth Chamber of Commerce "I understand that wages in the industry in the Eastern Cape are already high in comparison with the rest of the industry I would therefore hope that the new agreement is not going to make the local industry less competitive than it apparently already is"

Spokesmen for the two unions involved — Mr Henry Ferreira, general secretary of SAIWA (and also chairman of the Industrial Council concerned), and Mr Freddie Sauls, general secretary of Naawu — were not available for comment at the time of going to press

## Denies SA bombing denials

in Lisbon yesterday in its southern provinces African air raids and on the Pretoria Govern-

to the media here, the African denials that itsamba in Mexico Prov-

are worthless," the em-the bombing) is there to

On Monday South Africa formally denied Angolan charges concerning the alleged bombing

Echoing charges carried by the Angolan national news agency, Angop, earlier in the week, the statement said massing of South African troops in southern Angola represented a "growing danger" and issued an international plea that pressure be brought to bear on South Africa

Reports from Luanda, the Angolan capital, quoted unidentified officials as saying a 10 000-strong force of South African soldiers, foreign mercenaries and Angolan rebels were grouping in Cunene and Kuando-Kubango provinces for a push north towards Luanda — Sapa-AP

# DOMESTIC SPECIAL



## PO van hijacked two brothers found guilty

Post Reporter  
TWO brothers were convicted on a robbery charge by a Port Elizabeth Regional Court yesterday after the hijack of a post office delivery van carrying R13 000 pension money outside a Uitenhage post office earlier this week  
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# 250 shun overtime in wage dispute

140A 2004  
19/8/83

## Labour Correspondent

ABOUT 250 workers at an Anglo American subsidiary G and W Base and Industrial Minerals, have been refusing to work overtime since the beginning of this week in support of wage demands the Chemical Workers Industrial Union (CWIU) said yesterday.

A CWIU spokesman, Mr Ephraim Tshabalala, said the company and union were due to meet again today in an attempt to break the deadlock.

He said workers were demanding a R2 an hour minimum wage, but that the company would only offer a 10c an hour rise, which would bring the minimum to R1,28 an hour.

When asked for comment, a company representative said information about the dispute was "confidential" and only two management men could comment on it. Both were unavailable.

Mr Tshabalala said that, after an initial deadlock over wages, CWIU had asked the company to allow the union to examine its books to test company statements that it could not afford the increase.

He said G and W had agreed and that an examination of the books had revealed reserves of R4-million-R5 million.

"We take this to mean the company had enough money to meet workers' demands, but G and W still refused to increase its offer," Mr Tshabalala said.

As a result, workers had decided at a general meeting last weekend to ban overtime at the plant.

This had come into effect on Monday, when all the company machines were switched off at 3pm.

2018/83 (210) (140A) (143) (144) (145) (146) (147) (148) (149) (150) (151) (152) (153) (154) (155) (156) (157) (158) (159) (160) (161) (162) (163) (164) (165) (166) (167) (168) (169) (170) (171) (172) (173) (174) (175) (176) (177) (178) (179) (180) (181) (182) (183) (184) (185) (186) (187) (188) (189) (190) (191) (192) (193) (194) (195) (196) (197) (198) (199) (200)

# Motor workers accept wage offer

By STEVEN FRIEDMAN  
Labour Correspondent

WORKERS in the turbulent Eastern Cape motor assembly industry have voted to accept an employer wage offer which, their union says, will raise minimum pay by 18,5% over the next year.

This means that there is unlikely to be any repetition of the wage unrest which has plagued the industry in recent years — at least until the next wage negotiations in August next year.

Earlier this week, employers offered workers three wage increases — to come into effect this month, in February and next August —

which Fosatu's National Automobile and Allied Workers' Union agreed to take back to members.

The union said it would recommend to workers that they accept the offer.

Yesterday, a NAAWU spokesman, Mr Les Kettle-das, said mass meetings of workers at Ford, General Motors and Volkswagen had voted to accept the offer. He added that the union would notify employers of this in writing.

NAAWU believes the employer offer meets its demand that this year's increase should compensate workers for the rise in the

cost of living. It says it will seek new increases aimed at raising workers' real wages when the economy improves.

The present minimum in the industry is R2,15 an hour, although unionists say that almost all workers are paid a minimum of R2,30.

Mr Kettle-das said yesterday that the wage increase workers accepted would be backdated to August 1 and that workers would therefore receive three weeks' back pay as well as the increase.

He added that the worker decision meant that the next wage negotiations in the industry would take place in August next year.

● A report in yesterday's Rand Daily Mail on a recognition agreement between the Metal and Allied Workers Union and Mather and Platt quoted a union spokesman as saying the agreement made provision for union mass meetings.

However, a company spokesman said yesterday that there was no such provision in the agreement.

He added that the company believed a noteworthy feature of the agreement was that MAWU had agreed to use the Metal Industrial Council's dispute procedures should there be a deadlock in negotiations at Mather and Platt.

□ □ □ ~~429~~ ~~140A~~ ~~425~~

A DISPUTE on the East Rand has highlighted a labour issue which is attracting growing attention — union demands that employers disclose financial details about their companies

ROM  
2/8/83

In many negotiations, employers argue that they must retrench workers or resist pay rises because of the financial state of the business

Unions are arguing that, if employers say this, they must be prepared to produce their books to justify claims — a view which is consistent with American labour law

Many employers oppose this, but some are agreeing to disclose information. An industrial court test of the issue may be inevitable at some point

Last week came news that an Anglo American subsidiary, G and W Base and Industrial Minerals, had agreed to disclose its books to Fosatu's Chemical Workers' Industrial Union

This exercise revealed another gulf in perceptions between workers and their employers

CWIU claims the books showed the company had substantial reserves, but that it nevertheless refused to raise its wage offer

Employers reply that a company's reserves have nothing to do with the ready cash it has and thus its ability to pay workers. Unions believe these reserves can be used to pay workers

More may well be heard of this issue too in the future

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# Sacked workers go to court

Sowetan  
22/8/83

THE 300 Brits workers who have been unemployed since being fired by their company, B and S Steel, 10 months ago, will today put their case before the Industrial Court.

The Metal and Allied Workers' Union (Mawu) which represents the workers will tell the court that they were fired because they had shown interest in the union. This happened after some work-

~~180~~ By PHIL MTIMKULU ~~185~~

ers had approached Mawu for help last year in April

When management heard of efforts to unionise the workers it made efforts to stop them

## DISMISSED

When a shop steward's committee of 12 was elected all the mem-

bers were summarily dismissed. This led to work stoppage to get the workers reinstated. They were reinstated on condition they did not serve on the committee. But when the shop stewards asked for the union to be recognised, problems arose. Eventually on September 7, all the workers were fired and only those who did not

belong to the union were rehired

The workers are going to ask the court to declare their dismissal unfair and unlawful and to be reinstated in their jobs. They are asking for a huge amount in back pay and costs for legal action

The Industrial Court has never awarded costs in all the cases it had decided. Already one union which had a decision granted in its favour

by the Industrial Court but was not granted costs, is appealing against the latter part of the judgment

Since their dismissal the workers have been meeting daily at the Roman Catholic Church Hall to give each other moral support. Life for them has been a perpetual struggle. They are depending on friends and relatives for contributions in order to keep them going

ROOM 23/8/83

# Arbitrator is called into Putco wage dispute

140A

By STEVEN FRIEDMAN  
Labour Correspondent

WAGE talks between the Putco bus company and two unions representing the company's black workers are deadlocked and the dispute will now be settled by an arbitrator.

A Putco spokesman, Mr Pat Rogers, said yesterday the company was waiting for the unions, the Transport and General Workers' Union and the Transport and Allied Workers' Union, to name an arbitrator who will decide what increase black workers at the company should receive.

Putco is offering workers an increase of R4 a week, backdated to July 1, and a further R3 for the first six months of next year. It says it will negotiate further in November on an end-of-year increase.

The unions, who initially demanded an increase of R65 a week, are now demanding R30. According to the TGWU, the minimum wage is R65 a week.

The decision to refer the dispute to an arbitrator was

taken because Putco is an "essential service" and it is illegal for its workers to strike.

It allows an attempt to settle the dispute by mediation. Two mediators were called in to bring the two sides together, but were unable to do so.

The negotiations began in May.

The unions originally made 16 demands on issues ranging from wages to health and safety and maternity leave, but Putco said it was not prepared to offer any increase and that its managing director favoured a wage cut.

After negotiations, the unions and the liaison committee decided to reduce their demands to four and their wage demand to R30 a week.

Putco replied with its R4 offer and the two sides deadlocked.

The TGWU has claimed that Putco, despite announcing a loss of R1 300 000 in the second half of 1982, is in a "very sound" financial position.

It says the tax Putco paid in the second half of 1982 reflects that it made a profit of more than R6-million, that it has paid this amount in dividends to shareholders and that the net value of its assets has continued to rise.

It says Putco usually argues that commuters will have to pay higher fares if workers win substantial increases, but that it is wealthy enough to pay much higher wages without raising fares.

But Mr Rogers reiterated that the company had sustained a loss of more than R1-million and said the state of the economy made it impossible for it to increase its offer.

He said Putco had offered to negotiate further on the increase for the first six months of this year, which could be improved if the economy had improved by that stage.

"In the present economic downturn, the company's main priority on the labour front is to avoid any retrenchments," Mr Rogers said.



1978/83 RDM (NDA) (177) (177)

# Metal workers score three successes

8

Labour Correspondent

THE Metal and Allied Workers Union yesterday won recognition at an Elandsfontein plant and has also signed a dispute procedure with two Barlow Rand plants, one of which was recently the scene of a strike, a MAWU spokes-

man said yesterday

The spokesman, Mr Moses Mayekiso, said the union had signed a full recognition agreement with Mather and Platt at its Elandsfontein plant which, he said, employed more than 200 workers

He said the agreement al-

lowed the union to negotiate on all matters affecting workers at the plant and also introduced a meeting procedure which would allow for union mass meetings

At two Barlow Manufacturing plants, at Kew and Alrode, a dispute procedure had been finalised and recogni-

tion negotiations were continuing

Mr Mayekiso said the two plants employed about 1 000 workers

Barlow Manufacturing's Kew plant was recently the scene of a bitter strike which was finally resolved after talks between the two sides

1410A

# PRESS STATEMENTS



S A L D R U  
SCHOOL OF ECONOMICS  
I. C. T.

## MAWU INVOLVED IN FURTHER DISPUTES

MAWU has declared a dispute with BICC's, Scottish Cables one of the biggest employers in Pietermaritzburg over the company's recent refusal to negotiate wage rates with the union for its members employed at the factory.

When negotiations for the Cables sector broke down at industry level the Scottish Cables Board of Directors agreed to negotiate at plant level with MAWU. However they have now reneged on this agreement

'We are aware that much pressure was brought to bear on the company – most probably from the other cables manufacturers like Siemens and Asia. However we thought that the company would have resisted such interference in their own affairs and would have honoured their undertakings to us We are very angry', said Mr Geoff Schreiner MAWU Branch Secretary.

The union has also recently declared disputes with four other factories McKinnon Chain, CYC Engineering, Gedore Tools and WB Camerons

At McKinnon Chain MAWU intends approaching the Industrial Court for an order with costs compelling the employer to negotiate bone fide with the union which is representative at the plant

'This factory has a despicable record It's only consistency has been its persistent efforts to frustrate union recognition We have a list of their unfair labour practices as long as your arm,' said Mr D Mbanjwa, Pietermaritzburg local organiser

At WB Camerons in Jacobs a Barlows subsidiary where MAWU members were recently involved in a number of stoppages over wage increases, the union has now been forced to declare a dispute on the matter of wages again because the company's offer of 9 cents per hour was rejected by MAWU's members at the plant It is understood that the union will be conducting a strike ballot on this matter within the next few weeks Another aspect of the dispute which the union intends to challenge in the Industrial Court is the Company's failure to supply reasonable information regarding its financial standing to enable the union to bargain collectively over wages

At Gedore Tools a German subsidiary in Pinetown, MAWU is seeking an interim order for reinstatement of 10 members who were retrenched by the company without consulting the union. This has clearly been established as an unfair labour practice where a union is sufficiently representative at a plant The Company has refused to consider seriously union representations on the matter up until this point.

The dispute at CYC Engineering concerns the company's refusal to supply free overalls and boots for the protection of its employees at its plant in Pietermaritzburg

On the positive side the union recently signed its 17th local recognition agreement with Prestige, Pietermaritzburg The agreement gives full plant based bargaining rights to MAWU and the two parties will begin wage negotiations within the next few days.

23.8.83

# 250 refuse overtime

Sowetan 24/8/83 (1404)

ABOUT 250 workers employed by G and W Base Industrial Minerals in Wadeville have resolved to stop working overtime following a deadlock in wage negotiations at the plant.

This decision was taken at a meeting yesterday of the Fosatu-affiliate, the Chemical Industries Workers' Union which has also declared a dispute with the company following the deadlock.

"We engaged auditors to examine the company's financial position and it was found that they have about R5-million in excess. The company later explained that the money was used to build another plant elsewhere.

The union's meeting at the weekend resolved that workers at the factory should stop working overtime as a sign of protest. Another meeting is to be arranged where workers' support will be discussed.

The union's secretary, Mr Ephraim Tshabalala, told **The SOWETAN** yesterday that since the negotiations started during April management had shown "no concern for our demands".

At first they asserted that they did not have money to increase the workers' wages. After some pressure was brought to bear on them they offered an increase of 10c per hour.

The workers were not satisfied with the offer and demanded a minimum increase of R2 per hour. The management disputed this and claimed that they had not made any profit.

The company's industrial relations manager, Mr B Richards said although management

had no recognition agreement with the union they were prepared to discuss with them.

He confirmed that most workers have not been working overtime. The company was doing its best to resolve the matter and will talk with shop stewards today.

"It is unfortunate that the workers have taken this kind of decision when the country's economy is gloomy. We cannot dictate to workers but we will do our best to solve the matter," Mr Richards said.

# PE union gets rights for 21

ABOUT 21 contract workers in Port Elizabeth have been given permanent city rights in a country-wide movement by trade unions to get their members these rights in terms of the Rikhotso ruling.

In a much larger campaign, about 300 applications for Section 10

(1) (b) rights have been filed with the administration board in Mooi River, Natal

The 21 workers, employed by Timber Industries, were given the rights after an active trade union campaign in the factory

Since the historic

*Sowetan* 24/8/83  
judgment in which the Supreme Court ruled that migrant workers who had worked for one employer for more than 10 years were entitled to Section 10(1)(b) rights, trade unions have been pushing employers to assist in getting their workers urban rights

On a much larger

scale, a similar campaign has been conducted by another Fosatu affiliate, the National Union of Textile Workers at Mooi River Textiles in Natal

Meanwhile on the Reef the Black Sash has charged that Wrab was still refusing to grant these rights to workers

*WDA*

# Crucial test case for unions in the offing

By STEVEN FRIEDMAN  
Labour Correspondent

**IN WHAT** could become a key industrial court test case, the Metal and Allied Workers' Union has declared a dispute with one of Maritzburg's biggest employers, Scottish Cables.

The dispute arose over the company's alleged refusal to negotiate wages with MAWU outside the official industrial council system — an action which has never been contested in court before.

MAWU announced yesterday it had declared disputes with five companies in the Durban and Maritzburg areas. A dispute can lead to an industrial court action or legal strike.

MAWU said it had also declared a dispute with CYC Steel and Engineering of Maritzburg over its "refusal to supply free boots and overalls for the protection of its employees".

A company spokesman, Mr Lawrence Nathan, confirmed the dispute but declined to comment further.

A third dispute, it said, had been declared with a Pine-town firm Gedore Tools for allegedly retrenching workers without consulting the union. MAWU says this "has been clearly established as an unfair labour practice" where a union is representative.

A company spokesman declined to comment, but said Gedore was not aware a dispute had been declared.

The Scottish Cables dispute is taking place against the background of a dispute between MAWU and the Association of Electrical Cable Manufacturers.

In the wake of metal industrial council wage negotiations, the association awarded increases similar to those negotiated at the council. MAWU rejected these and declared a dispute with both the association and some of its members.

MAWU said Scottish Cables had agreed to bargain directly with it on wages but had then "renege".

It charged that "much pressure" had been brought to bear on the company,

"probably" from cable firms.

But MAWU's Natal secretary, Mr Geoff Schreiner, said he had expected Scottish Cables "to have resisted such interference in their own affairs and to have honoured their undertaking".

The company's managing director, Mr Harold Dixon, said Scottish Cables was unable to pay more than the increase conceded by the employer association — from 12c to 21c an hour.

He defended the association's stance, saying MAWU had demanded 40c an hour.

Mr Dixon said wage levels at cable plants were "significantly above" those in the main metal wage agreement and the industry faced "a major reduction in demand for their products" and "an escalation in imports".

The increases granted were, therefore, the most the industry could afford.

He said Scottish Cables' wages were above "the cable industry norm" and the company had also taken steps to cushion the effect of the recession on workers.

## Naawu begins housing plan

THE National Automobile and Allied Workers' Union (Naawu) has launched a housing and education scheme for members.

The union's president, Mr Jury Harris, said the union had received feedback from its membership that money currently in the union's benefit fund should be fed into these important areas

The housing scheme is the first such involvement by a black trade union in the housing crisis

"We do not want to go the way of most other benefit and pension funds which just invest money to the benefit of the bosses and financial institutions," Mr Harris said

He added: "We want to put our money where it will help members and the community"

Initially, education bursaries will be available for the dependants of members in standards nine and ten only and will be awarded as from the 1984 school year

He believed that bursaries were most needed in standards nine and ten and after these standards a student could go on to technical training or university where many bursaries were available.

The scheme would be continually revived to ensure that the interests of workers were catered for and to ensure that they were not just creating a class to exploit the "mothers and fathers"

The union has also decided to use its benefit funds to help members in getting homes. In so doing it is following the lead of many overseas unions

# Barlow firm to recognise union

By STEVEN FRIEDMAN  
Labour Correspondent

A PINETOWN subsidiary of the giant Barlow Rand group has signed a preliminary recognition agreement with the Metal and Allied Workers' Union and agreed that it will negotiate with the union on wages and work conditions outside the official industrial council system once a full agreement is signed.

This means the company, Thos Barlow and Sons (Natal), is ignoring the policy of the Steel and Engineering Industries Federation — which is against any wage bargaining outside the council system — as several other Barlow Rand companies have done.

The agreement also means that MAWU now claims to have signed formal recognition agreements with 18 companies in the southern Natal area.

Earlier this week, the union announced it had won recognition from Maritzburg metal firm, Prestige.

In a statement yesterday, the company, which deals in caterpillar tractors, announced that the agreement had been signed.

It said it was the result of "several months of negotiations between the company and the union" and that it granted the union access to the plant as well as representation rights for its shop stewards.

The company said it saw the agreement "as an important event in the development of sound industrial relations between it and the union".

# Workers down tools over pay

Sasetau 25/8/83

140A

BY PHIL MTIMKULU management

ABOUT 450 employees of Firestone tyre company in Brits downed their tools on Tuesday after a deadlock following two weeks of negotiations between the company and the National Automobile and Allied Workers' Union (Naawu).

The latest stoppage follows a previous stoppage two weeks ago when the workers rejected an increase imposed by management. But they returned to work when their union started negotiations with

The workers have finally rejected management's offer of a productivity based increase. They are demanding an immediate increase to be followed by a further increase to be given if the workers achieve an agreed-upon productivity target.

The union has contacted the national office of Firestone with the view to further negotiations on the current dispute. All Fosatu affiliated unions have been kept informed of the progress of the negotiations.



As bus tickets jump by 12,5 percent . . .

# PUTCO FARES PROTECTOR

**WORKER and community organisations are planning a mass campaign against the latest Putco bus fare increases.**

Anger has greeted the 12,5% fare hike effective from September 26 in Johannesburg and on September 1 in Pretoria.

Meetings between organisations have already taken place and more are scheduled, City Press was told yesterday by Soweto Civic Association leader ~~Isa~~ Mogase and transport campaigner Mohammed Dangor.

The General and Allied Workers' Union and the 100 000-member Council of Unions of South Africa (Cusa), have already indicated that in principle they will support the mass campaign.

Trade union and community leaders have pointed out that workers will be worst hit by the fare increases and that they come when black people are being badly affected by joblessness and rises in the cost of living.

Slamming the fare increases, Gawu and Cusa noted they have also come at a time when the price of fuel has dropped - which means that Putco now has lower operating costs.

Cusa pointed out that workers from its Transport and Allied Workers' Union (Tawu) and the Fosatu-affiliate Transport and General Workers' Union have been locked in a wage dispute with Putco.

The company is offering its workers a wage increase which is only a fraction of the 12,5 percent increase in fares it is now going to demand from commuters, according to union sources.

Cusa said Putco should have postponed the increase - or at least reduce it - following the petrol price cut.

The 12,5 percent hike, coupled with increasing retrenchments of workers, the recent increase in rail fares and other rises in the cost of living, would make the position of workers "even more disastrous", said Cusa.

Putco PRO Pat Rogers says Putco will pass on the benefits of the fuel price drop to commuters as soon as possible - but will have to apply to the National Transport Commission before it could do so.

But Cusa has rejected this line of thinking.

"Putco is able to increase its fares quickly enough when it wants to," says Cusa leader Pirosshaw Camay. "Why can't it drop its fares as quickly?"

Mogase said Putco should appreciate that it relied on the goodwill of black people.

"We have made it the empire that it is," he added.

CP Reporter

City Press  
28/8/83

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# First black worker wins lung disease case

By SHAUN HARRIS  
THE R109 former textiles worker John Hlela will receive a month's pay to help feed his wife and four children, but nothing can save him from the crippling effects of "brown lung" disease.

Mr Hlela has become the first black to win compensation for the recently scheduled occupational disease.

Now that brown lung has been recognised as a hazard for textiles workers, thousands of claims could follow the decision to award Mr Hlela compensation for the life-sapping disease.

Until recently sufferers of brown lung were thought to have contracted asthma or other chest ailments and were treated accordingly.



JOHN HLELA  
Life-sapping illness

ies about 100 had symptoms of the disease," he said.

According to Mr Copelyn, the symptoms of brown lung are similar to other bronchial diseases such as tuberculosis, and for this reason doctors have failed to detect it in the past.

This happened to Mr Hlela. He said that three years after he began working in the spinning department of Natal Thread, a textiles company in Hammarsdale, his chest began to tighten up and he had difficulty breathing.

## Grateful

But Mr Hlela's case has thrown the crippling disease into the spotlight.

"I'm grateful for the money I will receive every month, but my health is ruined.

"I cannot even do part-time jobs to earn extra money and my wife will not be able to work until our baby is older," he said at his house in Mpumalanga Township, near Durban, this week.

Mr Hlela made history when the National Union of Textile Workers used him as a test case to claim compensation for brown lung, a disease caused by unrefined cotton dust.

The union, which is affiliated to the Federation of

South African Trade Unions, won the case when the Bureau for Occupational Diseases accepted that Mr Hlela was 70 percent disabled and ruled that he should be paid compensation.

## Symptoms

According to the general secretary, Mr John Copelyn, the union is working on about 20 claims for compensation made by workers who have contracted the disease.

He said since the union had begun a brown lung campaign 18 months ago an alarmingly high percentage of cases had been discovered.

"Out of 800 workers we investigated in textiles factor-

## Collapse

"Sometimes I would collapse at work and have to be carried outside before I could breathe properly again," he said.

He saw several private and company doctors and was told he had asthma, he said.

He became increasingly ill, often spending several days off work, until Natal Thread fired him for absenteeism in 1980.

Besides the R109 Mr Hlela will receive a month, he was also awarded back payment of more than R1 000.

Mr Copelyn said the problem with brown lung as an occupational disease was that it was not specifically catered for in health and labour regulations.

He said Mr Hlela was only the second person in South Africa to be awarded compensation for the disease.

The first claim was made by a white foreman in East London nearly 10 years ago, he said.

SAW 29/8/83

~~FILE~~ (ICOR) ~~FILE~~ ~~FILE~~

# Sigma retrenches 341 more workers

Pretoria Bureau and Labour Reporter

The Sigma Motor Corporation in Pretoria will retrench a further 341 black workers this week, says a company spokesman

This brings the total number of workers retrenched by Sigma since the beginning of 1982 to 1 220, which is more than the figure for any other national motor company.

"The latest retrenchments come into effect on Friday," said Mr Leon Shirley, the company public relations officer

Sigma was retrenching staff in response to the economic downturn. The company did not expect a speedy recovery from the recession

All workers being retrenched would be given a pro rata bonus and at least one month's salary

The retrenchments had been made on a "last in, first out" basis but Sigma had retained those workers who possessed certain skills

Sigma negotiated with the National Automobile And Allied Workers' Union (NAAWU) last April to work an effective five-day week

The union is in favour of working short time rather than accepting retrenchments

By mutual agreement there have been sparse retrenchments in recent months but these were

made to the satisfaction of Sigma and the workers "Losing 341 men at one time is something entirely different," said a union spokesman

The workers met at the weekend and resolved to place before management alternatives to the retrenchments. Management and workers are to meet this afternoon

## OTHER FIRMS

Spokesmen for the various motor companies in the country revealed that

● General Motors had retrenched a total of 650 workers, including 540 in September 1982 and 110 last January

● Volkswagen had retrenched 499 workers, including 316 in 1982 and 183 this year. The company has been working various forms of short time since November 1982

● Datsun, which retrenched 50 workers between August and September 1982 and a further 102 in January, had recently agreed to re-employ 130

● Toyota had retrenched 102 people in December 1982 and had not worked short time since 1979. The company did not foresee further retrenchments this year

● Ford had retrenched 503 workers in August 1982 and there had been no further lay-offs to date. The company had worked a four-day week last April

JECT INDEX

# Sigma to retrench 341 in Pretoria

Sowetan

29/8/83  
MEDIA

THE Sigma Motor Corporation in Chrysler Park near Pretoria is to retrench 341 workers with effect from September 2, the company's director of public relations, Mr Leon Shirley, told The SOWETAN last week.

The workers, all from the manufacturing division, will be laid off because of the declining sales in the Peugeot and Colt models, he explained.

Mr Shirley said his company had discussed the issue with the Motor and Allied Workers' Union (Mawu) and that an agreement had been

reached whereby employees will be laid off on a "last-in first-out basis".

He further assured workers of compensation in the form of redundancy payments of "not less than a month's salary, leave pay, and an annual bonus worked out on a pro rata basis".

And from a supplementary benefit fund, "the only one of its kind in any South African motor corporation" Sigma will further assist workers with payments of 70 percent of their normal wages.

However, Mawu's na-

tional organiser, Mr B R Msiza, denied that any agreement had been reached with Sigma. He said the company had held talks with the shop stewards and his organisation was against the retrenching of workers.

"We have made it clear to Sigma that we still have to discuss the matter with all members and that we are reserving comment," said Mr Msiza.

A meeting of Mawu members was to be held on Friday night at the Mamelodi Community Centre to draw up a strategy.

**Cripple ...**

# Unions no to UDF at this stage'

CAPE Times 30/8/84

By PHILLIP VAN NIEKERK Labour Reporter

FOUR leading trade union groupings have decided at this stage not to join the United Democratic Front (UDF) or any other groups campaigning against the new constitution and the "Koornhof Bills"

However, the groupings — the Federation of South African Trade Unions (Fosatu), the General Workers' Union (GWU), the African Food and Food and Canning Workers' Unions (AFCWU and FCWU) and the Cape Town Municipal Workers' Association (CTMWA) — have reiterated their support for all "progressive" organizations opposed to the new constitution and other apartheid laws

## 'Top priority'

Mr Johnson Mpu-kumba, national president of the GWU, said the GWU was still busy with the formation of a new trade union federation, which was their top priority at the moment

"This is not to say we reject the UDF, which we would consider joining if we had a mandate from our members," he said "We wholeheartedly support any organization which is progressive and democratic and we are prepared to assist in their campaign"

Mr Joe Foster, general secretary of Fosatu, said their unions had members who supported a large number of political organizations To

side with just one organization would divide Fosatu's membership

"While we are encouraging our members to take part in progressive community organizations, we are not as an organization prepared to affiliate to the UDF at this stage — though our executive will consider their approaches," he said

Mr Foster said the big tasks ahead for Fosatu were trade union unity and the development of working-class leadership

## Encouraged

The AFCWU and FCWU said in a statement yesterday that they supported the UDF's stand and encouraged their members to take part in campaigns against the new constitution and other apartheid laws

"However, our first responsibility as a union is to the workers, and their foremost need is a federation which can unite workers' organizations and organize unorganized workers. Till this is done, it won't be possible for the working class to take the lead in the struggle for one united, democratic South Africa"

Mr John Erendzen, general secretary of the CTMWA said that to retain their unity, and in view of the impending federation, the workers had decided not to join the UDF or any other body opposing the constitution, though individual members were encouraged to play an active role

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# Metal unions drive hard on dispute routes

30/8/83 140A RDM

SOME metal employers might be hankering for the good old days when emerging unions boycotted the official disputes machinery

Fosatu's Metal and Allied Workers Union has clearly embarked on a strategy of using this machinery — with gusto

It has declared disputes with five Natal companies over a range of issues

Add to this its dispute with the Association of Electrical Cable Manufacturers, cable firms Siemens and Asea, and with Dunswart, Highveld and Union Steel, and the impression that MAWU has decided the procedures provide a useful weapon is inescapable

Most of the disputes, which could lead to mediation, industrial court action or legal strikes, centre around wages. Three have wider significance

At Barlow Rand's W B Cameron, MAWU is threatening the second legal strike by black workers in seven years

(Whether it will go ahead is unclear; the company says the dispute has been referred to mediation)

MAWU may also turn the dispute into the long-expected industrial court hearing on whether employers can refuse to disclose financial information to unions

In its dispute with Scottish Cables, the union is threatening court action on the company's unwillingness to bargain on wages, after the employer association to which it belongs granted workers an increase

This, too, could have important implications for labour relations law

And MAWU has also declared a dispute with a Natal company over its alleged refusal to supply protective clothing to workers — another sign of growing union interest in safety

A feature is that several of the disputes have been declared in terms of a new disputes procedure set up by the Metal Industrial Council

This is a further sign of MAWU's willingness to use council machinery, which is confirmed by a recent recognition agreement at Mather and Platt which provides for disputes to ultimately be referred to council machinery

Equally notable is that the unregistered General Workers Union has declared an official dispute — with a Cape Town company

Whether this is a temporary tactic dictated by the recession may depend on the extent to which unions believe they have gained from using the machinery, so the progress of the disputes will be watched with interest

# Forced on to Pill to keep jobs unionist

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Pretoria Bureau

Employers are forcing their women workers to use contraceptives, according to a leading trade unionist

They are doing so to avoid paying maternity leave benefits, said Ms Khosi Maseko at a meeting of Pretoria women workers whose unions are affiliates of Fosatu

Addressing more than 200 women in Soshanguve on maternity and child care for the working mother, Ms Maseko said women who fell pregnant were given three months maternity leave "but we are not guaranteed our jobs back"

She said employers at most factories demanded that women employees should use the pill and other means of contraception, to avoid paying leave benefits

"For fear of losing our jobs we are using these contraceptive methods, despite the side effects they have on us. Some women experience delayed return to fertility while others remain permanently sterilised," she said

Most employers did not grant pregnant women paid leave to attend antenatal clinics. Such clinics operated only on weekdays

Ms Maseko also ac-

cused factories of making women work under poor conditions, such as being exposed to dangerous chemicals. They were made to carry heavy goods or forced to stand most of the time. This led to spontaneous abortion

She said employers were not making provision for pregnant women to be transferred to departments where they could do light work

"Most children are no longer breast-fed, because women are forced to go back to work immediately after childbirth"

This, she said, left thousands of children suffering from malnutrition

# 4 unions say no to UDF

FOUR leading trade union groupings have decided at this stage not to join the United Democratic Front (UDF) or any other groups campaigning against the new constitution and the "Koornhof Bills"

However, the groupings — the Federation of South African Trade Unions (Fosatu), the General Workers' Union (GWU), the African Food, and Food and Canning Workers' Unions (AFCWU and FCWU), and the Cape Town Municipal Workers' Association (CTMWU) — have reiterated their support for all "progressive" organisations opposed to the new constitution and other apartheid laws

Mr Johnson Mpu-kumba, national presi-

dent of the GWU, said the GWU was still busy with the formation of a new trade union federation, which was their top priority at the moment

"This is not to say we reject the UDF, which we would consider joining if we had a mandate from our members," he said "We wholeheartedly support any organisation which is progressive and democratic and we are prepared to assist in their campaign"

Mr Joe Foster, general secretary of Fosatu, said their unions had members who supported a large number of political organisations. To side with just one organisation would divide Fosatu's membership. "While we are encouraging our members to take part in progressive community organi-

sations, we are not as an organisation prepared to affiliate to the UDF at this stage — though our executive will consider their approaches," he said

Mr Foster said the big tasks ahead for Fosatu were trade union unity and the development of working-class leadership

The AFCWU and FCWU said in a statement on Monday that they supported the UDF's stand and encouraged their members to take part in campaigns against the new constitution and other apartheid laws

"However, our first responsibility as a union

is to the workers, and their foremost need is a federation which can unite workers' organisations and organise unorganised workers. Till this is done, it won't be possible for the working class to take the lead in the struggle for one united, democratic South Africa"

Mr John Erendzen, general secretary of the CTMWA, said that to retain their unity, and in view of the impending federation, the workers had decided not to join the UDF or any other body opposing the constitution, though individual members were encouraged to play an active role — Sana

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# Naawu, Sigma try to crack deadlock

By TOM GWEBU

THE National Automobile Allied Workers Union (Naawu) and Sigma Motor Corporation management will meet again today in an effort to resolve the issue of 431 workers due to be retrenched tomorrow.

Two meetings held this week between both parties ended in deadlock. Mr Leon Shirkey, director of public relations for the company, yesterday said there were problems and he would only issue a statement tomorrow —

the day retrenching would be effected

Organising secretary of Naawu, Mr Roy Msiza said Sigma had made certain proposals to his union but these had not been accepted. Management had said that the retrenchments were inevitable due to the economic climate prevailing in the country.

"Naawu in turn made proposals to management among which were a four-day working week or shorter working hours. My union is against the laying off of

workers under any circumstances," said Mr Msiza.

## Terror charge

MR SIPHIWE Wilfred Makhathini (26), and Mr Nthokozisi Nobleman Shezi (18), appeared in the Pietermaritzburg Supreme Court yesterday on charges of terrorism and unlawful possession of machineguns, grenades, ammunition and explosives.

Proceeding.

KOP

# Sigma workers decide to put off strike action

Pretoria Correspondent  
More than 600 Sigma Motor Corporation employees in Pretoria, who had unanimously agreed to stop working for an hour today in protest against planned retrenchments, changed their minds and turned up for work as usual this morning.

The original strike plan was formulated at a meeting held yesterday at the Mamelodi Community Hall.

Officials of the National Automobile and Allied Workers' Union (Naawu) informed workers at the meeting that the company management had reduce the number of re-

trenchments from 341 to 245.

But the employees decided not to start work at 7 am this morning to show their "resentment at the intended retrenchments".

But everything appeared normal at the giant car manufacturing plant between 7 am and 7 30 am today and it is suspected that an urgent meeting last night between Naawu officials and Sigma management helped to defuse the situation.

Workers at the factory had asked the union to inform the Sigma management that they would

prefer to work a shorter week rather than face retrenchment.

They complained that their credibility as workers "would be spoiled by the recurring retrenchments". The workers also said they would find it hard to get compensation from the Unemployment Insurance Fund or to find other employment.

The union told workers that all suggestions would be brought before the management.

Naawu officials and members of the Sigma management were locked in a meeting today and neither could be reached for a comment.

Men who hacked

employees at the Frametex Mill, that union which showed it had the support of the majority

However, in March and April this year management told the union that recognition was being granted to the TWIU, an affiliate of the Trade Union Council of SA (Tucsa). The NUTW disputed management's claim that the TWIU had obtained majority support at the mill and brought a successful Industrial Court action temporarily restraining management from recognising the TWIU. A feature of that case was the evidence produced by the NUTW alleging that Frametex employees were persuaded, intimidated and coerced by certain members of management and an appointed liaison committee, to join the TWIU.

#### Conciliation

The group has strongly denied these allegations and has opposed the union's application to the Minister of Manpower for the establishment of a conciliation board. The Minister has still to announce a decision on this application, but meanwhile the Industrial Court order restraining Frame management from recognising the TWIU has expired.

About two weeks ago, following an unsuccessful late application to the court by the NUTW for extension of the order, management appeared intent on formally recognising the TWIU. The NUTW alleges that within hours of the court's decision not to extend the order, Frametex management informed employees that the TWIU would be recognised. However, it now appears that pressure from NUTW has resulted in management delaying a decision on recognition, pending the outcome of the Supreme Court hearing.

Two important issues will be raised before the court. Firstly, the NUTW wants to hold the group to the promise it says it received from a member of management about recognition last year. Oral evidence on this issue will be heard. Secondly, the NUTW is seeking a Supreme Court review of the Industrial Court's decision not to extend its order restraining the group from recognising the TWIU.

FM  
2/9/83

### LABOUR DISPUTES 2 (140A) NUTW's court action

The National Union of Textile Workers (NUTW) has launched a court action which could have an important impact on its efforts to be recognised by the Frame group. An urgent application by it against the group and the Textile Workers' Industrial Union (TWIU) is due to be heard in the Natal Supreme Court next week.

The recognition battle between the NUTW and Frame is one of the most significant labour disputes in SA this year (Leaders August 5). The NUTW, an affiliate of the Federation of SA Trade Unions (Fosatu), claims it received an undertaking from a senior member of management last year. This was that the group would recognise as the sole collective bargaining representative of its weekly-paid

(11/2)

(Paul Learning)

## LABOUR DISPUTES 1 A new strategy

140A

The Metal and Allied Workers' Union (Mawu) continues to live up to its reputation as one of the most tough-minded unions in SA. Between 1979 and 1982, it was involved in more strikes than any other union, according to a recent report on industrial action.

In fact, the report — compiled by industrial relations consultants Andrew Levy and Associates — revealed that Mawu was involved in twice as many strikes as the union which was runner-up in the strike stakes.

Given the sorry state of the metal industries, and employers' difficulties in meeting black workers' pay demands, it is not surprising that Mawu's members still display a willingness to resort to industrial action. But in recent months the union has begun to make increasing use of new dispute-settling machinery provided by the metal industries industrial council.

One implication of this appears to be that Mawu regards the council's dispute-settling machinery as extremely useful. But it does complain that some employers are either reluctant to accept mediation, or are ignoring the dispute settling procedures and not arriving at meetings.

It has declared disputes with five Natal companies, as well as with the Association of Electric Cable Manufacturers, two cable firms plus Dunswart, Highveld Steel, and Union Steel.

Declaration of a dispute can lead to me-

Financial Mail September 2 1983

mediation arbitration legal action through the Industrial Court or the holding of a legal strike

A variety of issues are involved in these disputes. Most involve wages, but one may culminate in an Industrial Court hearing about whether an employer has an obligation to disclose financial information to unions. In another, there may be a challenge through the court over a company's unwillingness to negotiate wages after the employer association to which it belongs had granted workers an increase. A feature of another dispute is the alleged refusal of an employer to provide protective clothing to workers. The union also complains that cable industry negotiations were concluded prematurely, with the union not being given time to report back to its members.

Some employers may have been startled by the union's new strategy. However, a spokesman for the Steel and Engineering Industries Federation of SA (Seifsa) says employers in the industries would obviously prefer employees to resolve disputes through official procedures. Therefore, he says, Mawu's increasing use of the procedures is being viewed as a positive development.

9/83

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SALDRU  
SCHOOL OF ECONOMICS  
U.C.T.

# PRESS STATEMENTS



## RETRENCHMENTS AT SIGMA

NAAWU does not agree with the present retrenchment taking place at Sigma. While the Union appreciates that Sigma management has, as a result of union representation cut the number of people to be retrenched from 341 to 237, we believe that these retrenchments should have been avoided by working more short time than has thus far been the case.

The retrenchments, coming as they do near the end of the year, will place a major strain on those workers and their families who will definitely not experience any Christmas cheer.

2.9.83

## MAWU IN TWO FURTHER WAGE DEALS

THE Metal and Allied Workers Union recently concluded two wage deals with W.B. Camerons in Jacobs and Prestige SA in Pietermaritzburg.

Both companies are members of the enormous Iron and Steel Employer Organisation, SEIFSA, which up until now directed all its affiliates not to negotiate with trade unions at plant level.

These two agreements follow a number of others recently concluded by the union after its members had rejected the 7 per cent across the board increases from the Industrial Council and after the Union had been mandated by its members to seek a living wage through negotiations at factory level.

The effective increases of 24 per cent and a R90.00 per week living wage negotiated with W.B. Camerons was only achieved after protracted and intensive negotiations as well as the use of a mediator.

The union also held a strike ballot at the factory where 93 per cent of its members indicated that they would take industrial action against the company if the company did not come closer to meeting their demands.

Also included in the W.B. Camerons deal, a subsidiary of Barlows, was an undertaking from the company to supply all reasonable and necessary information to the union in the event of further negotiations. This agreement was a sequel to a statement by MAWU alleging that the company's earlier refusal to supply financial information, was an 'unfair labour practice' and would be tested in the Industrial Court.

The wage deal with Prestige SA a subsidiary of the multinational prestige group extends the recent industrial council awards by 80 per cent for the majority of employees and brings the minimum starting rate up to R90.00 per week.

The increases which will be backdated to July follow on shortly after a full recognition agreement was signed between the parties - negotiations for further increases have been scheduled for November.

'After the hopeless negotiations at the Industrial Council in July we said we would go back to the plant level to push for increases,' said Maxwell Xulu, Natal

(140A) (33) (192)

# Sigma cuts retrenchments from 341 to 237

3/9/83

By ANTON HARBER

SIGMA Motor Corporation has reduced by nearly a third the number of workers it is to lay off at its Silverton plant at Pretoria after discussions with the National Automobile and Allied Workers Union (Naawu) and "mindful of the Prime Minister's appeal to industrialists not to retrench workers".

But Naawu has issued a statement saying it does not agree with the retrenchments which will place a major strain on workers and their families and which "should have been avoided".

Sigma announced last month that because of the weakening motor market, it would retrench 341 workers. But yesterday, Sigma's director of human resources, Mr S S Lemmer, said only 237 workers would be paid off.

The earlier decision had been reviewed after discussions with Naawu and "mindful of the Prime Minister's appeal to industrialists not to retrench workers", Mr Lemmer said in a statement.

The motor industry as a whole was experiencing a weakening demand, which did not warrant the higher production volumes originally anticipated for the second half of the year, and Sigma had had to revise production schedules.

"Sigma has no option but to implement its retrenchment programmes as amended with effect from September 2," he said.

The lower number of retrenchments was still not acceptable to Naawu, "but it is not practical for us to reduce this number any further," he added.

Mr Lemmer pointed out that the retrenched workers had been identified by applying the "last-in-first-out" principle, as agreed with Naawu, though shop stewards and workers with scarce skills might be retained.

He stressed that each worker would receive redundancy pay of not less than one month's wages, leave pay, and a *pro-rata* share of the year-end bonus.

In addition, Sigma would ensure that those who qualified by service would receive payment from the corporation's supplementary unemployment benefit fund.

The Naawu statement said they did not agree with the move.

"While the union appreciates that Sigma management has, as a result of union representation, cut the number of people to be retrenched from 341 to 237, we believe that these retrenchments should have been avoided by working more short time than has thus far been the case.

"The retrenchments, coming as they do near the end of the year, will place a major strain on those workers and their families who will definitely not experience any Christmas cheer," the statement said.

# Township rent rise: Union 'concerned'

Labour Reporter

THE Food and Canning Workers' Union has expressed concern about the increase of rents in Mbekweni township, Paarl, saying it is "an impoverished community that cannot afford added financial burdens"

The union has about 600 members in the township, a number of whom were arrested last week when they marched to the Administration Board offices in protest against the rents increase

A total of 167 people appeared in the Paarl Magistrate's Court on Thursday, charged with taking part in an illegal gathering, alternatively failing to disperse when ordered to do so

The general secretary of the FCWU, Mr Jan Theron, said that Mbekweni residents had been hard hit by unemployment and severely affected by the coloured labour preference policy

"Hundreds of people have been laid off from the textile and canning industries in the past year. Most of the canning workers cannot even claim unemployment benefits because they are classified by the Minister of Manpower as seasonal workers

"Many Africans cannot work anywhere else but in the textile and canning industries because of the coloured labour preference policy," Mr Theron said

More than 2 000 canning workers in the Paarl-Wellington district have been laid off in the past year and more than

500 have been retrenched from the local textile factory

The general secretary of the Textile Workers' Industrial Union, Mr Norman Daniels, estimated last year that "more than 1 000 unemployed textile workers were walking the streets of Paarl"

Most house rents in Mbekweni have been increased by about R2, while rates for sites have been increased by R1,50

"The Mbekweni community is desperately poor. It cannot afford further financial burdens," Mr Theron said

# Retrenchments of workers at Sigma cut by over 100

Sigma Motor Corporation has agreed to trim its original retrenchment of black workers at its Pretoria plant from 341 to 237.

Sigma said the new retrenchment figure was still not acceptable to the National Automobile and Allied Workers Union (Naawu) but it was 'not practical for us to reduce the number of retrenchments any more.

Sigma said it had decided to review the retrenchment figures because of the Prime Minister's appeal not to retrench workers.

Buoyant conditions which prevailed in the motor industry during the first half of the year had shown a consistent decline in recent months.

As a result Sigma had had to revise its production schedules and reduce its labour force. It had recently introduced several new models and while they were meeting expectations the motor industry was experiencing weakened demand.

It now seems the expected economic upturn will materialise only during the second half of 1984, Sigma said.

All retrenchments came into effect on Friday.

Sigma has ensured that all retrenched workers will get redundancy pay of not less than one month's wages, leave pay and a pro-rata share of the year-end bonus.

Those who qualify by

service will get payments from Sigma's Supplementary Unemployment Benefit Fund.

Sigma said it would also help workers get Department of Manpower benefits.

Naawu said "While the union appreciates that Sigma management cut the number to be retrenched we believe that these retrenchments should have been avoided by working more short-time than has been the case.

"The retrenchments coming as they do near the end of the year will place a major strain on those workers and their families, who will definitely not experience any Christmas cheer."

## End is nigh for Knysna's 3-strong elephant herd

Pretoria Correspondent

When the last great tusker in the Knysna forests dies — and it will be quite soon now — the world's southernmost elephant will be extinct.

There are three elephants left in these forests on the Eastern Cape coast. They are living proof of the jumbo-sized problem facing conservationists in Africa.

To Africa the elephant is like the canary in the miner's cage, warns an article in the latest conservation magazine to be published in South Africa, "Environ" — and the warning bird is dying before our eyes.

There is simply not

enough space for them. One by one the animals disappear.

"In Africa the elephant is one of the first to go," says Mr Graham Ferreira, editor of the magazine.

Elephants within protected areas soon have their own population explosion, and then their pressure on the environment becomes unbearable. Culling is the only answer in many cases.

Unless a concentrated international drive to curb the rising human birthrate takes place soon it will be too late.

"To this end a heavy responsibility rests on the shoulders of social, political and religious leaders to face the problem and decide what is to be done.

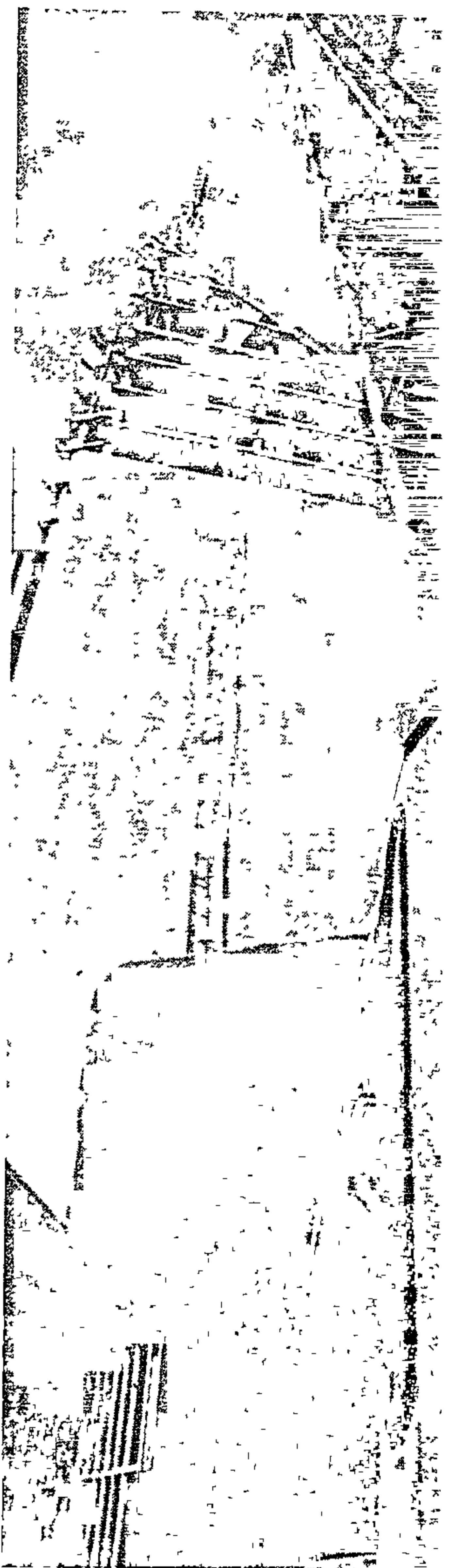
## Flight is delayed by ownerless luggage

A Boeing 737 en route from Cape Town to Johannesburg was delayed for 15 minutes at Bloemfontein's JBM Hertzog Airport yesterday while security personnel searched all luggage on board.

The South African Airways flight was delayed after it was discovered that a piece of luggage in the hold was "unidentified".

An SAA spokesman, Mr JC van Rooyen, said today a standard security check was conducted before the flight was due to depart for Jan Smuts.

"Luggage belonging to a passenger who missed the flight was discovered and security personnel carried out a check. It often happens that the number of baggage items registered do not corre-



The blue and white walls of the Anglo American Property Services' spectacular building in Diagonal Street will be keeping their sparkle.

A special gondola from which the windows will be cleaned was hoisted to the top of this futuristic building at the weekend.

Johannesburg traffic police closed a section of

## School for 'Dur

East Rand Bar

Police are searching for a 16-year-old girl who has been missing for more than two

Surita Mulder was seen at her Brent



various speakers will and remote rather than needs

# Union says firm could save jobs

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WHILE the National Automobile and Allied Workers Union (NAWU) appreciates that Sigma management has decided to cut the number of workers to be retrenched to feel the retrenchments could however have been avoided by working more short time than has been the case

Sigma Motor Corporation originally intended retrenching 341 workers but after union representation the number was cut down to 237. The union says the retrenchments coming as they do near the end of the year will place a major strain on the workers

and their families who will definitely not experience any Christmas cheer

Sigma said it was reducing the number of the retrenched workers because of union representation and because of the Prime Minister's appeal to industrialists not to retrench workers

The motor industry as a whole is experiencing a weakening demand which did not warrant the higher production volumes originally anticipated for the second half of the year

Sigma will give the retrenched workers redundancy pay of not

less than one month's wages leave pay and a pro rata share of the year-end bonus. Those who qualify by service would receive payment from the corporation's supplementary unemployment benefit fund



Mr Ephraim Tshabalala

## People's Poll

THE Prime Minister, Mr P W Botha, has announced November 2 as the date on which South Africans will tell the Government in a referendum whether they support the new constitutional proposals.

Blacks have been excluded from participation in the new proposals. Coloureds and Indians have been included to some extent,

causing division in these groups over whether to participate or not.

We now want to know from YOU what your views are. This is why we will run our own "People's Poll". You must tell us what you think

The "People's Poll" will give you that opportunity. Watch out for details of "People's Poll".

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# Recession was not <sup>Star</sup> the reason for Nampak closure — PWAU

6/9/83

By Carolyn Dempster,  
Labour Reporter

Restructuring and not the recession had led to the closure of Nampak Polyfoil in Industria and the impending retrenchment of 90 workers at Nampak Conical, the Paper, Wood and Allied Workers' Union (PWAU) has alleged

Workers with up to 36 years' service are being told by the Nampak Group that their services are no longer required, says PWAU, "while at other Nampak factories overtime is worked on a regular basis and casuals are taken on regularly"

The small operation of Nampak Polyfoil in Industria, which employed 21 people, was shut down last Friday

"Now it appears as if the operations of Nampak Conical in Industria are being run down and the company plans to retrench more than 90 workers out of a workforce of about 130," said a union spokesman

Workers demanded to know what was happening when they saw machines being moved. Only when they confronted management were they

told that "three-fourths of the workforce would be retrenched"

"The workers have since discovered that management has known since at least May that the Nampak Liquid Packaging Division was to be restructured," said the spokesman

One employee with 26 years' service commented "I've given all my strength to this company and now I'm thrown out like a rag"

Employees are also angry that management did not inform them of the retrenchments, although the union is recognised and has an agreement governing retrenchment procedures

"We cannot appreciate the company's action," commented the spokesman "A company as large and profitable as Nampak must surely be able to accommodate 90 employees. Nampak's profits went up by more than 16 per cent last year. It is not fair to us that retrenchment is 'unavoidable' — in the words of the much-publicised Barlow Rand employment code"

Nampak's industrial relations manager was not available for comment

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7/9/83

# Mawu has earned a formidable reputation

At last count the Metal and Allied Workers Union (Mawu) was in the throes of 13 disputes, had signed 11 recognition agreements in nine months, and was seeking the highest Industrial Court settlement yet for unfair labour practices — plus the reinstatement of 249 Brits workers retrenched almost a year ago.

But the situation changes rapidly

"I don't like to contact the Press with news of every development," shrugs Mr David Sebabi. "Union officials simply do not have time"

Even in the fluid and dynamic arena of labour relations, Mawu has already earned a formidable reputation — not least because it is willing to push hard for its members in times of a recession

Mawu is neither a young, nor emergent union. It has been in existence for 10 years. But, bound by restrictive labour legislation before 1979, it found itself with barely the room to breathe, let alone manoeuvre

Faced with a formidable foe in the guise of the Steel and Engineering Industries Federation (Seifsa), the biggest and most powerful employer organisation in the country, Mawu's initial decision to keep away from the Industrial Council and negotiate at factory level was understandable

As a small non-racial

ment pressures and the union took its case to the Industrial Court on the basis of allegedly unfair labour practices

The R850 000 the union is demanding is the biggest claim yet. The B and S workers have also set an example of what union unity can mean in the face of enormous odds, and have met every day for the past 11 months to discuss day-to-day survival tactics

On February 20 this year, the union took another major step in its decision to join the Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry

After nine years of negotiating outside the Industrial Council and a continuing battle for recognition with Seifsa, it seemed to many that the union had finally capitulated

Instead, observers regard the decision as a skilful and strategic countermove by Mawu

Now Mawu not only has a presence on the council but it also reserves the right to negotiate for higher wages at factory level — no matter what minimum is negotiated at Industrial Council level with Seifsa

This year Mawu rejected outright the employers' increases of between 10 and 21 cents an hour and took the battle to the factory floor. Events over the past month have

One of the largest and fastest-growing unions in the fold of the Federation of South African Trade Unions is the Metal and Allied Workers Union (Mawu). It has been at the forefront of some significant developments in the labour relations field recently. Labour Reporter CAROLYN DEMPSTER spoke to general secretary Mr David Sebabi.

unregistered union, vulnerable to attacks, Mawu's main priorities were to build up strong shop floor support and organisation in the factories, says Mr Sebabi

Strict adherence to these governing principles began to pay off after the Wiehahn Commission findings when the small union was given the legislative latitude to organise — and subsequently also decided to register

In the space of two years from 1979, union membership rose from about 100 members at a handful of factories to more than 10 000 workers at companies country-wide

Today, says Mr Sebabi, the union membership stands at 20 000 on the basis of stop orders, but conservative estimates put the figure at about 40 000 and expanding fast

The majority of Mawu's members are unskilled workers who are particularly susceptible to retrenchments, and to many of them a strong union represents protection

Mr Sebabi willingly admits "Retrenchments have been our major problem this year, with 5 000 Mawu members already forced into the growing pool of unemployed workers"

But this does not mean the union is not willing to fight back

Just under a year ago, 900 workers at B and S Engineering and Steelbrite in Brits were collectively dismissed shortly after the union began operating at the firm

When the company began selective re-hiring, 300 Mawu members refused to bow to manage-

shown just how serious they are about tackling employers through the structured channels

"The employers seem to be sticking to Seifsa's perspective. In many cases it gives us no alternative but to declare a dispute," says Mr Sebabi

Deadlocks over wage issues led to disputes at Highveld Steel, Dunsward, USCO, the Association of Electrical Cable Manufacturers, Siemens and Asea cable firms

Last week the union's Natal branch declared disputes at Scottish Cables — for refusing to negotiate wage rates, at McKinnon Chain, where the union intends approaching the Industrial Court with costs compelling the employer to negotiate bona fide with the union, at CYC Engineering because of the company's refusal to supply free overalls and boots for the protection of its employees, at Gedore Tools over the reinstatement of 10 retrenched workers, and at WB Camerons, a Barlows subsidiary, because of dissatisfaction with the wage increases offered

But whatever happens at the cutting edge, Mawu has also had its successes

It secured a position on the Metal Industries Pension Fund Board in May this year and has been using its influence to bring about a number of changes in the composition and structure of the board

In addition to the high tally of recognition agreements, Mawu has succeeded in persuading some employers to give full plant-based bargaining rights to the union

20/7/77

KOP

# Nampak replies to union criticism

By Carolyn Dempster,  
Labour Reporter

Employees at Nampak Polyfoil and Nampak Conical Containers in Industria were retrenched because of rationalisation at both plants, a spokesman for the Nampak group said today

The workers had already been told that while every effort would be made to place redundant staff in neighbouring Nampak operations this was unlikely because of the economic situation, he said

The statement was made after severe criticism of Nampak by the Paper Wood and Allied Workers Union which alleged that the retrenchments were not unavoidable

## WORKERS TOLD

A decision to close Nampak Polyfoil was taken on July 29 and the plant's 29 workers were told that the plant would close by the end of August, the spokesman said

The workers received individual advice on the amount of retrenchment pay they could expect under Nampak policy and, although the Nampak Polyfoil management did not have a recognition agreement with the union, they agreed to discuss compensation

In addition jobs were found for four employees and management gave the undertaking that no one with equivalent qualifications would be recruited on the Industria site in August

At Nampak Conical Containers, where the union claims workers were kept in the dark over retrenchments, management said the workers were told of the retrenchments and switch to a one-shift operation in October

More than 90 employees at Conical are expected to lose their jobs

The spokesman could not explain why overtime was still being worked on some Industria sites nor why Nampak Liquid Packaging had recruited additional workers

# 3-week strike at Firestone ends

By PHIL MTIMKULU  
THE three-week long strike at Firestone ended on Wednesday when agreement was reached between the National Automobile and Allied Workers' Union (Naawu) and management

Workers had struck on August 1 over dissatisfaction with a unilateral wage increase given to them

The agreement provides for, among other things

- a productivity-linked increase ranging from three cents to ten cents, depending on the target

reached Productivity levels will be monitored jointly on a weekly basis.

- a joint union — management investigation into the present incentive-based wage system with a view to changing it to a measured day

work system,

- a commitment to negotiate future wage increases at Brits

The settlement provides the basis for a far-reaching review of present wage levels which in the foreseeable future will bring Firestone

workers nearer to the union demand of a living wage

The union in conclusion, said it hoped that Firestone's progressive attitude would cause other employers to look seriously at their labour relations

8/9/83  
Union ~~dispute~~  
dispute  
settled  
Mercury Reporter

THE dispute between the National Union of Textile Workers and the Consolidated Frame Cotton Corporation over the recognition of a rival trade union, which was taken to the Supreme Court in Pietermaritzburg this week, was settled yesterday by mutual agreement.

The Fosatu-affiliated NUTW agreed to withdraw its application restraining Frame from recognising the rival Textile Workers' Industrial Union and agreed to pay R5 000 towards Frame's legal costs.

'In return, the company agreed not in any way to recognise or grant stop order rights to the TWIU until the dispute between the NUTW and the company has been determined by the Minister of Manpower or the Industrial Court,' a joint statement by the NUTW and Frame said last night.

In terms of the agreement of settlement, NUTW will not contend in any proceedings that on October 1, 1982, or at any other time a contractually binding agreement was concluded between it and the Frame Group.

NUTW agreed that if called upon by Frame it will join in reporting to the Minister of Manpower in terms of Section 46 (9)(d) of the Labour Relations Act of 1956 that they were satisfied they would not be able to settle the dispute, which arose from an agreement which the NUTW claimed existed between it and Frame to recognise majority unions.

e. Herald  
10/9/83

# Unions won't join with UDF

MAJOR unions in the Western Cape have decided not to go into the United Democratic Front (UDF), but will give their full support for the campaign against the Government's new constitution and "Koornhof Bills"

Union leaders said this week their main priority was the establishment of a major union federation which would unite most progressive unions in the country

Mr Jan Theron, general secretary of the Food and Canning Workers' Union and the African Food and Canning Workers' Union, said they supported and would co-operate with the UDF, but would not formally belong to the alliance of community organisations, churches, trade unions, student, youth and women's organisations.

"We would, however, encourage our members to take part and to attend meetings of the UDF," he said

A spokesman for the General Workers' Union, said they shared the FCWU's views

## PARTICIPATE

"We have always stated that we will actively participate in the campaign against the new constitution but would not join the UDF

Other unions who have

expressed similar views are the 11 000-strong Cape Town Municipal Workers' Union and the Federation of South African Unions (Fosatu)

Most major unions in other centres have joined the UDF, including the South African Allied Workers Union (SAAWU), with an estimated 60 000 members in East London and Durban, and the Council of Unions of South Africa (CUSA) in the Transvaal.

The UDF was formally launched last month at a national rally in Rocklands attended by a crowd estimated to be up to 15 000-strong at times

# A threat to SA's motor car makers

Labour Reporter

A deadlock in wage negotiations between the National Automobile and Allied Workers Union and Auto Plastics has sparked a national strike by at least 900 workers. Five hundred downed tools at Auto

Plastics' Rosslyn plant in Pretoria on Monday afternoon after employers refused to respond to a demand of a 15 cents an hour increase across the board on the minimum hourly rate of R1,23

The strike continued today in the presence of police at the plant, while union officials met with management representatives in an effort to resolve the dispute

An official from the Industrial Council has been invited to attend the talks

The strike threatens to bring motor manufacturing production lines to a halt. Auto Plastics is a major supplier of plastic trimmings to the motor industry. Producers such as Sigma do not keep extensive stocks of car-seat covers and other essential plastic parts. An extended strike could bring production at these factories to a halt.

In further protest over the deadlock, another 400 workers at Auto Plastics plants in Cape Town and Port Elizabeth went out on strike today.

A union spokesman said it was possible that Auto Plastics workers at the Durban plant would go out on strike later today.



# NEWS EXTRA

## 400 strike at Standard Brass

THE STRIKE by about 400 workers at Standard Brass Iron and Steel Foundries near Benoni entered its second day yesterday

Workers at the plant downed tools last Friday at about 11 30 am after management had allegedly refused to recognise their union, the Metal and Allied Workers' Union (Mawu) which is affiliated to Fosatu

Workers interviewed by The SOWETAN said management had refused to meet representatives of the union and their shop stewards to discuss the recognition of their union by the company. About 325 workers at the plant are members of Mawu

The workers said after management had made it clear to them they were not prepared to recognise Mawu and meet their shop stewards, they downed tools. Yesterday, the workers refused to resume work when management still

refused to meet their demands

Yesterday morning two representatives of Mawu were allegedly refused entry into the company's premises by security guards, but after lengthy negotiations between the union and management, representatives were allowed into the premises

The union met with management and it was agreed that further talks to discuss the recognition of the union and shop stewards would continue on Thursday. Workers decided to go back to work on condition management would fulfil its promise by meeting union representatives on Thursday

A spokesman for Mawu confirmed that there was a strike at Standard Brass and that talks between them and management were continuing

The company's management was yesterday not available for comment



*Sowetan 13/9/83*

*[Faint handwritten marks]*

# Union looks into firm's refusal to pay workers it had laid-off

Star 14/9/87

By Sue Leeman, Pretoria Bureau

The National Automobile and Allied Workers Union (NAAWU) is investigating the legality of Sigma's refusal to pay 2 000 workers at its Pretoria production plant after they were laid off for the day yesterday because of a strike at another factory

Production was temporarily halted at Sigma after a strike by 500 workers at Auto Plastic in Rosslyn, which supplies Sigma with various products

Sigma's production cuts are believed to have cost it hundreds of thousands of rands

The company said that as nothing was produced yesterday, workers would not be paid for hours not worked

National pay negotiations between

NAAWU and Auto Plastic management broke down on Monday and about 1 000 workers at the company's Rosslyn Port Elizabeth and Cape Town plants downed tools in protest

However, the deadlock was resolved yesterday when NAAWU recommended workers accept an eight cents an hour across the board increase — pushing the minimum wage up from R1 23 to R1,31 an hour

The workers had demanded a 15 cents an hour across the board increase but were told by management it was not economically possible

All 500 workers at the Rosslyn plant returned to work today as did the 150 workers at the Cape Town branch. It was not clear whether the Port Elizabeth workers had returned to work.

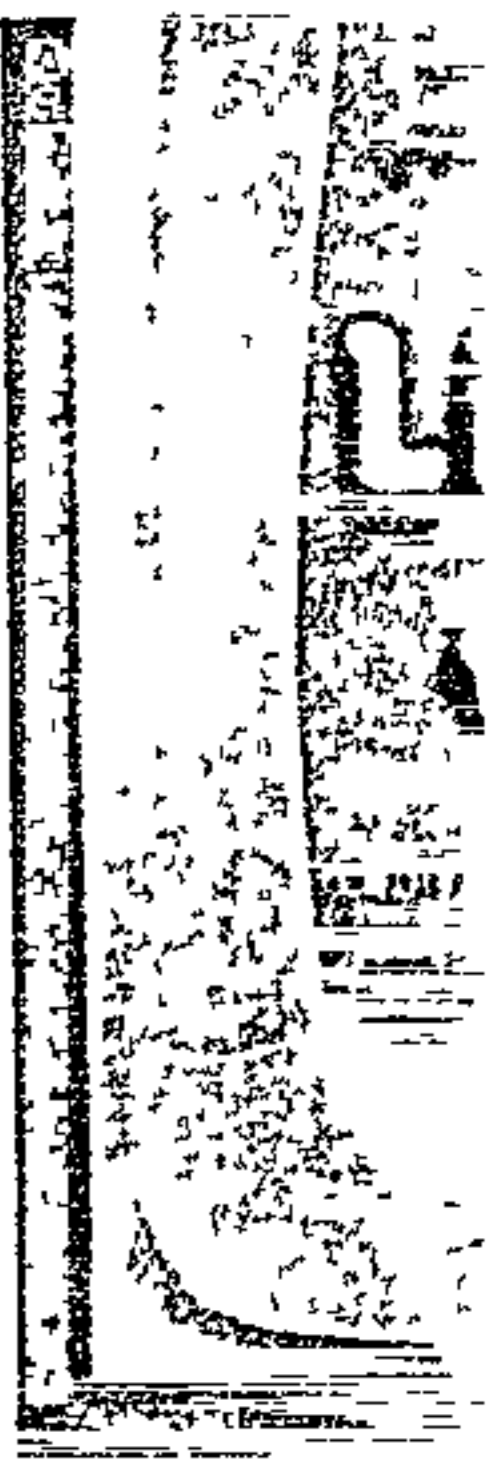
# Appeal to find sister

The Red Cross has asked for the public's help in tracing the sister of a blind man in Cape Town

Mr G Gardiner is looking for Miss Rita Gardiner who is believed to be living in Boksburg or elsewhere on the East Rand

The Red Cross says Miss Gardiner is in some way connected with the surname Athens. The ailing Mr Gardiner last saw his sister several years ago

Anyone who knows where Miss Gardiner is should contact the Red Cross at (011) 29-2440



THE SERVICE  
THE PERFORMANCE  
THE RELIABILITY  
THE QUALITY  
THE CAR  
THE PLACE  
THE PEOPLE  
THE DEALERS

# Mawu pledges to fight for worker rights

THE 40 000-strong Metal and Allied Workers' Union (Mawu) has committed itself to fight for the rights and freedom of all workers in South Africa.

The union's Transvaal secretary, Mr Moses Mayekiso, said they had also resolved to join other union groupings in their fight against the influx control and pass laws, and the demolition of shacks in black residential areas.

At its annual general meeting in Wadeville at the weekend the union made several resolutions which might have far-reaching results on the labour scene.

In a statement to The SOWETAN Mr Mayekiso said the union's membership had increased from 30 000 to 40 000, signed 11 recognition agreements, declared 13 disputes and was seeking an Indus-

trial Court settlement for unfair labour practices — including the reinstatement of 249 Brits workers retrenched almost a year ago.

About 15 strikes were reported since January and these were mainly the result of retrenchments, wages and unfair dismissals of workers by managements in the steel industries.

"We have lost more than 3 000 workers as a result of retrenchments. The union has appealed to managements that it cannot retrench workers without negotiating with us," he said.

"We condemn Seifsa, the employers' association, for encouraging member companies not to negotiate with the union outside the Industrial Council. We believe that negotiation is the right of the worker to bargain and discuss conditions of employ-

ment at factory floor."

Mawu was also not prepared to sit together with "sell-out" unions which recently signed wage agreements with Seifsa without consulting the general membership.

"We reiterate our stance that we joined the Industrial Council on condition that we be given time to consult and get mandates from workers," Mr Mayekiso said.

Mawu supports the Federation of South African Trade Unions (Fosatu) for pushing unity talks among trade unions and pledges solidarity with the United Democratic Front (UDF).

"We believe that we should also support all progressive parties that are fighting for the liberation of workers in South Africa," Mr Mayekiso said.

Argus 14/9/83

# Striking workers agree to return

## Labour Reporter

THE 1 000 Autoplastics workers, who downed tools yesterday after a pay dispute, have agreed to return to work today

This follows their acceptance of a new management wage offer of an eight-cents-an-hour increase with immediate effect

A spokesman from the National Automobile and Allied Workers' Union (Naawu), to which the workers belong, confirmed the offer had been accepted by workers in the Cape Town and Port Elizabeth factories

Workers at Pretoria's Rosslyn factory, where the strike started, had not yet met to consider the offer, according to the Naawu spokesman.

## LIVING WAGE

Naawu had originally asked for a 15 cents across the board increase. The demand was based on the union's "living-wage concept" of R3,50 an hour

The campaign for a "decent living wage" is one which has long been waged by the union and its mother body, the Federation of South African Trade Unions (Fosatu)

However, management responded by offering a 5 cents across the board increase, with effect from October 1

During the work stoppage, worker representatives continued negotiations with management, who agreed to pay an increase of eight cents an hour, with immediate effect

## INTERIM

"The workers have accepted this as an interim measure, but they are still determined to push for a living wage," said the Naawu spokesman

At present the workers earn a minimum of R1,23 an hour

A heavy police presence at the Autoplastics factory in Port Elizabeth yesterday was strongly condemned by the union

"There was no indication of violence and a police presence was completely unnecessary," said the union

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~~(2) General~~  
140A  
'Drought  
drives  
workers  
to union'

Labour Correspondent

THE crippling effects of the drought on black rural areas is prompting a sharp growth in union membership, according to the southern Natal branch of the Metal and Allied Workers Union

According to the union's Natal branch secretary, Mr Geoff Schreiner, MAWU membership in southern Natal has doubled in two months — it now stands at 5 470 in 38 factories, he says — and he attributes this to the drought

In the latest edition of Fosatu's journal, "Fosatu Worker News", Mr Schreiner says workers were now being forced to send more money back to the rural areas to support dependants "because the drought has killed off the crops"

He said the "poor wages" workers received were now "not only having to support the worker himself, but also his family in the rural areas"

Prospects for the future did not look bright and "wage increases for workers have now become a matter of life and death"

The urgent need to win increases, Mr Schreiner said, had prompted many workers to turn to the union in the past few months

He claimed MAWU's rejection of increases negotiated at the metal industrial council and its decision to declare disputes with a number of companies in an attempt to win higher increases had prompted workers to turn to the union

MAWU spokesman have said several times in the past that drought in rural areas prompts increased pressure for wage increases among metal workers because many have dependants in the rural areas who rely on workers' wages if crops fail

Mr Schreiner also said MAWU was forging closer co-operation between black and Indian workers and was uniting them across racial lines

"No longer are the Indian and African workers divided within factories — within MAWU they fight together for better conditions," he said

# 1 000 Naawu members back at work after strike

140A ~~140A~~ ~~140A~~  
E. Post 14/9/83

## Post Reporter

ABOUT 1 000 members of the National Automobile and Allied Workers Union (Naawu) who had gone on strike at three branches of motor components company Autoplastic in Port Elizabeth, Pretoria and Cape Town returned to work today

This was confirmed today by Mr Roy Msiza, national organiser of Naawu in Pretoria, who said workers had received an increase of 8c an hour

More than 120 Naawu members downed tools at Autoplastic, in North End, Port Elizabeth, yesterday morning to join the strike which spread to three major centres throughout the country

The stoppage was believed to be the first in recent labour history where plants in several parts of the country owned by one company went on strike at the same time in support of wage demands

The company initially refused to concede any increases on account of its financial position, according to Mr E A Maepe, branch secretary of the component factories for Naawu in Port Elizabeth

Mr Maepe said this resulted in the strikes. After a meeting with the company at 3pm in Pretoria yesterday, Naawu accepted the 8c offer

"Wage increases come into effect next week," he said. Workers at present receive a minimum of R1,23 an hour

Mr Maepe said police had been present at the Port Elizabeth branch yesterday but relations had been peaceful

About 2 000 Sigma Motor Corporation workers were laid off for the day yesterday at Sigma Park and would not receive wages for hours not worked. This stoppage resulted from shortages of trim supplied by Autoplastics

# Strike at auto plant a first in SA history

By STEVEN FRIEDMAN  
Labour Correspondent

IN WHAT is believed to be the first strike of its kind, about 1 000 workers at three plants owned by motor components company Autoplastic — in Pretoria, Cape Town and Port Elizabeth — this week downed tools in support of wage demands

But, a Sigma spokesman said last night that the stoppage at the plant in Pretoria was resolved yesterday, reports DAVID CAPEL

The strike is believed to be the first in recent labour history in which plants in several parts of the country owned by one company have struck at the same time in support of the same demands

The stoppage follows national wage talks between the company and Fosatu's National Automobile and Allied Workers Union in which NAAWU representatives from all four Autoplastic plants took part. Only the Durban plant, in which NAAWU does not represent most workers, has not joined the strike

Before the report of a settlement at the Pretoria plant, NAAWU said the company had offered workers an 8c an hour increase

The union said it would recommend that workers accept this offer and union sources are confident all strikers will agree to do this

However, a NAAWU Transvaal spokesman said the strike had followed national wage negotiations in August which had continued this week

These, he said, were part of an attempt by NAAWU to have one national set of wage negotiations with companies where it represented their workers in various parts of the country

Management told the union at negotiations they could not afford any increases because of the state of the economy and the motor assembly industry, NAAWU spokesmen said. When workers were told of this, they downed tools

The Rosslyn plant, near Pretoria, stopped work early on Monday afternoon, the Cape Town plant later that afternoon and the Port Elizabeth plant yesterday morning. Talks have been taking place since then

NAAWU's general secretary, Mr Fred Sauls, said late yesterday the union was attempting to arrange facilities to put the 8c offer to workers and was confident they would accept

He added that he was concerned, however, by the presence of police at the Port Elizabeth strike. He charged that they had been called soon after the strike began and added that NAAWU would take this issue up with Autoplastic

A Sigma spokesman in Pretoria told Sapa yesterday that if the strike did not end soon, production lines could come to a halt within 24 hours

However, Mr Sauls said he believed this was an overstatement

"One company, which is in a special position, could be affected if the strike lasted two days, but the others would only begin to feel the effects in four days to two weeks," he said

Announcing the end to the stoppage in Pretoria, a Sigma spokesman said Autoplastic would commence production today and normal supply would begin to flow through to Sigma during the day

The cessation of supplies from Autoplastics had made it impossible to continue production at Sigma Park, and workers were laid off yesterday. About 2 000 workers were sent home

"Sigma will resume normal production planned for this week today. The 2 000 workers should be back at work," the spokesman said

He added that since no production was achieved yesterday as a result of the supply shortage, workers laid off for the day would not receive wages for hours not worked

## Black Sash enters poll campaign

By DAVID CAPEL  
Mail Reporter

MANY people are concerned about which way to vote in the referendum — and their puzzlement has been aggravated by the "irresponsible manner" in which the Government is endeavouring to sell its proposals, the Black Sash said yesterday

National vice-president of the organisation, Mrs Joyce Harris, said in a statement the Black Sash had arranged a series of house meetings in an effort to provide members of the public with relevant information concerning the constitutional proposals and their implications

Informed speakers would answer questions and discuss problems

"The decision which people will be called upon to make on November 2 will have fundamental and long-lasting results not only on the course of history, but upon immediate, everyday life," Mrs Harris said

"All will be affected, whether or not they are permitted to participate in the referendum, or whether or not they are included in the proposals. They, too, will react to the results of the referendum, with possible repercussions for the entire country"

Report by David Capel 171 Main St Jhb

would recognise as the sole collective bargaining representative of its weekly-paid employees at the Frametex Mill, that union which showed it had the support of the majority

In addition, the NUTW sought a Supreme Court review of the Industrial Court's decision not to extend its order restraining the group from recognising the NUTW's rival, the Textile Workers' Industrial Union (TWIU)

The NUTW had made an unsuccessful late application last month to the Industrial Court for an extension of the order it made earlier this year

Evidence on these matters was heard in the Supreme Court last week. But before the court made a ruling, a settlement was reached between the parties. The NUTW agreed to withdraw its application and paid certain of the company's costs. It also agreed that in any future proceedings it would not claim that any contractually binding agreement on recognition had been concluded between it and Frame.

In return, Frame agreed not to recognise, or grant stop-order rights to the TWIU until the Minister of Manpower reaches a decision on the NUTW's application for a conciliation board. Should the Minister appoint a board, Frame will continue to refrain from recognising the TWIU until the dispute has been resolved either through the board or the Industrial Court.

LABOUR MATTERS (140A)  
NUTW and Frame (S)

1183  
10/9/83  
A court action launched by the National Union of Textile Workers (NUTW) against the Frame group has had an interesting outcome

An urgent application by the NUTW was heard in the Natal Supreme Court last week. It arose from a recognition dispute between the union and Frame (*Current Affairs* September 2). The union sought to hold the group to a promise it says it received from a member of management last year. The promise was that the group



*Sowetan*  
**Car strike spreads**

14/9/83  
A STRIKE by 600 workers over a pay dispute at a car parts factory in Pretoria has spread to major centres throughout the country

*192* *140A* *170*  
said yesterday production lines could come to a halt within 24 hours

The workers are all members of the National Allied Automobile Workers Union — Sapa

Workers at Autoplastic (Pty) Ltd in Rosslyn went on strike on Monday when negotiations for pay increases broke down. Yesterday, workers at the Autoplastic plants in Port Elizabeth and Cape Town downed tools and union officials believe Durban workers will strike next.

The strike, involving about 1 000 workers, is threatening setbacks within the country's motor industry.

It has already threatened production lines at the Sigma Car Manufacturing company. A spokesman for Sigma

Union  
accepts  
pay offer  
14/9/87  
Labour Reporter

ABOUT 1000 workers, all members of the National Automobile and Allied Workers' Union (Naawu), this week downed tools at three plants of a motor-components firm, Autoplastic, in a wage dispute

The plants are in Cape Town, Pretoria and Port Elizabeth

The Cape Town secretary of Naawu, Mr Joe Foster, said the company had offered an immediate eight-cents-an-hour increase

A Sigma spokesman said the work stoppage at the Rosslyn, Pretoria, plant of Autoplastics was resolved yesterday in negotiations between the manufacturers and Naawu

The spokesman said Autoplastics would begin production today

Mr Foster said the union had been demanding a 15-cents-an-hour increase backdated to July, but were happy with the eight cents offered yesterday

## Police in dramatic canal bed rescue

By NORMAN PATTERTON  
Pretoria Bureau

POLICE divers saved a four-year-old boy from certain death on Tuesday when they rescued him from the bottom of a canal near Brits

Lieutenant Koos Marais and three colleagues were looking for a gun which had been used in a murder, when they saw a number of people running along the bank

They stopped their car and saw Mannetje Witbooi drifting along the canal bottom

Warrant-Officer Anton Potgieter stripped off his clothes and brought the boy to the surface

There was no sign of life but Lieut Marais administered first aid

He said yesterday "I first turned him on his stomach to get the water out of his lungs. Then I applied mouth to mouth resuscitation while Constable Connie Johnson massaged his heart"

Mannetje's heart started beating again minutes later, and he started breathing on his own. He was taken to Brits Hospital and was later transferred to the H F Verwoerd Hospital in Pretoria

Yesterday his condition was described as "satisfactory"

## Unique strike ends after wage offer accepted

By STEVEN FRIEDMAN  
Labour Correspondent

THE strike by about 1 000 workers at the Pretoria, Cape Town and Port Elizabeth plants of motor components company Autoplastics ended yesterday after workers voted to accept an 8c an hour pay offer by the company

The strike was believed to be the first in which workers employed by one company in various parts of the country downed tools at the same time in support of the same demands

The workers are members of Fosatu's National Automobile and Allied Workers Union (Naawu)

The strike also prompted the Sigma motor company to send home 2 000 workers at its Pretoria plant on Tuesday because, it said, the strike left it without the necessary materials

Production was lost again at Sigma yesterday, but a company spokesman said this was not because materials were unavailable but because of a "misunderstanding" in which "employees did not realise that production was due to resume"

He added that he expected

production to be back to normal today

The strike at the three Autoplastics plants followed national negotiations between the company and Naawu during which the union had asked for a 15c an hour increase. The present minimum at the company is R1 23 an hour

However, management responded by saying it could not grant increases because of the state of the economy and workers struck

After further negotiations, however, management offered the workers an 8c an hour increase, and the union decided it would recommend that workers accept

The increase is to come into effect next week

A Naawu spokesman said yesterday production had resumed at the company's Rosslyn plant, near Pretoria, during yesterday morning. It had resumed earlier in Cape Town and Port Elizabeth, he added

On Sigma, where Naawu is also recognised, he said the union was studying the situation before deciding whether to take the loss of production up with the company

## Minister hits at US

NEW YORK — The French Foreign Trade Minister, Mrs Edith Cresson, leading a delegation of 250 French business leaders in New York, has accused the US of adopting a policy of "new protectionism"

Speaking at a meeting of the French-American Chamber of Commerce, she said "A tendency we encounter more and more often is the belief that what is good for the United States is good for the rest of the world"

She said this belief in Washington had recently marred relations over the issues of East-West dealings, US grain sales to Egypt at what she called "dumping prices", and other trade issues

Mrs Cresson linked her concept of "new protectionism" to high US interest rates and what she called an over-valued dollar

She said the US bore a dual responsibility, domestic and international, for its monetary policies and that she believed the Reagan administration had not been paying much attention to the world wide impact of its decisions — Sapa-Reuter

## Nicaragua hits out at US

NEW YORK — Nicaragua told an urgent United Nations Security Council session on Tuesday the United States was seeking to "blindly destroy" liberation movements in Central America and warned the policy could ignite a "conflagration" in the region

## man

By J S MOJAP  
Pretoria Bureau

JUDGMENT in the late Soweto man appeared on charge of high treason given by Mr Justice D Roux in the Pretoria Supreme Court today. Mr Vronda Zeblon, 25, of Orlando West, confessed member of the banned African National Congress, has pleaded guilty to high treason contravening the Terrorism Act and Internal Security Act

The State alleged Mr Zeblon joined the ANC in 1976 after he left the country until 1981 in Angola, Zambia and East Germany and returned with a grenade and a pistol. The State further alleged Zeblon recruited three to join the ANC and underwent military training

## Russian violinist 'killed himself'

MADRID — The mysterious death of a Russian violinist found hanged in his hotel bedroom in northern Spain last month was yesterday linked with the disappearance of a leading Soviet pianist, Alexander Toradze, who is now at a secret hideaway

Boris Korsakov, the leader of the Radio Moscow Symphony Orchestra, was found hanged in the bathroom of his hotel room in Gijon on August 27, while the orchestra was touring Spain

But the Madrid daily newspaper, El Pais, yesterday reported that Korsakov's death was connected with the disappearance of Toradze

Toradze, who went missing during the same tour is now under police guard after being allowed to stay in Spain

El Pais claimed that Korsakov had been in charge of the "security" of the musicians during the tour and preferred to take his life rather than answer for the absence of the pianist, who had disappeared two days earlier

Meanwhile, the Russian theatrical director Yuri Lyubimov, 65, who has been given a Special Branch armed guard in London against kidnap attempts, has rejected Soviet bids to get him home

The Russian embassy has twice tried to talk him out of defecting but he has responded by condemning the repression of artists

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Centrally situated — within walking distance of Hillbrow and City Centre

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Meals served in our restaurant (Unlicensed) at reasonable prices

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**MATTER OF FACT**

Sowetan 14/9/83

# TUCSA MOVE SLATED

By PHIL MTIMKULU

**THE TRADE** union rights of thousands of workers — predominantly black — will be threatened if a resolution proposed by the white Mine Surface Officers' Association calling for the ban of unregistered unions is tabled and approved at the Tucsa congress which will be held in Port Elizabeth from September 26-29.

The resolution, which also intends to make it illegal for an employer to have dealings with an unregistered union, has been sharply criticised by black unions, both registered and unregistered.

The Black Allied Mining and Construction Workers' Union (BAMCWU) said the resolution was destructive and would never serve the purpose of bringing about industrial peace and mutual relationships between management and black trade unions.

According to the Labour Relations Act, neither trade unions nor employers' organisations are required by law to become registered, and unregistered trade unions are therefore not illegal.

Mr Herbert Barnabas, the national organiser of Saawu, said that in terms of Section 78 (1) of the Labour Relations Act any worker was free to join a trade union of his choice for the purpose of being represented. Mr Barnabas said Saawu feels that under the circumstances it does not need any registration because they can represent workers anywhere they wish.

The general-secretary of Fosatu said it was premature to comment on the issue at the moment. He however said if accepted by the unions this motion should be condemned. He added that it was not Fosatu's policy to condemn other organisations.

Mr F Mohlala of the Building Construction and Allied Workers' Union (BCAWU) said the union which intended tabling such a motion did not have the interests of the workers at heart. "Workers should be allowed to join a union of their choice and employers should bargain with any union irrespective of whether it was registered or not," he said.

# Nampak firm on retrenchment plan

Labour Correspondent

THE Nampak group is to go ahead with retrenchments at the Industria plant of Nampak Conical Containers later this month, despite sharp criticism from the union which represents black workers at the plant

But it appears that the number of workers to be retrenched is slightly lower than the union originally feared and a few of the workers have been replaced elsewhere in the Nampak group

This emerged from a company statement released yesterday

Recently, Fosatu's Paper, Wood and Allied Workers Union sharply attacked the retrenchments, which comes as a result of rationalisation

within Nampak. 16/9/83

It said workers were losing their jobs at the same time as other Nampak factories were working overtime

In the statement, Nampak said 80 workers would be retrenched on September 23. The union expected more than 90 of the plant's 130 workers to lose their jobs

Nampak added that, in accordance with company policy, five of the workers had been placed with Printpak and another three with Nampak Blow Moulder

The company said the terms of retrenchment included early retirement and pension for workers over 55 years old and cash withdrawal of pension money for those under 55

# Dispute between Mawu workers and B & S ends

Labour Correspondent

A YEAR-OLD labour dispute between members of the Metal and Allied Workers Union and engineering firm B and S Engineering — which attracted widespread interest in labour circles — was settled yesterday

A joint statement by MAWU and the company announced that 249 workers, who were among 1 000 workers fired by the company at its Brits plant after a dispute on September 7 last year, would be re-employed

The settlement follows a decision by MAWU to institute industrial court action against the company in an attempt to win reinstatement

of the workers

In papers before the court, B and S alleged workers had struck before being dismissed last September, but MAWU denied a strike took place

The dispute attracted considerable interest because the 249 workers who brought the action against B and S have refused to re-apply for their jobs for the past year and have met daily for the entire period since the dispute to maintain a common stance

Unionists argue this constituted an "unprecedented show of solidarity" among the workers and that it was "particularly remarkable"

because Brits is a rural area with high unemployment

The dispute also attracted attention because several worker leaders at B and S were arrested by police and charged under the Intimidation Act. They have not been convicted

The joint statement released yesterday said "Both parties expressed satisfaction with the settlement and believe a satisfactory relationship will now be established between management and the union"

"It is also one of the terms of the agreement that this joint statement should be the only comment to the media by the parties"

AEOMSD

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1404  
11/13  
Legal-aid  
centre  
welcomed

Staff Reporter

THE setting-up of a local branch of the Legal Resources Centre, the legal-aid service which moved into operation in the City this week, has been welcomed by community organizations, trade unions and the Black Sash

Mrs Noel Robb, director of the Black Sash advice office, was "delighted"

She said the centre, which deals with cases of public and social concern, would now be able to handle cases which the Black Sash office had been unable to afford

Mrs Robb said there had been an increasing tendency over the past few years for the black-affairs administration to ignore the law

"This has made it essential for the underprivileged to fight for the few rights they still may have"

The general secretary of the Federation of South African Trade Unions, Mr Joe Foster, said the centre had been helpful to the union movement, particularly over litigation costs

● The address of the LRC is Scott House, corner of Long and Church streets ☎ 22-2711

widespread

1979/83 (1981) 140A RSM

THE effect of the drought on labour relations was raised again last week

The Metal and Allied Workers Union has argued that the drought has a very direct affect on workers' wage demands

Many black metal workers are migrants and their families are forced by the pass laws to live in black rural areas

There are few jobs and little land in these areas at the best of times but, when crops fail, workers' dependants must rely totally on pay sent from the cities

Thus MAWU says wage rises have now become a "life and death issue" to many workers and it cites this as a reason for the doubling of membership in its Southern Natal branch over the past two months

At present, worker ability to press home these demands is limited. But enormous drought-related wage pressure could result once the economy picks up

One other piece of MAWU news is the settlement of its year-long dispute with B and S Engineering in Brits, which saw 249 workers meeting every day since being fired to strengthen their resolve not to re-apply for their jobs

Gossip centres around whether the company also agreed to pay workers compensation. If it did, the sum involved could be immense



# Nampak to lay off 80 workers

Labour Reporter

1401A  
19/9/83  
Nampak Conical Containers is to go ahead with the retrenchment of 80 workers at its Industria plant on Friday

This was announced by the Nampak management last Friday and comes after last month's discussions with the Paper Wood and Allied Workers Union

In its statement, Nampak said that every effort would be made to place more employees with other companies within the group

Five workers who are to be laid off have already been placed with Printpak in Industria, and another three with Nampak Blow Moulder

Employees to be retrenched have been offered the following options early retirement if they are over 55 and have completed five years or more of pensionable service, a pension where the service is longer than five years but employee is under 55, a cash withdrawal benefit

# Lowest 'living wage' figure is fixed

Sept. 1983

Mercury Correspondent

JOHANNESBURG—A Richards Bay civil engineering company has struck an unusual wage deal with the Metal and Allied Workers' Union

In terms of the agreement, the union and Stone Bay Sales have agreed on a minimum figure which both sides see as an 'acceptable living wage'

The gap between this figure and the minimum presently being paid by the company will not, however, be bridged immediately. Instead, a series of negotiations will determine how quickly the minimum will be increased to enable the 'living wage' target to be met. This must be done within a fixed period

## First step

The first step in this process is a 30 c-an-hour increase which will come into effect on October 1. Six-monthly negotiations will then be held to achieve the 'living wage' figure

The company is a member of the Grinaker group, in which Murray and Roberts and Duiker Investments also have a shareholding

The deal follows demands by Federation of South African Trade Union members that employers pay a minimum 'living wage'. It is believed to be an attempt to balance this demand with companies' ability to afford increases

In a statement yesterday Mawu's secretary in Richards Bay, Mr Willis Mchunu, said the agreement followed negotiations in Empangeni on September 22

## Desirable

The union and the company agreed to set what they considered to be an acceptable minimum wage and also agreed that it would be desirable to close the gap between the present minimum wage and the accepted minimum. This is, however, difficult to implement, the statement added

It had therefore been agreed to follow certain steps to reach the target within the period fixed

The 30 c increase would apply until March next year and the balance would be negotiated in the six-monthly stages

Benefits presently enjoyed by workers would not be affected by the increase

At the conclusion of negotiations, both parties expressed satisfaction at the positive attitude displayed, the statement said

# NEWS EXTRA

140A  
[scribble]

## Employment joy

AFTER enduring 12 months of unemployment, about 300 sacked Brits workers were overjoyed when told they would return to their jobs

Except to say the workers were happy to go back to their jobs, the Metal and Allied Workers' Union (Mawu) which represented the workers, was tight-lipped about the settlement reached between them and the B&S Steel Furniture Company in Brits

In the only comment on the matter the two parties issued a statement, emphasising

satisfaction with the settlement and adding that a satisfactory relationship would now be established between management and the union

The union refused to comment on the speculation that the workers were awarded a substantial amount of money as compensation

The workers lost their jobs on September 7, last year after being locked in a battle with management over union activities. Some of the workers had been organising the rest of the workers to belong to a union

# United stand

~~SAWU~~  
~~UDF~~  
~~SAWU~~  
Swekum  
2/19/83

THE UNITED Democratic Front will hold a meeting to pledge solidarity with the South African Allied Workers' Union (Sawu), following its banning in Ciskei by Dr Lennox Sebe's government

The meeting, to be held at Khotso House in Johannesburg at 1 pm tomorrow will be ad-

dressed by speakers from the UDF and at least three trade unions

The UDF's publicity secretary, Mr Mosiuoa "Terror" Lekota, said yesterday that one of the objects of holding the solidarity meeting was to draw public attention to injustices of bantustan governments

30

# Frame faces union test case

By STEVEN FRIEDMAN  
Labour Correspondent

THE Minister of Manpower, Mr Fanie Botha, has opened the way for an industrial court test case between the Frame textile group and Fosatu's National Union of Textile Workers

Mr Botha has appointed an official conciliation board to look at the dispute, despite opposition from the Frame group which said it would rather see its recognition dispute with NUTW settled by a strike than by a conciliation board and court hearing

In terms of labour law, NUTW's only recourse if the Minister had not appointed the board would have been to strike — which Frame said it was willing to accept

But its appointment means that, if it fails to settle the dispute, NUTW can take the company to court

The union's acting general secretary, Mr John Copelyn, yesterday said the NUTW was determined to take the case to court if the board failed to settle the dispute

Key labour law issues will be tested in the dispute if it comes to court, including whether it is an unfair labour practice for an employer to favour a minority over a majority union and whether the court can order an employer to hold a ballot among workers to test which union will be recognised at a plant

The dispute centres around charges by the NUTW that Frame is refusing to recognise it at its Frametex mill and is instead favouring Tucsa's Textile Workers Industrial Union

It charges that Frame has granted facilities to the Tucsa union which it has denied NUTW, although the NUTW is the majority union at the mill

It also charges that company personnel officers have pressured workers into joining the Tucsa union

It wants the court to order the company to hold a secret ballot for workers to choose between the two unions

In papers before the court, Frame conceded that the TWIU was not the majority union at the mill, but says it represented a majority within the group and also filed papers opposing the union's request for a conciliation board, saying that recognition disputes were best settled by strikes

The case will test not only whether it is an unfair labour practice for an employer to favour a minority union, but whether an employer can refuse to recognise a union because it has a majority in one plant but not in a group of them

Mr Copelyn said yesterday the union had held a meeting at the weekend attended by about 1 000 workers at which it elected four workers and two officials who would represent the union on the board

The managing director of the Frame group, Mr Selwyn Lurie, was not available for comment yesterday

hanging...  
table for meals

the yacht looks like...

Eighteen people, including two women and three youths, appeared in a Johannesburg Regional Court yesterday charged with housebreaking and theft

They were not asked to plead, and no evidence was led

Applications for bail by three of the accused, Mr Carl Jeffrey Blatt (20), Mr Lous Bolshenck (18), and a 17-year-old youth who may not be named, were refused

Bail of R1 500 each was granted to the two women, Miss Winifred de Waal (29) and Miss Patricia Kuhn (19) Mr Gary Barnard (18) and Mr Ivan Els (20) were granted bail of R1 000 each Mr Fernando Dunaes (25) was granted bail of R500

The rest are being held in custody

The case continues today, with Mr W Au-

# 18 people in court on theft charges

camp on the Bench, and Mr A van Wyk appearing for the State

Those who appeared in court were Mr Blatt, address given as Park Street, Germiston, Mr Bolshenck, address given as Koch Street, Joubert Park, Mr Llewelyn Shaw (18), address given as Kotze Street, Hillbrow, Mr Deon Kuhn (22), address given as Wonder Street, Johannesburg, Mr Joao Rodrigues (18) and Mr Patrick Raymond Shaw (19), addresses given as Smit Street, Hillbrow, Mr Ivan Hunter (20), address given as An-

toinette Street, Claremont, Mr Barnard and Mr Anthony Kuhn (20), addresses given as Wanderers Street, Johannesburg, Mr Dunaes, address given as General Albert Park, Alberton, Mr Leon Gouws (20), address given as Weaver Crescent, East Driefontein, Mr Els, address given as Benoni, Mr Alexander van der Bank (40), address given as Zuurbekom, Johannesburg, Miss de Waal and Miss Kuhn, no addresses given, and three youths between the ages of 16 and 17, who may not be identified

## Printpak workers on strike

Three hundred workers at Printpak Packaging in Industria, Johannesburg, went on strike today over the closed shop at the factory, which forces all workers to become members of the SA Typographical Union

The workers want to join the Paper, Wood and Allied Workers' Union instead

The first shift in the factory's litho department refused to start work at 6 30 am after a shop steward for PWAU, Mr B Mtolo, was dismissed They were joined by the second shift

## Father in protest

"Today our children, tomorrow your" read the poster held by Dr P Lourens in Johannesburg today as he staged his third solitary demonstration against the detention of his daughter, Miss Jan-sie Lourens

Miss Lourens, a teacher at C J Botha High School, was detained on August 23 with her fiancée, Mr Carl Niehaus

Her detention caused an outcry from the school's pupils and teachers and from the National Education Union of South Africa

Mrs L Hunter, the mother of another detainee, Miss Catherine Hunter, also held a silent poster demonstration outside John Vorster Square this morning

## Nun in court for banned literature

A Roman Catholic nun appeared in the Johannesburg Regional Court today charged with the illegal possession of two banned publications

Sister Mary Bernard (48) of St Mary's Convent, Kagiso, pleaded not guilty to charges of possessing an excerpt from an ANC publication, "Sechaba", and a banned National Union of South African Students publication, "Total War in South Africa"

She was arrested on March 4 after security police raided the convent

Constable H P Aucamp told the court he had confiscated several political pamphlets and books although he was not "absolutely certain any of them were banned"

Mr D Kuny, SC, handed



Sister Mary Bernard

in a statement signed by Sister Bernard in which she admitted possessing the publications but said she did not know they were illegal

The case was postponed until December 1

## Ciskeian not guilty of treason

MARITZBURG — A Ciskeian citizen, convicted here of being a member of the African National Congress and taking part in terrorist activities against South Africa, was today found not guilty of high treason

Mr Justice Page said that at the time of his arrest the man was a citizen of the Ciskei and did not owe allegiance to South Africa

The man, Mr Mzwakhe Hespro Cikozani (31), of Zwelitsha, and his co-accused, Mr Lungile Wiseman Magxwalisa (27) and Mr Siphiso Wellington Dinca (23), both of Port Elizabeth, were also found not guilty of being in possession or control of explosives in circumstances giving rise to a reasonable suspicion that they intended to injure people or damage property

Mr Magxwalisa still faces two charges of high treason and Mr Dinca one of high treason

Mr Magxwalisa also faces a charge of car theft and attempted murder

## 'Bed town' people battle on

CAPE TOWN — The people of the "bed town" on the fringes of Crossroads build their homes over their heads every evening — and dismantle them again in the morning, burying them in the sand to evade detection by the authorities

It takes an hour for a mini-town comprising hundreds of plastic and hessian shelters to mushroom up over the fringes — beds carpets and

Early in the morning the plastic sheeting and hessian is taken down before officials of the Western Cape Administration Board can confiscate the building materials

Since the beginning of the month more than 1 000 shelters have been demolished

Mr Timo Bezuidenhout, the Chief Commissioner for Co-operation and Development in the Western Cape, has warned that, although there is no alternative accommodation for the people,

the case continues

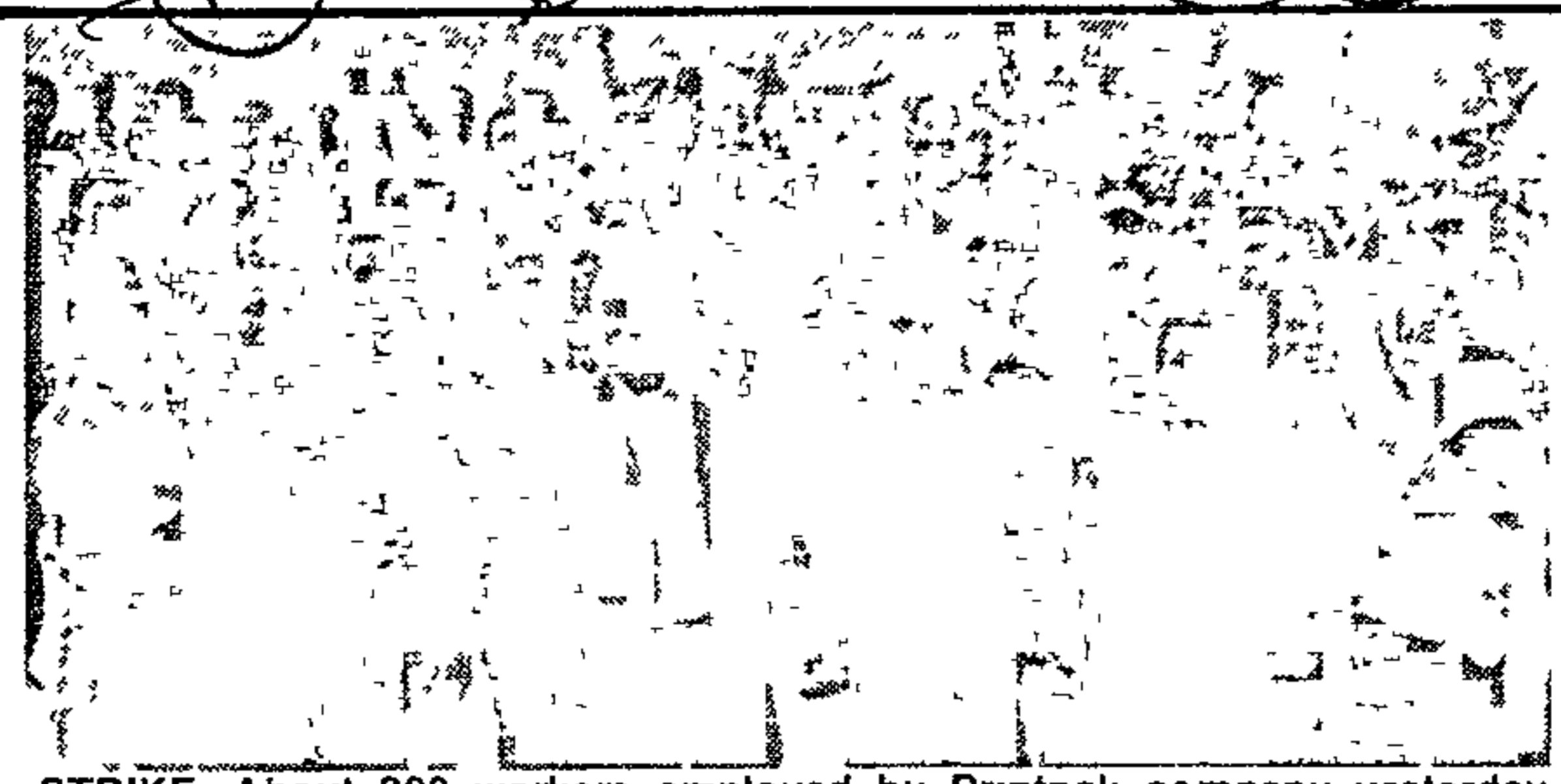
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~~1/11~~

Sawetan 23/9/83

140A

~~1/11~~



**STRIKE** About 300 workers employed by Printpak company yesterday downed tools in support of their six colleagues who were dismissed by the management. The workers, members of the Paper Wood and Allied Workers Union, said the dismissals were done after they had complained about night shift allowance, no bonus, no lunch, and no pay for overtime. The company's spokesman said that the company was negotiating the matter with the workers.

1974 11/10A  
Tools downed over  
seven fired workers

Mail Reporter

OVER 250 workers at a Nam-pak factory in Industria, Johannesburg, downed tools yesterday

They demand the reinstatement of seven dismissed workers and the end of a closed shop agreement forcing them to belong to a union affiliated to the Trade Union Council of South Africa

According to a spokesman for the Paper, Wood and Allied Workers Union, affiliated to the Federation of South African Trade Unions,

the workers believe the seven were unfairly dismissed.

The spokesman said the workers had also protested against the closed shop that forces them to belong to the SA Typographical Union

Late yesterday afternoon, the strike was still on and management and a worker's committee were locked in negotiation. Fosatu union representatives attended as observers, according to the spokesman. Negotiations are to continue tomorrow morning



(134) (151) (140A) (11)

### DISPUTE SETTLED

FM 23/9/83

An amicable settlement appears to have been achieved in the protracted dispute between the Metal and Allied Workers Union (Mawu) and a Brits metal industries company and its associates

Earlier this year Mawu launched an Industrial Court action against B & S Furniture Company (*Current affairs* July 17) The union alleged that B & S unfairly dismissed 249 workers in September last year and argued that they were entitled to reinstatement and back-pay amounting to about R850 000

The union and the company have issued a joint statement expressing satisfaction with the settlement They believe a good relationship will be established between themselves

The settlement appears to be a significant one for a number of reasons

- Although neither of the parties is revealing the terms of the settlement, it seems logical that the union would have pressed hard for substantial compensation for the dismissed workers.
- It is significant that the union has achieved a satisfactory settlement with an employer in a region such as Brits Emerging unions have complained bitterly during the past year of the hardline attitude towards unions held by many employers outside the major urban areas, and
- The settlement has been achieved in the wake of the extraordinary tenacity and determination shown by the dismissed workers to continue their struggle against the company During the lengthy dispute they suffered considerable financial hardship and met almost daily to maintain a common stand

LABOUR DISPUTES (140A)

~~140A~~ ~~141~~ ~~142~~ ~~143~~  
**The Minister acts** (143)

Manpower Minister Fanie Botha has appointed conciliation boards in an effort to resolve two significant labour clashes

Last Friday the Department of Manpower announced the appointment of boards for the wage dispute between the black National Union of Mineworkers (NUM) and the Chamber of Mines, and the recognition dispute between the National Union of Textile Workers (NUTW) and the Frame group

The NUM is engaged in an important trial of strength with the chamber over pay increases for black workers at the Rand Refinery (*Current affairs* September 16) If a board had not been appointed by the end of last week, the union would have been free to launch a legal strike if most of its members at the refinery voted in favour of such action By Wednesday last week it was threatening to hold a strike ballot if a board was not appointed Should the board not resolve the dispute within a month, the union can again exercise its right to strike legally

It seems likely that the board appointed for the dispute between Frame and NUTW could result in an important test case going before the Industrial Court The issue of union recognition lies at the heart of this dispute (*Leaders* August 5) Because the terms of reference of the board include allegations of an unfair labour practice, the

Financia Mail September 23 1963

~~123/11/30/1977/211~~

union can launch an action through the Industrial Court if the dispute is not resolved by the board. If the minister had not appointed the board a strike may well have been the only viable option available to the NUTW.

Extremely interesting labour issues will

be raised if the NUTW goes to court. These include questions about an employer's obligation to recognise a majority union and the best way (for example the holding of a ballot) to determine which of two rival unions has majority support in a plant. At issue will also be the question of what con-

stitutes the most appropriate bargaining unit. Should this be a single plant or should it be the entire complex within which that plant is located?

Answers to questions such as these will obviously have important implications for unions and employers in many industries.

in my opinion

CLIVE THOMPSON

# Why the court matters

167



Clive Thompson is an attorney and researcher at the University of the Witwatersrand's Centre for Applied Legal Studies.

In a recent article in the *FM* (*Current affairs*, September 9), Bobby Godsell of the Anglo American Corporation raised certain critical points about the functioning of the Industrial Court. He noted that serious reservations about the court existed in employer ranks and elaborated on some of these.

There can be little quibbling about what was probably the central tenet of Godsell's piece, namely that "the history of industrialisation indicates that collective bargaining is the best way to resolve conflict in industry. It involves the primary parties and its outcome is the direct responsibility of these parties." However, he did not expand on some of the corollaries of this statement.

If issues between employers and unions are best thrashed out between themselves, then the disputants should be allowed to have recourse to industrial action to close the deadlock gap, and the ring held by the State must be a fair one. Neither is true of the present dispensation. A clear dualism is evident in the Labour Relations Act: it seeks to encourage collective bargaining but simultaneously, through its convoluted disputes procedure, effectively criminalises most forms of industrial action. Picketing, a normal incident of collective action elsewhere, is proscribed under the Internal Security Act, while the wide terms of the Intimidation Act have already been directed at unionists.

Most important of all, the effect of the range of statutes controlling every aspect of the supply of black labour is that migrant workers resort to industrial action at their peril. Even a legal striker is open to instant dismissal, and a migrant who has lost his job forfeits his (always

precarious) right to remain in an urban area. Many a dispute has been "resolved" by the mass deportation of the workforce and employers have not been conspicuous in their condemnation of such occurrences.

Against such a backdrop, it is relatively painless to advocate collective bargaining as the first and last word on proper relations between the parties.

Godsell believes that the courts should declare the law rather than make (any of) it. Should the courts indeed hack those engaged in "so intimate an act as negotiation" to fit the Procrustean bed of rigid law, employers would be the first to raise a storm. In the labour field, more than any other, it is essential that an adjudicative body be afforded scope to work imaginatively when seized of disputes. It is impossible for statutory definitions to cope with the nuances of labour developments. The example which Godsell cites — representivity — is a case in point.

### Legal duty

His contention that the question of the legal duty to bargain with a representative union should be left to the bargaining process is rather surprising. In most countries collective bargaining got underway only once the legal duty to bargain had been secured by the labour movement. The fundamental dispute over the very framework for bargaining is one of right, not interest. The social cost of leaving it to be resolved by the parties is high.

Recognition has primarily two aspects: the acceptance of bargaining agents and the definition of appropriate bargaining units. Except in the UK and Utopia, both aspects require statutory and judicial regulation. Most overseas jurisdictions have settled the bargaining agent question through legislative intervention. There is a statutory duty to bargain with a representative union and recognition disputes are outlawed. The right to be recognised flows from a relatively simple certification procedure, usually involving a ballot.

The definition of the appropriate bargaining unit on the other hand is pre-

cisely the type of issue which, failing agreement between the parties, is best left to an adjudicative body which can fashion a binding decision consonant with the contours of a particular industrial setting. Once again, if collective bargaining is the objective, devious and dilatory arguments over its underpinnings cannot be allowed to frustrate the process. Moreover, although collective action may break a deadlock over the bargaining unit, interests of parties other than the immediate disputants are at stake and hence these boundaries should be established by a body which can take a wider — often an industry-wide — view of things. Of course, an ill-fitting judicial imposition will not preserve industrial peace or advance collective bargaining. But to deny a labour court any role is no solution.

It is significant to note that in the two cases where the Industrial Court's finding amounted to orders to bargain with a union — *Bleazard v Argus* and *United African Motor and Allied Workers Union v Fodens* — the acceptance of the bargaining agent and not the appropriate bargaining unit was in issue. In the absence of statutory regulation of the subject, I submit that the court's determinations were salutary. They certainly led to a speedy resolution of other recognitions disputes.

The observation that "through the status quo provision, unions at times appear to be seeking to achieve that which they have not even attempted to accomplish through bargaining" is surely misconceived. The status quo order by definition may only preserve on an interim basis what has already been won, by negotiation or otherwise. Where orders have been granted, they have followed unilateral conduct and a failure to negotiate.

To secure greater legitimacy, an improved role for the Industrial Court as part of wider legislative reform in the labour field is certainly required. The call is to tap the systems developed in other countries. Given the practices prevailing in some quarters, it is not inevitable that such a move would endear the court to more employers.

# 300 strikers will return to work

Labour Correspondent

A STRIKE by more than 300 members of FOSATU's Paper, Wood and Allied Workers Union at the Industria plant of Printpak (Transvaal) was settled yesterday after talks between workers and the Nampak group, which owns the plant.

The workers downed tools on Thursday to protest against the firing of seven workers and the fact that TUCSA's SA Typographical Union has a closed shop agreement covering the plant which forces all workers to join it.

One of the terms of the settlement is that the company will open recognition talks with PWAU, which is likely to lead to another blow to SATU's closed shop in the printing and paper industry.

A Nampak statement yesterday said the agreement meant workers would return to work "at normal time" on Monday.

According to Nampak, one of the employees dismissed had refused to take a job in another department.

It said he had now been

reinstated after agreeing to take this job. "All written warnings in terms of the company's procedures with regard to this employee have been removed from the records," the company said.

It added that an inquiry would be conducted towards the end of next week to determine the fate of the other six workers who were fired.

Printpak had also agreed to open talks with PWAU "with a view to concluding a recognition agreement".

A PWAU spokesman said yesterday the company's decision to open recognition talks with the union meant "they have now acknowledged we are the majority union at the plant".

He said the "underlying cause" of the dispute had been SATU's closed shop at the plant, which had led workers to allege that Printpak was favouring SATU against PWAU.

The agreement did not mean that SATU's closed shop at the plant had ended, but attempts would be made through other channels to end it at Printpak, he added.

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140A

ROM

24/9/83

# Retrenchment of 22 is 'heartless'

140A  
By Jo-Anne Collins

8721 27/9/83  
The summary retrenchment of 22 workers at Mondi Paper Waste in Tulusa Park, Johannesburg, has been condemned as "heartless and totally unnecessary" by the Paper, Wood and Allied Workers' Union

The workers were told, as they received their pay packets on Thursday, that their services would no longer be required

Mr DP Engelbrecht, manager of the Mondi plant, confirmed no notice of the move had been given "You don't notify in these cases because the worker doesn't turn up for work then"

The union has questioned the basis of selection for retrenchment, alleging that the "last in first out" principle had not been applied and that a large proportion of workers aged over 50 years had been affected

## FURTHER QUESTIONS

Further questions posed by the PWAU in a statement yesterday were

- Is it fair to throw out workers over the age of 50?
- Is it fair to pay a maximum of 13 weeks' severance pay?
- Is it fair to withhold the company's share of pension contributions?

One of the retrenched workers, with over 25 years' service at Mondi, said bitterly "I started at the company when it had only one truck and we had to carry bags on our heads. We used our strength in pressing the waste with our hands

"Today they are rich because of our hands and now they throw us out like dogs"

The union pointed out that Mondi was part of the giant Anglo American Corporation, which controls over half the private sector in South Africa

Mr Engelbrecht said the retrenchments had been occasioned by renovations and mechanisation. Fewer workers were required now for the same workload

167-1171 (140A)  
27/9/83  
ROM

# Industrial court role at stake

Labour Correspondent

THE future role of the industrial court — and in particular its right to reinstate fired workers — is at stake in a crucial case which was argued before the court in Johannesburg yesterday

The case has been brought by the Metal and Allied Workers' Union and 12 of its members against Barlow's Manufacturing Company in Kew, a company in the giant Barlow Rand group

The company argued before the court yesterday that, where an employer fired

workers after giving the required notice or by paying the required notice pay, the court had no power to decide whether the sacking was "unfair"

It asked the court to agree to refer this point of law to the Appellate Division, a request which was opposed by MAWU and the other applicants. After hearing argument on this point, the court's deputy president, Dr D B Ehlers, reserved judgment

If the company's argument is upheld, the court's role in

ordering temporary or permanent reinstatement of dismissed workers where it decides the firings were unfair would be almost entirely removed.

Many of the court's key cases over the past year have involved the granting of such reinstatement orders

The company argues that the point of law involved — whether the court can pronounce on firings where the legal notice requirements were observed — has still not been clarified and that the Appeal Court should do so

140A (197) (197) ROM 28/9/83

# Mawu clinches pay deal

By STEVEN FRIEDMAN  
Labour Correspondent

TWO Natal companies have agreed in negotiations with Fosatu's Metal and Allied Workers Union to pay workers a minimum wage of R90 a week — a key breakthrough for the union in its current attempt to win pay rises from metal companies outside the official industrial council system

At one company, Barlow Rand subsidiary WB Camerons in Durban, the wage agreement follows a strike

ballot in which 93% of the union's members voted to strike if the wage dispute was not settled

The union has been campaigning for a R90 a week minimum but this figure is some 40% above the minimum in the council agreement and most employers have resisted it

By concluding the agreements, the two companies, WB Camerons and Prestige, have also ignored requests by employer federation Seifsa not to bargain wages outside the industrial council system

In a statement yesterday, Mawu said the WB Camerons deal would increase minimum pay by 24% and that at Prestige the industrial council minima had been exceeded by 80% for most workers

A WB Camerons spokesman confirmed that the minimum would rise to R90 a week, but said this would take effect from January 1 only

At Prestige, Mawu said the increases would be backdated to July and talks on further increases would be held in November

28/9/83  
140A  
RAM

# Faithful unto the scrapheap

By STEVEN FRIEDMAN  
Labour Correspondent

SUBSIDIARIES of the country's two biggest industrial groups, Anglo American and Barlow Rand, have come under sharp attack for their retrenchment policies

In a statement yesterday, the Paper, Wood and Allied Workers Union slammed retrenchments at Mondri Paper Waste at Tulisa Park, an Anglo subsidiary

It said the company had retrenched long-serving workers in preference to young ones and that, when challenged, its manager had said "We can't run an old age home here"

PWAWU workers who were retrenched on Friday by Nampak Conical Containers, a Barlow Rand company, said yesterday the company had failed to find them jobs elsewhere in Nampak although these were available — and said this was because they belonged to PWAWU rather than Tucsa's SA Typographical Union

A Nampak spokesman denied there were vacancies elsewhere within Nampak and said one company to which workers had been moved had to insist that they be SATU members because of a closed shop agreement

At Mondri Paper Waste, PWAWU said the company had retrenched 22 of its 50 workers without warning. It said they were simply informed when they collected their pay on Friday they had been dismissed

The union says that, when questioned on this, the company's manager, a Mr Engelbrecht said "If they had been told earlier, we would have got no work out of them"

It said the company had not followed the "last in first out" principle, but had selected all workers over 50 for retrenchment, removed a third of these from the list and replaced them with younger workers

It quoted one worker with 25 years' service as saying that the company had grown rich "because of our hands and now they throw us out like dogs"

PWAWU alleged that workers would receive at most 13 weeks severance pay and that the company's pension contribution was being withheld from them

At Nampak Conical Containers, workers said the retrenchments were related to reorganisation in Nampak. They also said that PWAWU members had to bear the brunt of them.

"When some of us were offered jobs with Printpak, another Nampak company, a manager said they could only hire workers who belong to the Tucsa union," a worker spokesman said

He also charged that three Nampak plants had vacancies, but had not offered these to retrenched workers

A Nampak spokesman said Printpak was bound by the "closed shop" clause in the printing industry's industrial agreement, and had to hire SATU members only



# Retrenched men hit at jobs claim

Retrenched division workers at the packaging giant Nampak have challenged its statement earlier this month that it would make every effort to get them employment

Yesterday, at the offices of the Paper, Wood and Allied Workers' Union (Pwawu) in Johannesburg, most of the 90 workers from Nampak Conical in Industria alleged there had been vacancies at several Nampak plants since they were retrenched. But they said that Pwawu men had not been hired.

A Nampak spokesman said a closed-shop agreement and categories of workers required stood in the way of hiring retrenched men.

One allegation concerned four temporary vacancies at Printpak, part of the Nampak group. "We put up the names of four men but then we were asked by a line foreman if they were members of the South African Typographical Union (Satu). They did

not get the jobs," a group spokesman said.

The company said it was bound by a closed-shop agreement to stick to Satu workers at Printpak.

The group's Transvaal Box, Polyfoil and Nampak Sacks were said to be hiring new workers, in preference to taking on former Nampak Conical men.

The company said that Nampak Sacks was giving preference to workers it had retrenched in February, while Polyfoil required only temporary female staff. One Transvaal Box job had gone to a Conical worker, who had then failed to report, the management spokesman said.

A Pwawu spokesman said Nampak Conical retrenchments were not due to the recession but due to company restructuring. "They are not closing down Conical because it is doing badly. They simply want to move it to another part of the country."

160A 28/9/83

~~12/1/83~~  
Wages  
~~12/1/83~~  
dispute  
140A ~~346~~  
goes to  
R.M.  
Minister  
28/9/83  
Labour Correspondent

A DEADLOCKED wage dispute between the Metal and Allied Workers Union and giant steel corporation Highveld Steel has been referred to the Minister of Manpower

And yesterday, Mawu charged that Highveld could afford to offer workers a substantial wage increase, but was refusing to do so because it did not want to break ranks with other ferro-alloy producers

It said the deadlock had followed a refusal by Highveld to refer the dispute to mediation.

A Highveld spokesman yesterday declined to comment on the union's charges

The deadlock centres around negotiations for a "house agreement" at Highveld

Several companies, including Highveld, negotiate separate agreements with unions under the umbrella of the Metal Industrial Council

Mawu, which is pressing for a minimum wage of R90 a week — nearly 40% above the present minimum — rejected Highveld's offer of a 10c an hour increase for lowest paid workers and declared a dispute with the company

# New turn in bus boycott

THE Corporation for Economic Development, formerly the Bantu Investment Corporation, which owns 50 percent of the shares in the Ciskei Transport Corporation, will meet officials of the South African Allied Workers' Union (Saawu) in Durban today to discuss the ending of the bus boycott in the Ciskei.

This was disclosed yesterday by Mr Sam Kikine, General Secretary of Saawu.

Mr Kikine told the In-

dependent Press Trust of South Africa news agency that the meeting had been arranged at the special instance of the chairman of the Corporation for Economic Development Dr J Adendorff.

Mr Kikine said Dr Adendorff was so concerned about the crippling effect of the more than two-month-old bus boycott in Mdantsane township that he was even prepared to pay for the airfares of two Saawu officials from

East London.

"We have arranged the meeting for Durban because it is a neutral venue and away from all the horrors of what is going on in the Ciskei Bantustan.

"We have decided to help because we are also concerned about the suffering of our people," said Mr Kikine.

He said although Saawu was not involved in arranging the bus boycott the Ciskei authorities banned the union and detained its offi-

cials.

"The latest attempt to negotiate with us is an acknowledgement that no matter how much they oppress and deny us our existence, Saawu is a force to be reckoned with in the Ciskei and East London."

A spokesman for Dr Adendorff's office in Pretoria said he was not available for comment because he was on a tour of KwaZulu.

The latest breakthrough by Saawu follows the strong condem-

nation of its banning by the United Democratic Front (UDF) and 10 trade union organisations. Among the unions that have condemned the banning are the Council of Unions of South Africa and the Federation of South African Trade Union (Fosatu).

The UDF has announced that it will arrange a series of protest meetings and also call on the people to take retaliatory actions by condemning the Ciskei

ACCOUNTS

327 'fired' over dismissal

By STEVEN FRIEDMAN  
Labour Correspondent

A SWEDISH company, ASEA Cables, has fired 327 workers — the entire black workforce — at its Rosslyn plant, near Pretoria, after a three-day work stoppage in protest over a dismissal, a Metal and Allied Workers Union (MAWU) spokesman said yesterday

He said the workers had downed tools in protest at the dismissal of a colleague — because, it is alleged, he refused to do private work for a superior on a Saturday

140A  
29/9/83  
This is the third strike by workers at ASEA this year. Two previous stoppages were prompted by a dismissal and by workers' wage demands

A company spokesman confirmed yesterday that the workers were no longer employed by ASEA, but denied they had been fired

He said the workforce had staged a three-day sit-down "during which we made repeated attempts for them to return to work" At the end of the three days "we were forced to assume that, since

they did not want to work, they had resigned"

The spokesman refused to comment on the grievances which had prompted the stoppage. He said the company had not yet decided what action to take to replace the workers

According to MAWU's spokesman, the workers were dismissed after negotiations between the company and union failed to settle the dispute

He said workers would meet on Monday to decide what action to take

# MAWU's pact with firm broken as workers strike

29/9/83 (140A) (189) (212M)

**Labour Correspondent**  
ABOUT 500 workers, most of them members of the Metal and Allied Workers Union, at the Kew plant of Barlow's Manufacturing Company downed tools yesterday in support of wage demands.

The strike is the third this year and comes during an industrial court action brought by MAWU for the reinstatement of fired workers.

The company reacted with an angry statement that an agreement between it and MAWU that workers would not strike during negotiations had been breached.

It said the strikers had rejected a wage offer which

would have brought wages up to R90 a week in January in line with MAWU's demands earlier this year at the Metal Industries Industrial Council.

It is understood the strikers wanted the R90 minimum to be implemented sooner than January.

A MAWU spokesman said yesterday the union was "trying to comply with the agreement" but members were "disappointed" at the wage offer. MAWU's compromise proposal earlier this week had "so infuriated workers that they took action".

The company's statement said the strike had come after the company indicated

that MAWU's latest wage demands were unacceptable.

It said MAWU had made its demands after the company made its offer of a R90 rise by January. In terms of the offer, most workers would be earning substantially more than R90 in January and all workers would have received rises of at least R12.15 a week since June.

The company said the negotiations were held in terms of a mutual agreement which provided for mediation if the sides were deadlocked. The union had agreed not to support any strike action while negotiations or mediation were in progress.

# Tucsa resolution angers unionists

By PHIL MTINKULU

**A RESOLUTION** passed by the Trade Union Council of South Africa (Tucsa) at their annual conference calling for unregistered trade unions to be outlawed has angered black trade unionists who view it as interference with the freedom of association.

The resolution, which was introduced by the Mine Surface Officials' Association, was passed by 125 votes to 27. It was strongly resisted by the South African Bank

Employees' Union, the South African Boiler-makers' Society and the Motor Industry Combined Workers' Union. Mr A M Moko, who represented the bank employees at the conference, said Tucsa was not the sole custodian of trade unionism in South Africa.

Mr Piroshaw Camay, the general secretary of Cusa, said the resolution went against freedom of association. He said Tucsa was fast becoming more conservative and

autocratic. "We hope that the Minister of Manpower will ignore the resolution," Mr Piroshaw said.

Mr Herbert Barnabas, of the South African Allied Workers' Union (Saawu), said his union had always maintained that unions which involved themselves with the Industrial

Council tended to be toothless. "According to Section 78(1) of the Labour Relations Act a worker is free to join a trade union of his choice. Who are they to

question that law?" he asked.

"The Tucsa resolution clearly shows where the organisation stands in regard to Government efforts to escalate and control democratic trade unions which represent the true aspirations of the black working class," Mr Jeff Lengane of the Insurance Assurance Workers' Union of South Africa, said.



INSURANCE Lengane

## Boy with a big heart

CAPE TOWN — South Africa's first heart transplant patient with two donor hearts, Gerrie Cronje, will try to get his motorcycle driver's licence tomorrow

Gerrie (16), who lives with his family at Kraaifontein, has a 50 cc motorcycle

Besides riding his bike and visiting Groote Schuur Hospital regularly for check-ups, Gerrie is studying for his Junior Certificate examinations

## PWAWU in breakthrough

Labour Reporter  
After 18 months of intense negotiations, the Paper Wood and Allied Workers' Union scored a breakthrough yesterday when the Carlton Paper Corporation in Wadeville signed a full recognition agreement containing a crucial strike clause

In the event of a strike, the Carlton management has undertaken to dismiss all or none of the strikers, and has agreed not to selectively rehire dismissed strikers

The inclusion of this clause in the agreement is seen as a victory by PWAWU because of the widespread firings and selective rehiring in the Wadeville area, aimed at rooting out union "agitators"

The clause would also allow for

greater equality in negotiations between workers and management, said a union spokesman

It is only the second time that such a clause has been written into a recognition agreement. The National Union of Textile Workers, also a FOSATU affiliate, won a similar clause in negotiations with Natal Thread recently which set the example for PWAWU

The agreement also gives the shop stewards' committee the right to negotiate on wages and all working conditions

"We commend Carlton management for being more enlightened than most employers in their attitudes towards unionism and we look forward to a constructive relationship," said the spokesman

## Pavilion for Home

A new pavilion at St. George's Home for Boys in Bedfordview was officially opened on Sunday

The pavilion has been built and paid for by the school's Old Boys' association and will provide facilities for meetings as well as change rooms for sportsmen.

St. George's is a home for underprivileged boys

The pavilion was opened by the chairman of the school's executive committee, Mr. Lance phet

# IT'S THE FORMULA 1 CLIMAX THE KYALAMI CLINCHER

## OCTOBER 15th

- ALAIN PROST, RENAULT ..... 57 Pts
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Be there as the world's top drivers do battle for the world championship crown.

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- Kink Grandstand R10,00
- Sunset Grandstand R15,00
- Ford Grandstand R15,00
- Pit tickets R20,00

- There will be no centre circuit charge
- Children under 10 free entrance
- Excludes grandstand seating
- 50% discount on the entrance fee for members of the Defence Force in uniform
- Caravan area R25,00 per caravan

## 702

LISTEN to 702 for the latest Grand Prix news, and there are great prizes to be won!

"Book now at Computicket or get your ticket at the gate"



# ~~Pinetown~~ Pinetown workers down tools

Mercury  
4/10/83

Mercury Reporter

140A

ABOUT 175 workers at the Pinetown factory of Smith and Nephew Ltd downed tools yesterday after a dispute over the firm's subsidised housing scheme for blacks at nearby KwaNdengezi

Mr Kelvin Johnson, the company's personnel manager, told the Mercury in a statement yesterday that the work stoppage occurred yesterday morning after the completion of the night shift and had affected

production

'The cause has been difficult to ascertain at this stage, but it appears to be centred on an interpretation of a statement made by a manager to an employee about the housing the company has assisted some of the employees with at KwaNdengezi'

He said the National Union of Textile Workers had been asked by the company to help resolve the dispute and he hoped production would be back to normal today



# Production back to normal

Mercury Reporter

PRODUCTION was back to normal at the Dunlop tyre factory in Durban yesterday following a 'go slow' by some workers last week, a spokesman for the company said yesterday

A number of workers,

mainly in the tube manufacturing division staged a protest against the company's refusal to meet their demand for more pay by either walking out or engaging in a 'go slow'. They were later supported by workers in other sections of the factory

Mr Geoff Schreiner,

branch secretary of the Metal and Allied Workers' Union (Maawu), said yesterday that he preferred not to comment at this stage, except to confirm that there were 'lots of problems facing members at the factory'

A spokesman for Dunlop told the Mercury that

'a very small minority of workers walked out of the Sydney Road plant on Tuesday and Saturday and some were going slow but the factory is still in production'

He said the protest was 'fairly low-key at this stage'

'We have been in nego-

tiation with the union for more than a week. The package which they have submitted would mean a 50 percent increase on our present wage bill, which would be an increase of more than R3 000 000 a year,' he added

Meanwhile, in a joint statement by Maawu and the Pietermaritzburg-based Scottish Cables Ltd, yesterday Mr C M Jaffray, personnel manager of the company, announced that a procedural recognition agreement had been concluded between the two parties

4/10/83

140A

Mercury

# Workers' new say on funds

Labour Reporter  
 11/10/83  
 The struggle by the emergent unions to bring pension funds under the control of the workers has been partly successful in the metal industry

There are now four unions, one unregistered, on the board of the Metal Industries Group Pension Fund

A full list of unions represented on the fund, constituted in June this year, was given for the first time yesterday in a union newsletter

The decision to admit union representatives to the board, based on membership size, was taken after pressure from the unions, foremost among them the Metal and Allied Workers Union

The unions argued that several unions with seats on the board did not represent the majority of the workers in the fund

After discussions with the Steel and Engineering Industries Federation of South Africa (Seifsa) it was agreed that only the 10 unions with majority membership in the fund would have seats

An audited certificate check was carried out and the four unions to gain seats on the board were MAWU, the Steel Engineering and Allied Workers Union, the Engineering and Allied Workers Union and the unregistered General Workers Union

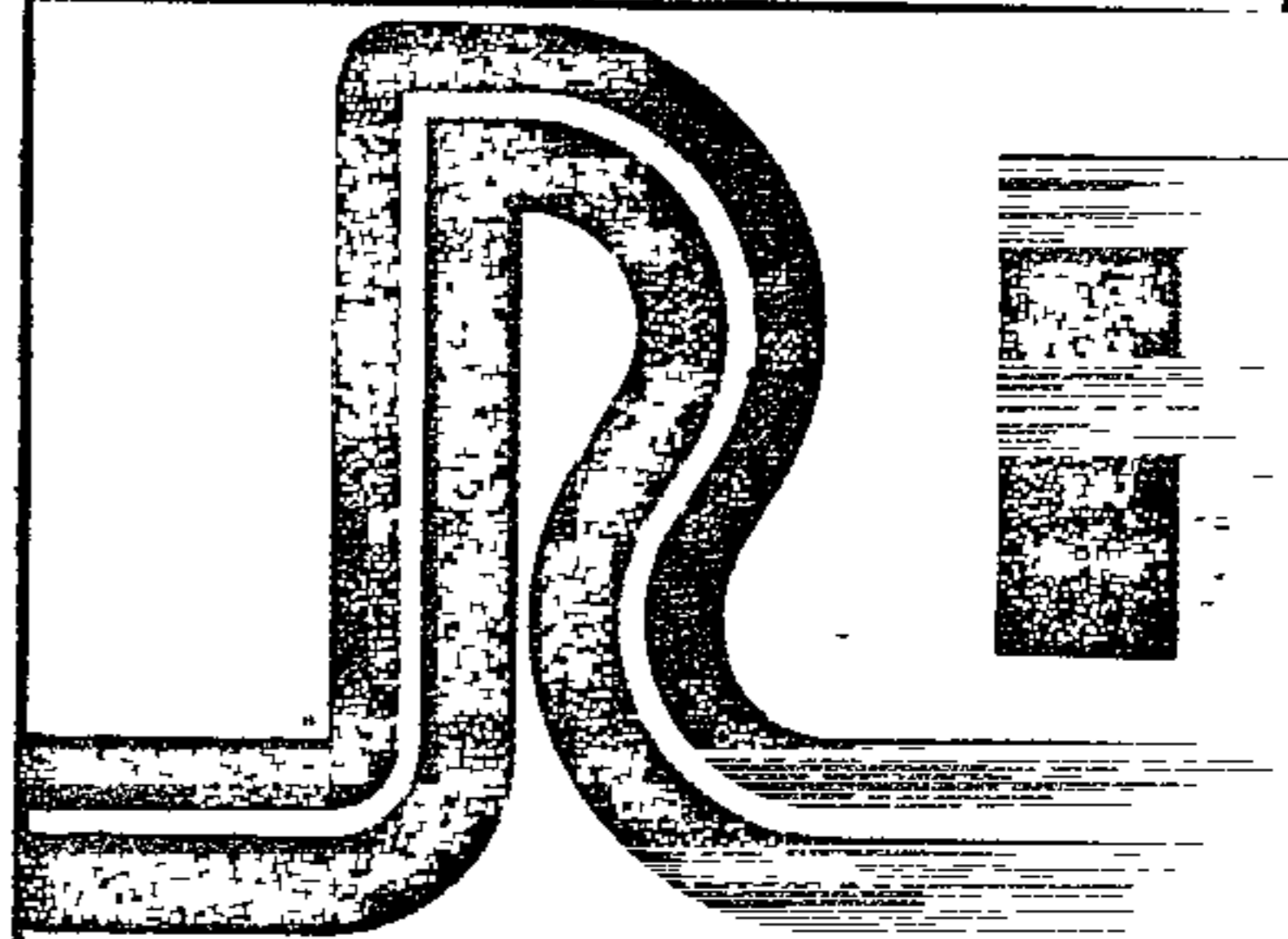
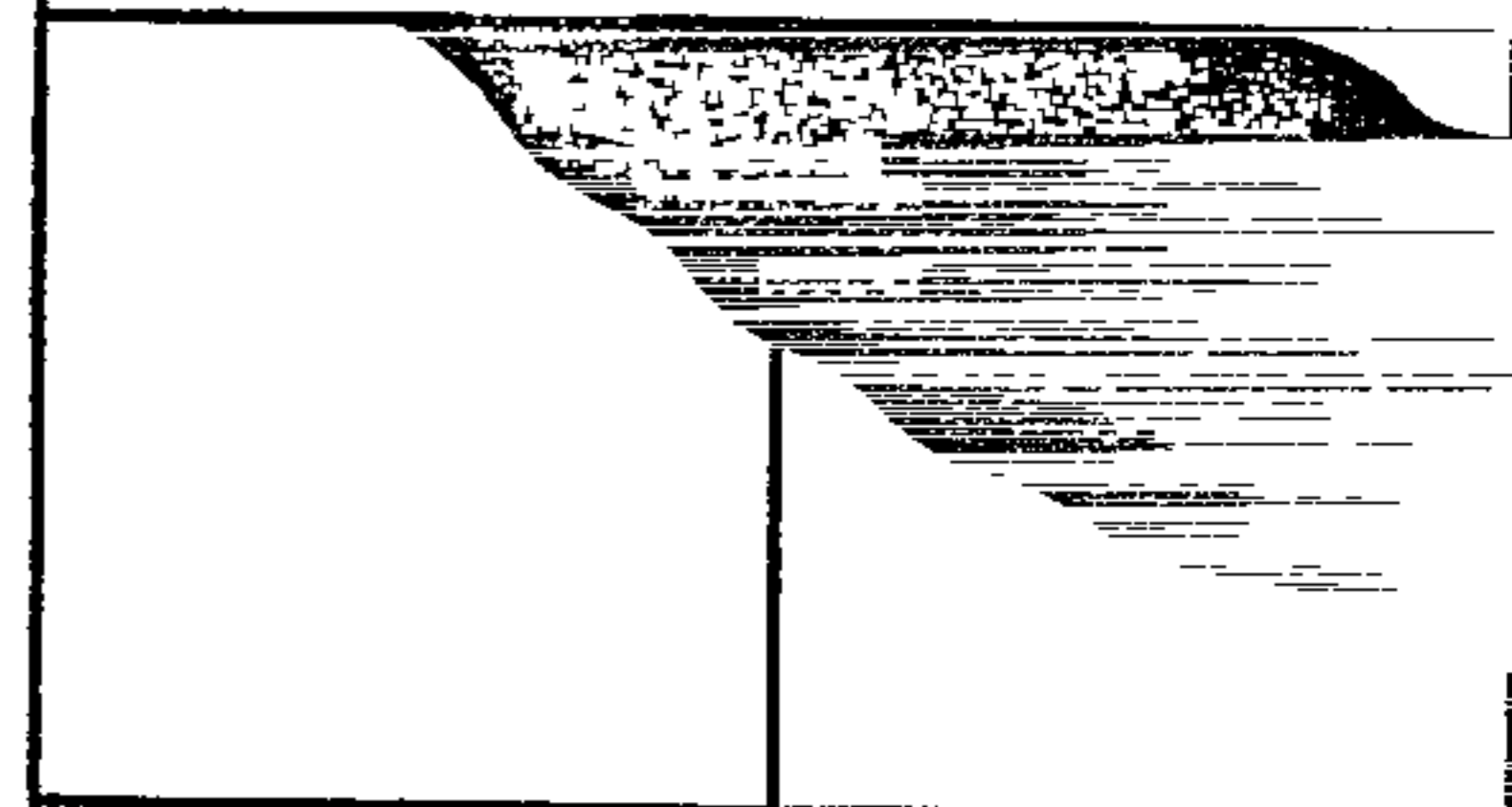
This is the first time representation on the fund has been dictated by membership size and not membership of the Industrial Council

It is also the first time that unions with a largely black membership have been put in a position to push for social benefits for workers outside the strict parameters of the pension fund

## 100 SETS FOR ONLY SINGLE CENT EACH

At Russells 100 lucky people could have already been coming and locked in the safe at Tek Eie. Anyone who buys a set with one of the selected numbers between September and 25th November will have their money refunded in full (less the cost of the set). The winning serial numbers will be drawn at all Russells stores on December 1. Remember to keep your purchase receipt and the serial number which is on your instruction booklet, so that you can claim your money.

# 45



Citizens  
 arrest

A second special court was arranged yesterday to accommodate all the accused  
 Mr E P H Olivier presided over this court and

F 125

# Business Day/LABOUR

By STEVEN FRIEDMAN  
Labour Correspondent

CARLTON Paper Corporation and Fosatu's Paper, Wood and Allied Workers Union have signed a recognition agreement at Carlton's Waverley plant which unionists see as a major breakthrough for workers' right to strike

A clause in the agreement stipulates that in the event of a strike, the company will either fire its entire work force or no workers at all. If it sacks all the workers, it has agreed it will not re-employ them selectively.

This is the second such agreement to be signed, but the first in the Transvaal. The first was between the Hammarsdale textile company, Natal Thread, and Fosatu's National Union of Textile

## Carlton workers win the right to strike

Workers.

Unionists see the clause, which Fosatu unions are likely to seek in other agreements, as a key protection for strikers.

They argue that if employers can fire strikers only at the risk of losing their entire work force and without being able to take some back, they will be dissuaded from sacking them.

The clause is contained in a full recognition agreement between the two sides. It follows a preliminary agreement between them more than a year ago and was signed yesterday morning.

The union hailed the agreement as a breakthrough which would create "greater equality" between the bargaining parties.

It commended Carlton management on its willingness to sign the agreement and said it looked forward to a "constructive relationship" with it.

PWAWU said the clause had been inspired by the Natal Thread agreement. It had also sought it "after seeing many companies in the Waverley area firing and then selectively rehiring workers to weed out

A spokesman said another unusual clause in the agreement was one stipulating that where a dispute arose, the plant would revert to the status quo until it was settled.

A Carlton spokesman, Mr Brian Haymans, confirmed details of the agreement. He said the negotiations had taken place at management's insistence "because we felt a need to formalise our relationship with the union". Negotiations had taken over a year.

The strike clause was an advance for the union, but said "Many of the clauses in the agreement are there at our prompting. The final result was a joint initiative and it would be wrong to see the agreement as a union initiative only."

RND 01

5/10/83

140A

'agitators''

temporary status quo orders reinstating sacked workers if an employer had given them adequate notice (The court would still be able to pronounce on dismissals, but not as a matter of urgency)

This would largely remove the court's right to grant urgent status quo orders no matter how unfair the sacking might seem to it

One of the court's chief roles has been to grant such orders. This has given workers speedy recourse by removing the need for a long wait before the court pronounces on firings. In many cases, the granting of these orders has led to speedy settlement of a dispute.

The company wants this referred to the Appeal Court

□□□

THE Metal and Allied Workers Union's new strategy of using official machinery to declare disputes with employers seems to be paying off in Natal.

According to the MAWU's newsletter, disputes at McKinnon Chain and Scottish Cables have been settled, and one with Gedore Tools is close to settlement. The MAWU also settled its wage dispute with WB Cameron after a strike ballot.

But in the Transvaal, the wage dispute with Highveld Steel entered deadlock last week and others with major firms are not settled.

The MAWU also claims significant growth in Rosslyn, Pinetown, Witbank and Springs and lists 12 recognition agreements. It says another 23 are being negotiated.

The union cites as a reason for its growth during a recession its decision to concentrate only on important sectors of the metal industries.

5/10/83  
RDM (circled) (circled) (circled) (circled)  
ONE of the industrial court's key functions has been challenged in the court itself

Last week, Barlows Manufacturing, a Barlow Rand company, argued in a case brought by the Metal and Allied Workers Union that the court could not grant

5/10/83 Mercury

# Work dispute settled

~~137~~ ~~197~~ 140 A  
Mercury Reporter

THE dispute between workers and the management at the Pinetown factory of Smith and Nephew Ltd was resolved late yesterday and it was hoped that production would be back to normal when the first shift started at 6 a m today, a spokesman for the company said last night

A spokesman for the National Union of Textile Workers told the Mercury

yesterday that about 175 workers had downed tools on Monday morning and had demanded the dismissal of the factory's labour relations manager

'In terms of the settlement, the workers will return to work while the labour relations manager will be suspended until an independent arbitrator decided whether the workers are justified in demanding his dismissal,' he said

6/10/83 (140A) (183) (183) SOWETAN

# Union members back at work

ABOUT 300 workers at Colgate Palmolive in Boksburg, members of a Fosatu-affiliate, the Chemical Workers In-

By JOSHUA RABOROKO

dustrial Union, who earlier staged a work stoppage in protest against

the attitude of a manager, yesterday returned to work.

he avoided dealing with the shop stewards, he promoted "baaskap" by calling the foreman "baas"

This was confirmed by The SOWETAN by both the union's branch secretary, Mr. Chris Bonner and the company's spokesman following an agreement that the workers' grievances be investigated

In a statement the union says the workers have been unhappy with the manager for several months claiming that he gave out indiscriminate warnings, especially if he lost an issue taken up by shop stewards; he treated workers as if they were in jail, he sneaked up on workers, even arriving in the middle of the night to check on night shift workers;

The work stoppage was sparked-off by a series of incidents last week when the manager concerned gave out an unfair warning, he dismissed a worker without giving him a hearing and refusing to discuss the issues with shop stewards.

The workers have demanded that the manager be removed from the department while the investigations were taking place, according to the statement

A spokesman for the company confirmed that the workers grievances were being investigated and the workers had agreed to resume work.

# Unity move shows signs of stress

140A  
204  
7/10/85

Labour Correspondent  
LEADERS of the country's emerging trade unions, which represent over 250 000 workers, meet in Johannesburg at the weekend to continue their unity efforts — amid signs that the unity initiative is under stress.

It was learnt yesterday that the Federation of SA Trade Unions (FOSATU) is reconsidering its support for the present unity initiative and that there is tension between FOSATU and Cape Town unions — in emerging union movement.

The unity initiative — in which all major emerging unions are taking part — is aimed at welding the emerging union movement into a single federation which would beef up black worker shop-floor muscle.

The unions agreed earlier this year to form a feasibility committee to plan details of the new federation and its next meeting will be held this weekend.

Until now, unity between larger emerging unions, such as the General Workers Union, the Commercial, Canning and Allied Workers Union, has seemed likely, although tensions between these and the newer "community" unions have persisted.

However, differences in opinion between FOSATU and some of the unions which have been allied with it surfaced at the last feasibility committee meeting. A union source insisted yesterday that the unity initiative was progressing well.

However, it was learnt yesterday that FOSATU is to hold a seminar in a week's time to review its attitude to the unity initiative. The seminar will be followed by a meeting of FOSATU's central committee, which will discuss a recommendation by the seminar on whether to continue to take part.

It is understood that FOSATU unionists are unhappy with the differences which emerged at the last meeting, and believe obstacles are being placed in the way of a new federation by other major unions.

At the same time, it appears there has been a thawing of relations between FOSATU and the second largest emerging union group, the Council of Unions of SA.

The two have often been hostile to each other in the past, but have recently held informal talks at which other issues, the possibility of co-operation among other factories in some factories

# Sacked worker back, but 76 others fired

Labour Correspondent  
A MINING equipment company has reinstated a worker whose sacking led to a strike by 76 of its workers late last week — but the workers, who were fired for striking in support of the fired man, have lost their jobs

The fired Coalequip strikers are, however, being allowed to appeal against their dismissal, if they do so individually

Yesterday, a worker source said workers had downed tools because a colleague, a Mr Lukhele, had been fired for being absent

from work, despite giving a superior a letter testifying that he had been in prison

The workers, members of the Metal and Allied Workers Union, struck in protest and allege the company gave them 60 seconds to return to work or be fired

"We did not have time to get back to work and were all sacked," a union shop steward said

He added, however, that workers were resisting their sacking and had gathered outside the plant yesterday MAWU had attempted to negotiate a settlement without

success, he said

A Coalequip spokesman said yesterday in a statement that Mr Lukhele had been reinstated at an appeal hearing yesterday morning

On the basis of evidence, the company was satisfied that he had "tried as far as possible to communicate his whereabouts to the company"

But he said this was a separate issue from the firing of the strikers

He charged they had been fired after "they had ignored repeated requests to return to work despite the general

7/10/83  
manager's assurances that he would hear any appeal which Mr Lukhele wished to make"

He said the appeal procedure had worked effectively in the past

Coalequip denied firing strikers without giving them adequate warning

Management had met shop stewards twice and addressed the strikers three times, he said

"The implications of their action were fully explained and assurances given that management would investigate (the firing)"



# 3 major labour <sup>STAR</sup> disputes settled

October 1983

~~1140A~~  
By Carolyn Dempster,  
Labour Reporter

~~1140A~~ 1140A  
A display of muscle-flexing by the Metal and Allied Workers' Union in Natal recently and a preparedness to take employers to the Industrial Court has resulted in the settlement of three major disputes

At Scottish Cables, the company has bowed to pressure to reopen negotiations with Mawu after a dispute was declared over wages. Management has also undertaken to sign a recognition agreement which gives Mawu the right to negotiate wages at plant level.

McKinnon Chain, after a struggle for recognition by Mawu, recently capitulated and has agreed to begin negotiating in good faith. Mawu had threatened to take the employers to court.

And, at Pefco, five workers who were 'retrenched' have been reinstated. The union also secured back pay for the five and won overalls and safety boots for workers in the factory.

In another dispute at Gedore Tools, Pinetown, the company has offered to settle with the union over the 10 Mawu members who were retrenched without the union being consulted.

# MAWU to take concern to court over sackings

Sowetan  
October 1983

THE Fosatu-affiliated Metal and Allied Workers' Union (Mawu) is to take a Wadeville firm, Litemaster, to the Industrial Court following the sacking of 86 workers at the plant.

In a statement to The SOWETAN yesterday,

~~RA~~ By JOSHUA RABOROKO 140A

the union said it was also looking at other means of "crippling management's action" in an attempt to have the workers reinstated

Litemaster sacked its entire workforce after they had gone on strike in protest against a number of retrenchments during June this year. The management later re-employed all but the 86

The union, the statement continued,

had held several discussions with the management on the plight of the workers, but management had refused to settle their grievances

"We strongly condemn Litemaster's decision to dismiss workers. Such undemocratic action will never solve problems. We will continue fighting management until our brothers are reinstated," the statement says

Meanwhile Mawu has announced that a formal settlement has been reached between it and the Scottish Cables company in Pietermaritzburg whereby the company has agreed to recognise the union

Some of the terms of the recognition agreement include collective bargaining rights for the union. The wages issue has been set aside until the union's dispute with the company is settled

The agreement is seen by the union as being "a step forward"

Star 7/6/83

## Dismissed worker (UO)P reinstated

### Labour Reporter

Coalequip Pty Ltd has decided to rescind the dismissal of one worker, and is prepared to hear appeals for the reinstatement of the other 76 workers fired from the Steeledale plant this week.

Management dismissed virtually the entire plant workforce on Monday after the workers staged a work stoppage to determine why a colleague, a Mr Lukhele, had been fired without being allowed to state his case.

The workers, all members of the Metal and Allied Workers' Union, were fired for this breach in grievance procedure.

Management allegedly gave them several warnings to return to work or face the consequences.

At a disciplinary hearing yesterday, Mr Lukhele's dismissal on grounds of desertion was rescinded after he gave management an adequate explanation of why he had failed to report at work for two weeks.

However, management says the reinstatement of Mr Lukhele is a separate issue from the dismissal of the 76 employees who went "on strike".

"We feel employees were given every opportunity to return to work.

"As they failed to do so we had no alternative but to dismiss them."

140A  
THE RIGHT of workers to strike received a small but significant boost last week

Carlton Paper and Fosatu's Paper, Wood and Allied Workers Union signed an agreement at Carlton's Wadeville plant in which the company agreed that, in the event of a strike, it would either fire all strikers or none

In so doing, Carlton turned its back on the common practice of firing strikers and then re-hiring them selectively

This is the second such agreement — Fosatu's National Union of Textile Workers signed one at Natal Thread, Hammarsdale, when its legal strike at the plant was settled

Fosatu unions are expected to push for similar clauses in other agreements — which could have immense implications for the right to strike

Sacking strikers is a double-edged sword. It is a powerful weapon in the hands of employers — particularly as influx control laws often mean fired strikers lose not only their jobs but their right to live in the cities

But firing an entire work force is costly. Time and money spent on training workers are lost and the employer must begin training a new force at considerable expense

Many companies have reacted to strikes by dismissing the work force and then re-employing all but a few activists. Thus they do not lose the skills of most of their workers, but do "weed out" their leaders

This is what the Carlton and Natal Thread agreements seek to

# Carlcior pact boosts the right to strike

LABOUR WEEK By STEVEN FRIEDMAN

end. Unionists believe the knowledge that they cannot selectively re-employ will act as a powerful deterrent against employers who seek to fire strikers

A PWAWU unionist says the Carlton agreement is part of an attempt to "give real content to the right to strike"

Another development on this front last week occurred at Liberty Life, which sacked 90 strikers who demanded recognition of the Insurance and Assurance Workers Union of SA (IAWUSA).

Liberty said it would not selectively re-employ strikers. It said it had received advice that there was a likelihood of selective re-employment being seen as an "unfair labour practice" by the industrial court

If it is, the Carlton and Natal Thread agreements would become the norm, not the exception

Wage  
dispute  
settled

Labour Correspondent

A HEATED wage dispute between the Metal and Allied Workers Union and Barlow's Manufacturing Company's Kew plant, which has led to several strikes, has been settled after two days of mediation a union statement said yesterday

There have been three strikes at the plant this year over wages which, MAWU says, have cost BMC 11 days' production

According to the statement, the wage agreement means the minimum rate at the plant will become R2 an hour in January — the minimum MAWU has been campaigning for in negotiations

In addition, all the plant's more than 600 workers will receive guaranteed minimum increases of 31c or 32c an hour, according to the union. Most will be paid now, with the exception of 7c an hour, to be paid in January

The most recent strike occurred after management had offered workers R2 an hour in January, which workers rejected, saying they wanted this immediately

It is understood the rise negotiated now is higher than that offered by BMC at that time.

# New agreement will help protect striking workers

FOSATU affiliate, the Paper, Wood and Allied Workers Union, has signed an agreement that protects striking workers from victimisation during dismissals and subsequent re-employment.

primary agreement between the two parties almost a year ago. The recognition agreement was signed last week. In a statement the union said the agreement would give greater bargaining powers to both management and the union.

The incentive the union continued came from a similar agreement signed by a Natal company and another Fosatu affiliate, the National Union of Textile Workers. A company spokesman confirmed the agreement.

The agreement which was signed by the union and the giant Carlton Paper Corporation contains a clause which discontinues the common practice of firing workers and then rehiring them selectively.

The clause states that should workers go on strike, the company will be obliged to either dismiss all or none of them and, if it agrees to re-employ them, then it will do so without selecting them.

Trade unionists and workers have welcomed this move which they regard as "a step in the right direction."

Unionists also contend that if bosses dismiss striking workers they will be doing so knowing full well that they will lose their entire workforce, thus making it difficult to fire workers.

This controversial clause follows a preliminary

*140*  
*1071*  
*140*  
*1071*

# 1 300 on strike

AT LEAST 1 300 workers went out on strike yesterday as labour disputes continue to rock industries countrywide

More than 900 workers employed by Union Carriage and Wagons in Nigel yesterday downed tools in support of several of their colleagues who have been retrenched by management

The workers, all members of the Fosatu-affiliated Metal and Allied Workers' Union (Mawu), claim that their union was not informed about the retrenchments which management alleges were necessitated by the recession

The company's public relations officer confirmed the strike, but declined to comment on

the issues involved

About 300 workers at Pool Industries in Rosslyn went on strike yesterday morning over pay demands

The employees, all members of the National General Workers' Union, also demanded that the company stop deducting R3 per week from their wages which goes towards their pension fund, Mr Donsie Khumalo, secretary of the union, said yesterday He said the workers who went on strike at 7.30 am a few minutes after reporting for work, also demanded that the company cease deducting about 40 cents from the respective salaries for the washing of their overalls every week

A source close to the

workers said the strike was sparked off by the company's general increase last Friday "which had a lot of disparity" and varied between 2 cents and 22 cents per hour

"The increases were very unfair and all the workers felt there should be a uniform increment for all employees," the source said

A spokesman for the company, a Mr Pool, yesterday declined to comment on the strike and promised to release a press statement soon

At Checkers Stores in Primrose, about 50 black and white workers went on strike after a white member of staff was dismissed without the workers' knowledge

A company spokesman said that the worker had been transferred to another plant The whole thing was a misunderstanding and the matter would be resolved soon

At Grand Bazaar in Rosettenville, 54 workers stopped work after management retrenched workers and engaged others

About 70 workers at Discount Game yesterday entered their ninth day of a strike over wages Management has said that the workers have been dismissed

The 90 workers at Liberty Life Insurance who are demanding the recognition of their union, the Insurance and Assurance Workers' Union, were still on strike yesterday

Handwritten notes in circles: ~~1300~~, 14017, ~~1300~~, ~~1300~~, ~~1300~~, ~~1300~~, ~~1300~~, ~~1300~~

# Firing of 76 strikers upheld

Labour Correspondent

AN appeal hearing held by mining equipment firm, Coalequip, has confirmed the company's decision to fire 76 workers for striking, a spokesman for Boart International, Coalequip's holding company, has announced

The 76, who are members of the Metal and Allied Workers Union, were fired after striking in protest against the sacking of a colleague who had been fired for being absent from work. He was in

prison during his period of absence

Last week, the company announced that an appeal hearing had reinstated the worker, a Mr Lukhele, but that the sacking of the strikers was not affected by this decision. It said the strikers could apply to appeal against the sacking

In a statement this week, Boart's spokesman said the chairman of the appeal hearing, Mr B Bath, had found the strike was "illegal" and that

strikers "failed to respond to management's instructions to return to work"

The appeal found that MAWU shop stewards could have averted the strike, the statement said

It quoted Mr Bath as saying Coalequip recognised "the need to have constructive dealings with representative trade unions"

But it could not "countenance control of the workforce being taken out of the hands of management, which was evident in this case"



# Mawu in Barlow strike accord



140A

By JOSHUA  
RABOROKO



THE Metal and Allied Workers' Union (MAWU) has reached a settlement with Barlow Manufacturing Company's plant in Kew following a labour dispute involving more than 600 workers who went on strike over wage demands.

Sowetan 18/10/83

The union said the company had agreed to pay a minimum rate of R2 per hour which would be effective as from January

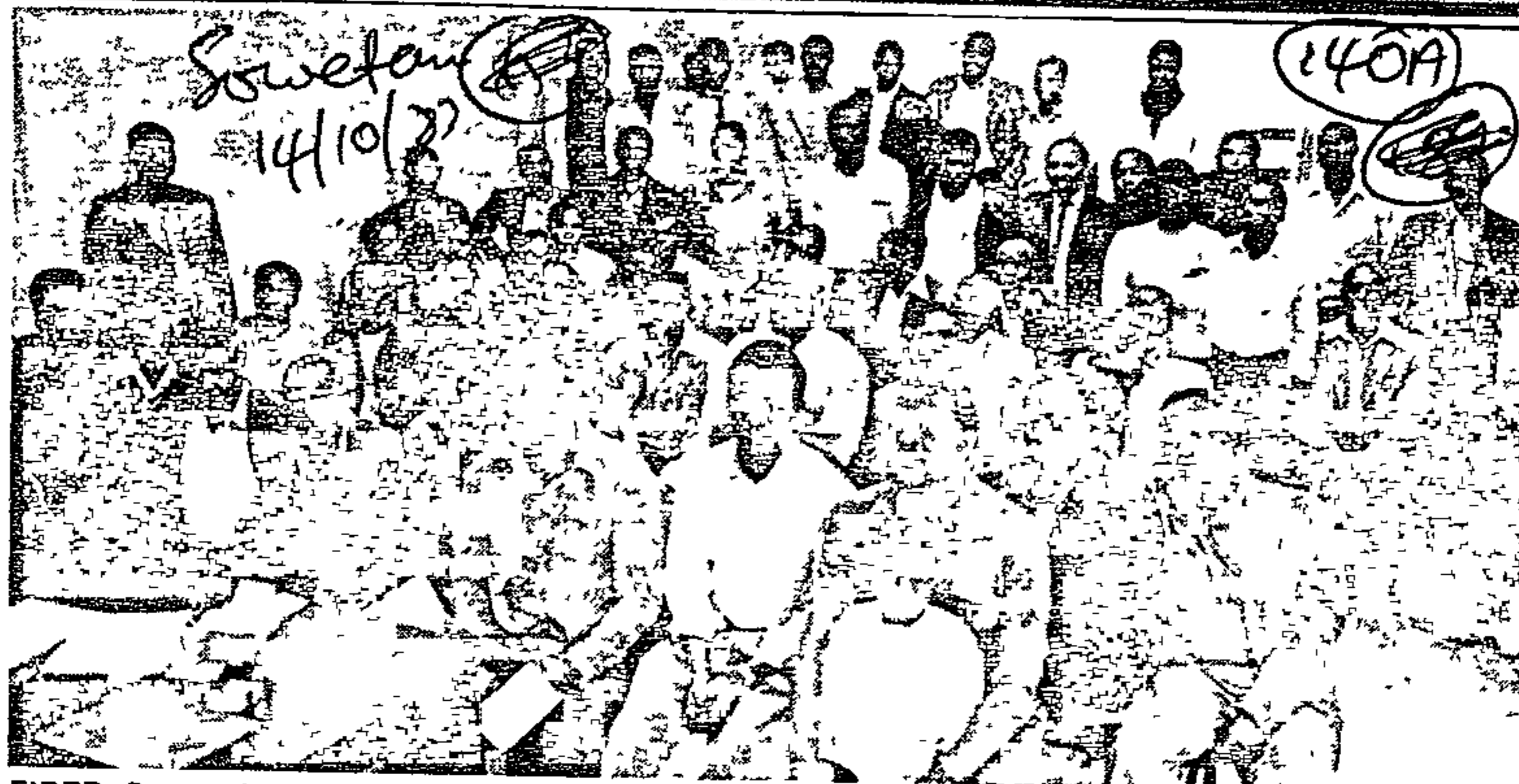
The agreement followed three strikes at the plant which the union claims cost the management 11 days' production

The workers will also receive a guaranteed increase of 32 cents or 31 cents per hour, according to a statement given to The SOWETAN yesterday

The settlement was reached after two days of mediation after several dispute meetings were held under the Industrial Council dispute procedure

Workers at Kew have welcomed the settlement which they said could have come much earlier had it not been for the company's stance on certain principles, especially their rejection of the across the board increase

The union is also still negotiating with Barlow Manufacturing Company in Alrode for wage increases. A report back on the negotiations will be discussed by the shop stewards' council of Fosatu which has become "increasingly effective in co-ordinating and supporting negotiations at plants within the Barlow Rand group," the statement said



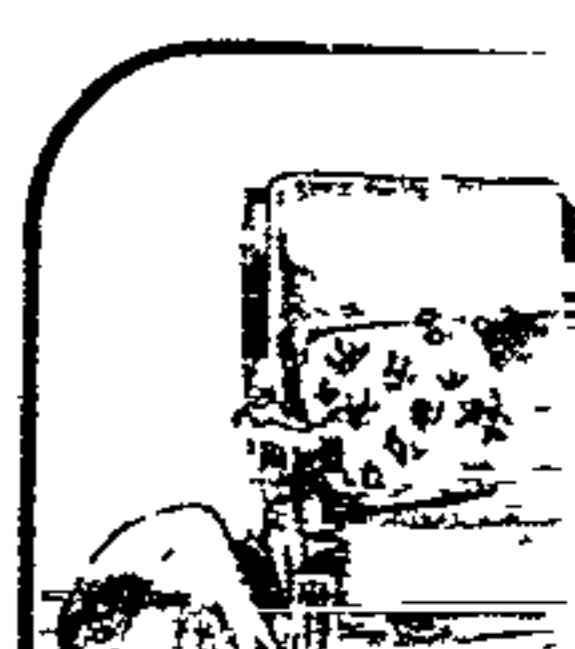
**FIRE**. Some of the 76 Coalquip Company's sacked members of the Metal and Allied Workers Union yesterday demanded to be reinstated following a strike this week. They were sacked after going on strike in support of a colleague who was absent from work. The union is seeking legal advice on the matter while management contends that their strike was "illegal."

**ERAB spends R38-m . . . on homeland** 14/10/83

Nine class at High School in same were not when a 28-year-old joined their class week

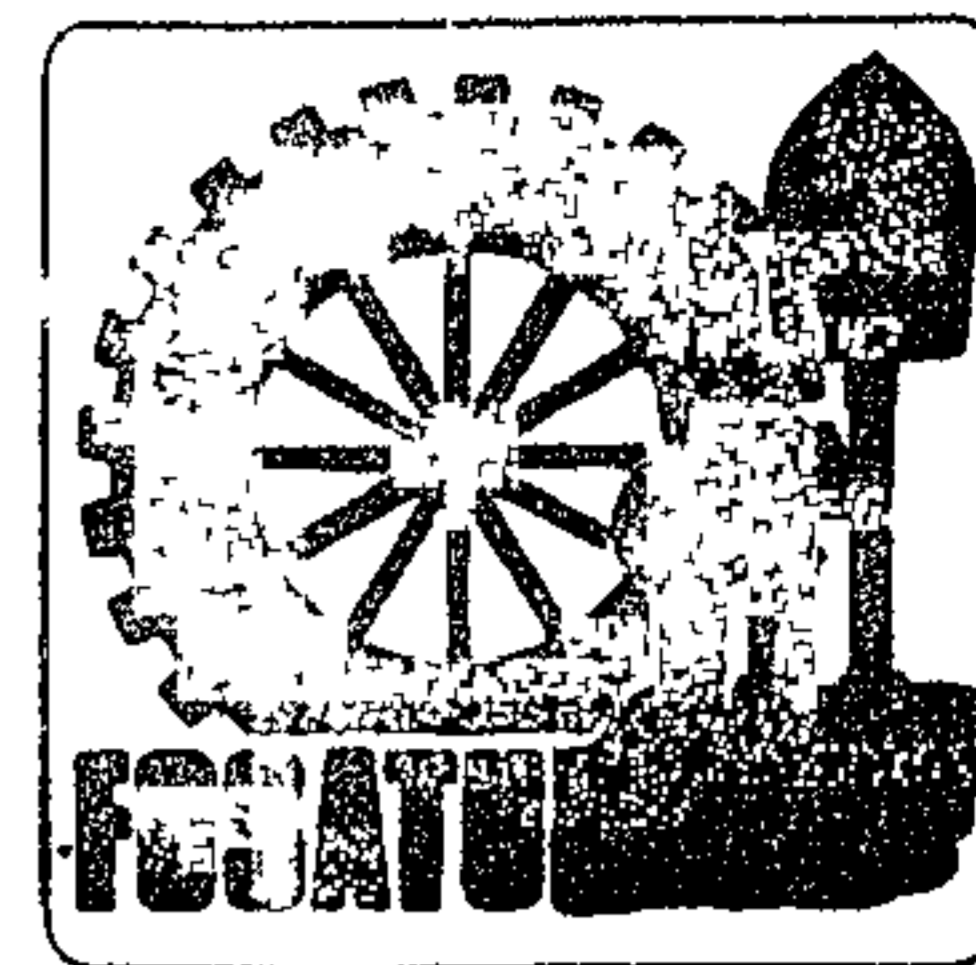
His arrival, at a when most p... boycotting class both the Mdant High and Secor schools was sur, enough more sury was the sight of a bleeding from a wound going to s and not to hospital

However, when Nsikelelo Monakai how it came about



140A

17/10/83



# PRESS STATEMENTS

## LAMONTVILLE

FOSATU condemns in the strongest possible terms the violent attacks made on students in Lamontville. We call workers in the S J Smith Hostels not to allow themselves to be used in this way. As workers we know that unity is strength and division is defeat. We know from our struggle in the factories that anti-worker forces will always try and cause division. We call on our brother workers to carry out the real task of workers which is to build unity and not destroy it. FOSATU condemns the provocation carried out by the Councillors and the police. Both knew and were warned that the Sunday meeting called by Councillors would cause an angry response. Brigadier Smit was warned in strong terms about this but the meeting was not stopped. This is clear provocation since the police quickly ban meetings by progressive organisations.

Workers don't allow yourselves to be used by these reactionary forces. Think what you are doing. Workers must build a just and equal society for all. They must not plunge into the darkness of attacking their children.

FOSATU Regional Secretary – Natal 17 10 83

## FOSATU CENTRAL COMMITTEE MEETING ON THE 15th and 16th OCTOBER DISCUSSED AND DECIDED ON THE FOLLOWING MATTERS

AT its last national congress, FOSATU took a resolution to support progressive organisations opposed to the apartheid regime. We also undertook to mount and mobilise our own campaigns against policies designed to maintain the system of minority rule.

In line with this resolution, FOSATU joins other progressive organisations in absolute opposition to the proposed constitutional changes and Koornhof Bills. FOSATU is mounting a campaign against these Bills.

FOSATU has also decided that it will not affiliate to the UDF. FOSATU believes that the unity of purpose created within worker controlled organisations whose class base and purpose are clear would be lost within an organisation such as the UDF. The UDF represents a variety of class interests with no clear constitutional structure within which the majority of citizens can control the organisation. The UDF does however have a progressive policy as regards the political oppression of the majority of South Africans and for this reason FOSATU welcomes and supports its opposition to the proposed constitution.

Detailed reports from FOSATU'S National Automobile and Allied Workers Union were tabled and discussed in the meeting. The meeting condemned the banana republic tactics of the Ciskei which has mobilised large scale repression of workers.

Following the meetings held in East London, FOSATU will seek a meeting between its national office bearers and the Border Chamber of Industries. Following this meeting further steps in a planned campaign will be announced.

The FOSATU Central Committee also admitted a new affiliate, the Natal Sugar Industry Employees Union. This was done on the recommendation of the FOSATU Natal Region who had worked for some time with the new affiliate to ensure that it met the requirements of affiliation in relation to its operation as a non-racial democratically controlled worker organisation. FOSATU welcomes this new addition to its food section.

21 10 83

## REFERENDUM CAMPAIGN

The majority may have voted yes on November 2 but the fact remains that the majority of workers still say no. And no matter what the present government or businessmen may think, political stability within South Africa can never be assured until all people, regardless of race, are given equal political and social rights.

In line with its belief in a united, non-racial South Africa, FOSATU launched a campaign calling for a one-man-one-vote on the days prior to referendum day. As reports start filtering in from the different regions, it is clear that the campaign was a resounding success. Thousands of workers in FOSATU organised factories peacefully demonstrated their opposition to the new constitution by wearing stickers.

However, often management's response to this worker demonstration was not as peaceful. In a number of factories, managers, supervisors and security guards went round and ripped off the stickers and confiscated FOSATU pamphlets.

At Triomf Fertiliser at Richards Bay, the senior shop steward was hauled off the company bus by security guards and brought before management where he was charged with 'distributing political matter on company premises'. Thereafter armed security guards patrolled the changing rooms and canteens and tore stickers off people's overalls.

And at Kent Meter near Johannesburg, two workers, one of them the chief shop steward, have been fired after an incident revolving around the wearing of one-man-one-vote stickers.

Many other companies also tried to stop workers wearing stickers saying that 'politics must not be brought into factory'. But workers continued to wear FOSATU stickers defiantly.

FOSATU strongly condemns managements' violent attempts to disrupt the peaceful campaign and utterly rejects their view that politics must be a private matter while eminent company directors and chairmen, including Triomf's Louis Luyt, publicly campaigned for the yes vote.

While the majority of our members remain voiceless - deprived of any political rights - FOSATU will continue to voice its opposition to the farce the present government calls reform on the factory floor.

FOSATU 5.11.83

## STRIKE BALLOT TO BE HELD AT DUNLOP TYRE FACTORY

The dispute between Dunlop tyres and the Metal and Allied Workers Union has now dragged on into its fourth week and the union will therefore be holding a strike ballot on Thursday 10th November to ascertain its members' views on taking legal industrial action against the company.

All efforts on the part of the union to resolve the dispute over wages, allowance and various bonus schemes have been rejected by the company who are refusing to put their 'final offer' on the table.

Of particular interest is the company's refusal of mediation. This is the first time a company has ever refused an offer of mediation by MAWU and has been interpreted by the union as a clear indication that the company intends to provoke industrial action at the plant.

See 18/10/63

## Strike threat at Dunlop IWR

After wage negotiations had "ended in deadlock" the Metal and Allied Workers' Union yesterday threatened legal strike action against the Dunlop Tyre Company at its Durban plant

Some 300 union members endorsed strike action after the 30-day period required by law "to show the company that we are not animals, but human beings with serious and legitimate grievances".

The workers decided to "stand firm" in their demand for wage increases ranging from seven to 18 percent. Dunlop called the decision to declare a dispute "unnecessary" and appealed for further talks.

# Tyre workers threaten legal strike action

18/10/83  
140A  
RUM

**Labour Correspondent**  
FOSATU'S Metal and Allied Workers Union yesterday threatened legal strike action against tyre company Dunlop at its Durban plant, declaring that wage talks between the two sides were "deadlocked"

It said a meeting of 300 of its members had "unanimously" endorsed a decision to hold a strike ballot at the plant and had also "strongly endorsed" strike action after the 30-day period required by law

But, in a statement yesterday, Dunlop said the union's decision to declare a dispute with it was "unnecessary" and talks should continue

It charged that there had been three instances of malicious damage to property during the past three weeks' negotiations and that police were investigating.

Legal strikes have been comparatively rare in recent years, but the legal strike machinery is being used increasingly by FOSATU unions

In its statement, MAWU said workers had decided to "stand firm" in their demand for increases ranging from 7% to 18%

They also called for the abolition of the company's production bonus system which they claimed was "divisive and designed to ensure super exploitation for the giant multi-national firm"

It said workers had endorsed strike action "to show the company we are not animals but human beings with legitimate grievances"

MAWU said the meeting also called for a canteen boycott and for a joint meeting with shop stewards at other Dunlop plants to plan com-

mon strategy

In its statement, Dunlop said it had offered the 1100 operatives at the plant a 40c per hour rise over a 15-month period, whereas the union wanted 31c per hour over 12 months

It said it was willing to negotiate "at all times" on this. It said it understood that the union had "limited resources to meet an extended negotiation" and implied this was why it had declared a dispute

Dunlop said it could not agree to MAWU's demand that its production incentive bonus be changed to an annual bonus regardless of worker output.

The incentive scheme had "operated successfully for over 25 years" and was in line with similar schemes overseas "even in socialistic countries"

# Union declares *Mercury* deadlock in *140A* *18/10/83* Dunlop pay talks *176*

## Mercury Reporter

THE Metal and Allied Worker's Union yesterday rejected a pay rise of 40 c an hour offered to about 1 100 workers at the Dunlop tyre factory in Durban and declared a deadlock in wage negotiations with the company

Maawu branch secretary Geoff Schreiner said the union had asked for a rise of 31 c an hour — part to be paid immediately and the balance in January. In terms of the company's offer only some of the employees would have had their wages increased by October next year, he said

He said that a meeting of more than 300 Maawu members at the factory at the weekend decided to stand firm on their demand for a wage hike of between 7 and 18 percent

The meeting also called for the abolition of the production bonus scheme

A motion calling for a strike ballot to be held at the factory was passed unanimously and those present strongly endorsed 'legal strike action' after 30 days 'to show the company that we are human beings with serious and legitimate grievances'

The meeting also unanimously supported an immediate boycott of the company's canteen and called for the manag-

ing director and works manager to become directly involved in resolving the workers' grievances

But a spokesman for Dunlop told the Mercury yesterday that the company had offered 1 100 operatives at its Durban tyre factory 40 c an hour increases over a 15-month period compared with the union demand of 31 c an hour over 12 months

'The company is at all times willing to negotiate but understands that the union has limited resources to meet extended negotiations and has therefore applied for a conciliation board hearing

## Bonuses

'The company believes this is unnecessary and negotiations should continue. The company cannot agree to the union demand to convert its production incentive bonus scheme into an annual bonus regardless of output'

The production incentive bonus scheme had operated successfully for more than 25 years and rewarded more productive operatives in line with similar schemes overseas, even in socialist countries

He said 75 percent of the operatives were eligible and received average bonuses of 22 percent of earnings

The spokesman said that during the past three weeks of negotiations three instances of malicious damage to equipment had occurred which were subject to insurance claims and police investigations. The Durban tyre factory was currently operating normally

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10/11/83

# Group to attend unity talks

140A

29

RDM

18/10/83

## Labour Correspondent

THE Federation of SA Trade Unions is likely to attend the next round of emerging union unity talks in November — despite earlier suggestions that it would quit the present talks

This emerged yesterday after a meeting of FOSATU's central committee at the weekend discussed whether to remain part of the current unity initiative FOSATU is the biggest of the emerging union groups

Its president, Mr Chris Dlamini, said yesterday that the central committee had taken no firm decision on the unity issue, although he confirmed that the issue had been discussed

Asked whether this meant FOSATU would attend the November meeting, Mr Dlamini said "It seems we will be there"

Union sources have reported "growing frustration" within FOSATU's ranks on the progress of the unity talks, which aim to weld emerging unions representing more than 250 000 workers into a powerful new federation

As a result of this FOSATU convened a seminar late last week to discuss the unity issue and its recommendations were conveyed to the central committee at its weekend meeting

Although there have been differences of opinion between FOSATU and the Food and Canning Workers Union at previous unity talks, the key source of the federation's "frustration" appears to be continuing differences between the older and newer emerging unions

Older unions like those in FOSATU charge that the newer unions are unwilling to discuss details of the new federation and have instead engaged in "rhetoric" at unity meetings

They allege that this has led to "little progress" being made

The newer unions, however, deny suggestions that they are not fully committed to launching a new federation.



~~20/10/83~~ ~~140A~~  
20/10/83 140A  
**Union opposes 1-day  
notice contract**

Labour Correspondent

THE giant Steel and Engineering Industries Federation, Seifsa, has been given the green light by the Government to introduce a contract for migrant workers which will allow employers to retrench them at a day's notice

This move has been slammed by Fosatu's Metal and Allied Workers Union, which has successfully threatened legal action against employers for retrenching migrants without due notice

Seifsa members employ about 400 000 workers, most of them black.

At present, migrant contracts run for 12 months, but

new contracts will allow employers to dismiss workers with only one day's notice

Seifsa advised members to consider changing contracts to avoid "any possible problems with retrenchment during the contract period"

The journal quotes MAWU as charging that it has called for the scrapping of the contract system but that "this had been ignored by Seifsa"

Seifsa had met the department to establish the legalities of retrenching migrants

Seifsa's director, Mr Sam van Coller, said one set of conditions applied to retrenching migrants and another to other workers

140A

# Fosatu will not join UDF

CAPE TIMES 20/10/83

(COA)

(H)

Labour Reporter

THE Federation of South African Trade Unions (Fosatu) has decided not to join the United Democratic Front (UDF), though it welcomes and supports the UDF's opposition to the proposed constitution

In a statement following a central committee meeting this week, Fosatu resolved to support "progressive organizations" opposed to apartheid and undertook to mount its own campaigns against "policies designed to maintain minority rule"

However, the statement said they would not join the UDF as they believed the "unity of purpose created within worker-controlled orga-

nizations would be lost within an organization such as the UDF"

The UDF represented a "variety of class interests" with no clear constitutional structure within which the majority of citizens could control the organization

Fosatu condemned the "banana republic tactics" of Ciskei, which had "mobilized large-scale repression of workers", and said it was seeking a meeting with the Border Chamber of Industries

The Fosatu central committee admitted a new affiliate, the Natal Sugar Industry Employees' Union, as it met the requirements of a non-racial, democratic worker organization

(Report by P van Niekerk, 77 Burg Street, Cape Town)

140A  
13/5/83  
NEI  
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21/10/83  
**Rights drive for pregnant workers**

**Labour Correspondent**

WOMEN shop stewards and officials in Transvaal FOSATU unions are to begin a drive to win greater maternity rights for women workers at factories where FOSATU unions have majority support.

They have also accused employers of firing pregnant women and say that some women workers hide their pregnancy until an advanced stage to avoid losing their jobs.

According to FOSATU's journal, FOSATU Worker News, the women have compiled a list of demands which they are to fight for in the factories.

These include the right to paid maternity leave and to be protected from being dismissed when they are pregnant.

FOSATU Worker News says these demands have emerged from a Transvaal women's group formed shortly after FOSATU raised the issue of working women's rights at a recent Winter School.

It says the group has decided to focus on maternity issues for the time being.

At a recent meeting, it charges, a shop steward in the chemical industry charged that women were made to sign a document by their employers.

This, she charged, stated "I hereby declare that I am currently not pregnant. I furthermore agree that should I fall pregnant in the next twelve months, my services could be terminated immediately."

Another women worker charged she had hidden her pregnancy from her employer by wearing oversized dustcoats "because she could not afford to stay at home with no pay."

The demands which will be put to employers are:

- That pregnant workers not be fired and that they have the right to return to their job at the same pay rate.
- The right to paid maternity leave.
- The right to "safe conditions at work while pregnant".

(140A) 165  
Vital  
ruling on  
20.4.77 10/8.2  
sackings

Labour Correspondent

IN A KEY ruling the Industrial Court has rejected a request by lawyers for Barlows Manufacturing Company that it allow an Appeal Court challenge on its power to reinstate workers if they have been fired with proper notice

The Industrial Court's deputy president, Dr D B Ehlers, has found that the company's contention that the court cannot reinstate these workers has "no reasonable prospect" of being upheld by the Appeal Court

One of the industrial court's key roles has been to grant interim reinstatement orders to fired workers and, had it agreed to the company's request, it would have opened the way for this role to be severely limited

A spokesman for Barlow Rand, which owns the company, said it was still studying the judgment and would decide on its response "within the next few days"

The court was asked to make the ruling in a case brought against the company by the Metal and Allied Workers' Union for the temporary reinstatement of workers who, MAWU believes, were unfairly dismissed.

Lawyers for the company argued that, because the workers had been given proper notice, the court had no right to grant them temporary reinstatement.

They asked the court to refer this point to the Appeal Court for a ruling — which the Labour Relations Act allows it to do

21/10/83

# Anti-repression drive

By STEVEN FRIEDMAN  
Labour Correspondent

THE Federation of SA Trade Unions, the country's biggest emerging union group, says it is to launch a "planned campaign" against "repression" of workers in Ciskei

As a first step, it will seek a meeting with the Border Chamber of Industries to discuss the situation in Ciskei, where the government of Chief Lennox Sebe has detained scores of unionists and is accused of sanctioning violence against bus boycotters

At the same time, FOSATU has also spelt out its reasons for refusing to join the United Democratic Front, which is campaigning against the Government's proposed constitution

These points are contained in a statement yesterday detailing decisions taken at FOSATU's recent central committee meeting

The statement says the meeting condemned "the

Banana Republic tactics of the Ciskei which has mobilised large-scale repression of workers" Following the planned meeting with the Border chamber "further steps in a planned campaign will be announced", it said

FOSATU's general secretary, Mr Joe Foster, said yesterday a final decision on a campaign would be taken after the meeting

On its decision not to join UDF, FOSATU said it had decided at its last congress to support "progressive organisations opposed to the apartheid regime" and to mobilise its own campaigns against policies "designed to maintain minority rule"

It was thus campaigning against the constitution and "Koornhof Bills"

But it said it believed the "unity of purpose" created in "worker-controlled organisations whose class base and purpose is clear" would be

lost if FOSATU joined the UDF

The UDF, it said, represented "a variety of class interests with no clear constitutional structure within which the majority of citizens can control the organisation"

But it did have a "progressive policy" and FOSATU therefore welcomed its opposition to the planned constitution

The statement comes shortly after the general secretary of the General Workers Union, Mr David Lewis, spelt out his union's reasons for not joining the UDF in an interview with the journal "Work In Progress".

● FOSATU's statement also announced it had accepted a new affiliate — the Natal Sugar Industry Employees' Union. The NSIEU is a long-established registered union which has been co-operating with FOSATU's Sweet, Food and Allied Workers Union

UDF <sup>(UDF)</sup> <sup>(UDF)</sup> <sup>ROM</sup> <sup>21/11/83</sup> ~~not for us~~ — FOSATU

Mall Correspondent

CAPE TOWN — The Federation of South African Trade Unions (FOSATU) has decided not to join the United Democratic Front, though it welcomes and supports the UDF's opposition to the proposed constitution

In a statement following a central committee meeting this week, FOSATU resolved to support "progressive organisations" opposed to apartheid and undertook to mount its own campaigns against "policies designed to maintain minority rule"

The statement said, however, the union would not join the UDF as it believed the "unity of purpose created within worker-controlled organisations whose class base and purpose are clear would be lost within an organisation such as the UDF"

The UDF represented a "variety of class interests" with no clear constitutional structure within which the majority of citizens

could control the organisation"

"The UDF does, however, have a progressive policy as regards the political oppression of the majority of South Africans and for this reason FOSATU welcomes and supports its opposition to the proposed constitution"

FOSATU condemned the "banana republic tactics" of the Ciskei which had "mobilised large scale repression of workers" and said it was seeking a meeting between its national office bearers and the Border Chamber of Industries

The FOSATU central committee also admitted a new affiliate, the Natal Sugar Industry Employees' Union, on the basis that it had met the requirements of a non-racial, democratically controlled worker organisation

● The General Workers' Union has said the union was unlikely to join the UDF, but was, however, prepared to campaign alongside it.

(Report by P van Niekerk 77 Burg Street Cape Town)

# Anger at Seifsa contract move

By JOSHUA RABOROKO

HUNDREDS of migrant workers who take up new employment in the metal industries could be retrenched at a day's notice if they are not given their contracts, the Black Sash has warned.

The warning stems from the government's approval to grant the Steel and Engineering Industries Federation of

SA (Seifsa) a new form of "legislation" allowing employers in this country permission to retrench workers without due notice.

Meanwhile, major trade unions have expressed their anger and threatened to take legal action against employers.

who retrench contract workers at a day's notice

## DREADFUL

"The unions must take the matter up with employers and insist that migrants be given their contracts which they must keep. Otherwise some employers may take advantage of the new legislation," Mrs Sheena Duncan warned yesterday.

The Black Sash regards the new contract as "dreadful and scandalous," especially as it will give urban workers preference over migrants.

SAAWU's national

organiser, Mr Herbert Barnabas said, "We shall always oppose any action by the government and the employers which is aimed at depriving and dividing workers in this country."

## FIGHT

Mr Barnabas said they believed that workers could not be repatriated in terms of the government's "home-land policies" and the union would fight for any worker retrenched.

Fosatu's Metal and Allied Workers' Union, which represents most workers in this industry, said the changes to the contract meant that em-

ployers could dismiss workers with only a day's notice. MAAWU had called for the scrapping of the contract system but this had been ignored by Seifsa. Employers were trying to avoid unions from suing them for breaking migrant workers' contracts in the event of retrenchment, said MAAWU.

## SAFEGUARD

If Seifsa continued with this move the union would take legal action against employers in an attempt to safeguard migrants' interests, MAAWU said.

The National Union of Mineworkers' Cyril Ramaphosa said this had once again proved to workers that the government was in cahoots with employers. The act confirmed the fact that the government was always prepared to amend the law if it was in the interests of employers.

If the government was serious about promoting cordial relations between employers and workers the best thing they could have done was to get the views of workers.

NUM would be ready to take action against

this grossly unjust rule, Mr Ramaphosa said.

In a statement, Cusa said this action negated the basic principle of security of employment and could only detrimentally affect industrial relation practices.

"They appear to have ignored the almost half a million workers in the industry and have created a further imbalance in black/white conditions of employment.

"The new day stipulation by Seifsa has to be deployed unequivocally and condemned by workers everywhere. If they hope to follow it then they will encounter resistance from Cusa unions."

# Fosatu plans to launch Ciskei campaign

*D. N. Patel 22/10/83*

140A

**JOHANNESBURG** — The Federation of SA Trade Unions, which claims to be the country's biggest emerging union group, says it is to launch a "planned campaign" against "repression" of workers in Ciskei.

As a first step, it will seek a meeting with the Border Chamber of Industries to discuss the situation in Ciskei, where the government of Chief Lennox Sebe has detained scores of unionists and is accused of

sanctioning violence against bus boycotters. The chairman of the Border Chamber of Industries, Mr D. G. Saunders, said his organisation had not yet been approached by the Federation of SA Trade Unions.

"We will deal with the matter if and when we are contacted," he said "and will then be in a position to comment". At the same time, Fosatu has also spelled out its reasons for refusing to join the United

Democratic Front, which is campaigning against the government's proposed constitution. These points are contained in a statement detailing decisions taken at Fosatu's recent central committee meeting.

The statement says the meeting condemned "the banana republic tactics of the Ciskei which has mobilised large-scale repression of workers". Following the planned meeting with the Border chamber "further steps in a plan-

ned campaign will be announced", it said. Fosatu's general secretary, Mr Joe Foster, said that a final decision on a campaign would be taken after the meeting, but that one was "likely". On its decision not to join the UDF, Fosatu said it had decided at its last congress to support "progressive organisations opposed to the apartheid regime" and to mobilise its own campaigns against policies "designed to maintain

minority rule". It was thus campaigning against the constitution and "Koorhof bills". But it said it believed the "unity of workers" created in "workshops whose class base and purpose is clear" would be lost if Fosatu joined the UDF.

The UDF, it said, represented 'a variety of class interests with no clear constitutional structure within which the majority of citizens can control the organisation'. The statement comes shortly after the general secretary of the General Workers' Union, Mr David Lewis, announced his union would not join the UDF.

Fosatu's statement also announced it had accepted a new affiliate — the Natal Sugar Industry Employees' Union, a long-established registered union which has been co-operating with Fosatu's Sweet, Food and Allied Workers' Union — DDC



# MIGRANTS' UNIONS WARN IRON BOSSES

200-335 140A 23/10/83  
 CP Reporter  
 189-133  
 LABOUR PEACE in the

metal and engineering industries is under severe strain following the disclosure that bosses have devised a new contract which will enable them to dismiss migrant workers at a day's notice

migrant worker before his contract has ended Metal and Allied Workers' Union (Mawu) Transvaal secretary Moses Mayekiso says his union will "fight any measure which harms our contract workers"

Trade unionists have warned that "havoc" could result if the new contracts are applied to the estimated 200 000 migrant workers in these two industries

General secretary of the Steel, Engineering and Allied Workers Union, Jane Hlongwane, called for immediate talks with Seifsa If the employers went ahead with the new contracts, they would have to "cope with the consequences," she said

Current migrant workers' contracts run for 12 months, but the new contract, which the powerful Steel and Engineering Industries Federation (Seifsa) has advised its members to use, will enable bosses to dismiss or retrench workers with only one day's notice

Seifsa director Sam van Coller confirmed yesterday that the new contract had been devised after talks with the Government

The Seifsa move comes when many workers in these two industries have been hit by retrenchments

Seifsa's door was "always open" to discussions with these unions, he said The new contracts were necessary because of the recession and in order to bring migrant workers contracts into line with dismissal and retrenchment provisions applied to workers with urban rights, he said

Until now, legal opinion has been that it is a breach of the law for an employer to retrench a

... on the other side ... lovely ... pressed up in the latest disco gear ... Martian. So next time you look up ...

## Shootout that never was

TEMPLETON Makanda, 27, was found guilty in the Peddie Magistrates' Court this week of committing perjury - after claiming he was shot at near the Fish River border post last week.

Appearing before Mr A L Conza, Makanda admitted to making conflicting statements to two commissioners on oath on October 18

In his first statement, Makanda had claimed he was shot at at the Fish River border post.

## FINAL

league game, and could well add to the string of upsets they have caused this season

But most of the excitement and tension should be reserved for Orlando Stadium, where AmaZulu will test Moroka Swallows.

Swallows had enough respect for the hot promotion candidates and their uninhibited, vociferous supporters to move the game from their "home" ground George Goch, to Orlando

It is a game of endlessly exciting possibilities, and Swallows must hope that midfielders Chippa Molatedi and Sullie Bhamjee are fit enough for this game

At Glebelands, Bush Bucks will "entertain" respected Hellenic, and at Mamelodi, lowly Sundown will play even more lowly African Wanderers - shock victors over Karzer Chiefs this week

The chances of a "down under" final don't look bad at all

## The caped councillor

IS IT a bird? Is it a plane? No, it's Supermayor!

The Government has made mini-gods of the mayors due to be elected in next month's local authority elections - allowing them, among other things, to silence other councillors at any time and have unquestionable say in council meetings

They can order speakers to stop speaking and even throw them out if they "persistently disregard the mayor's authority"

The new regulations state that "whenever the mayor speaks, any member speaking or offering to speak shall sit down, and members shall be silent so that the mayor can be heard without

interruption"

The supermayors have absolute control over meetings and their decisions "shall not be open to appeal and shall not be reviewed by the council" or be open to discussion

They can also "call the attention of members to irrelevance, tedious repetition, unbecoming language or any breach

WILLIAMS PRESS

... 200 ...

~~187~~  
~~140A~~  
25/19/83  
PROM

# Federation says contract isn't discriminatory

By STEVEN FRIEDMAN  
Labour Correspondent

THE Steel and Engineering Industries Federation (SEIFSA) has rejected claims that a new form of migrant worker contract it has suggested metal firms should sign, gives migrants less job security than other metal workers

The new contracts, which allow employers to fire migrants at one day's notice, have been recommended to metal employers by SEIFSA after talks with the Department of Co-operation and Development

The move comes after SEIFSA's lawyers told it that employers who retrenched migrants in mid-contract could be sued and is in an attempt to prevent legal action against employers who wish to retrench migrants

Last week the Council of Unions of SA charged that this gave migrants less job security than other workers who are covered by the common law, which stipulates that weekly-paid workers must receive a week's notice

Yesterday, SEIFSA's director, Mr Sam van Coller, said in a statement that the new move would place migrants in the metal industries "on exactly the same basis as white, coloured and Asian

workers, and black workers with Section 10 (1) (a) and (b) rights"

The reason for this, he said, was that these workers were subject to the main agreement negotiated by the industry's national industrial council. This agreement takes precedence over common law

He said the industrial council agreement provided for "notice of termination of one day on either side"

It also, he added, "supercedes any common law provision relating to notice being linked to the frequency of payment"

Meanwhile, it is understood that the Metal and Allied Workers Union (MAWU) is contemplating legal action against a major SEIFSA company, Anglo American's Highveld Steel, for retrenching workers in mid-contract

A union spokesman refused to comment yesterday, but it is understood that the Highveld workers were retrenched some time ago and therefore would have been subject to traditional migrant worker contracts, rather than the contracts SEIFSA has now recommended

MAWU has successfully threatened legal action against Dunswart Iron and Steel over the retrenchment of migrants

# Mawu declares a dispute in Natal

Labour Reporter

the union

A Natal firm's refusal to negotiate severance pay for retrenched workers resulted in a dispute being declared today by the Metal and Allied Workers Union

A secret strike ballot is being held today by the union at BIR Samcol in Howick, to determine employee support for legal industrial action over the action

However, Mawu is also considering legal action alleging that it is an unfair labour practice for the company to refuse to negotiate any matter with a majority union, claims a statement by

If this is tested in the Industrial Court, it could set a future precedent for the terms of employer/union negotiations

In another development, Mawu reached an out of court settlement with Gedore Tools in Pinetown after an action brought against the company for retrenching 10 workers without consulting the union

The settlement involved the reinstatement of some of the workers, severance pay for those retrenched and a guarantee of their reemployment as soon as the vacancies arose

(140A) (1983) (1983)  
NDM 35/11/83

# Strike threat at Natal firm

## Labour Correspondent

THE Metal and Allied Workers' Union (MAWU) says it is to hold a legal strike ballot at BTR Sarmcol, in Howick, Natal, and is also considering industrial court action against the company as a result of its alleged refusal to negotiate severance pay for retrenched workers

However, a company spokesman said yesterday that MAWU's statement was "surprising" because "we are still negotiating with them on this issue"

He said the company was not against severance pay, but did not believe this should be written into a union recognition agreement

MAWU's move is seen as further confirmation of a recent trend among some emerging unions to make use of the legal strike machinery

Meanwhile, MAWU also announced yesterday it has reached an out-of-court settlement with a Pinetown company Gedore Tools, after launching an industrial court action against it over the retrenchment of 10 workers

MAWU, which claims the workers were retrenched "without due consultation", said in a statement yesterday that the settlement provided for reinstatement of some

workers, severance pay for those retrenched and a guarantee of re-employment for some of them when vacancies become available

The union said it would hold a secret strike ballot at BTR Sarmcol "to gauge employee support for legal industrial action"

It said it was also considering legal action, alleging that it was an unfair labour practice "for the company to refuse to negotiate any matter with a majority union"

"After blocking our recognition for 10 years they now expect us to accept that workers have not got the right to negotiate for improvements in their conditions of service," said MAWU's local organiser, Mr Dumisani Mbanjwa

A spokesman for BTR Sarmcol said the company had been paying retrenched workers severance pay for some time

"But the union wants severance pay provisions included in their recognition agreement with us. We are opposed to this because we believe these agreements should deal with procedures to be followed, not issues like severance pay, which is an ex gratia payment by an employer," he said

# Dunlop dispute spreads

Labour Correspondent 26/10/83

THE dispute between Dunlop (SA) and the Metal and Allied Workers Union (MAWU), which could lead to a legal strike at the company's Durban tyre plant, has now spread to two other Dunlop plants in Durban and Lady-smith

The union says it plans industrial court action against the company at the two plants over its alleged refusal to sign recognition agreements at them

MAWU says negotiations for the two agreements ended in agreement in September, and that they have already been signed by the union. It charges that the company now refuses to sign them because it says it wants changes made to them

It charges that the company has made an "about face" on recognition at the plants and says it is "appalled" by this

In a statement yesterday, the company said it had "as yet" received no details of a recognition dispute at the two plants

It added that recognition agreements for the two "have not yet been finalised"

MAWU recently announced it was to hold a legal strike ballot at Dunlop's Durban tyre factory after charging that the two sides were deadlocked over wages. Dunlop replied that it was still willing to bargain on wages

Now the union says, in a statement, that the dispute "looks set" to extend to the two other plants where it claims to have majority

membership

MAWU said the two plants were refusing to sign the agreements, after first agreeing to do so, because they say their directors will be requiring changes

The union says it regards the agreements as valid, and that it refuses "to accept any tampering with (them) by the Dunlop board of directors"

Its executive, it said, had approved of the dispute being taken to the industrial court "if necessary to enforce the agreements at the plant"

The union adds that it plans to hold a strike ballot at the Durban tyre factory "within the next week or so"

It charged that the company had lost "a tremendous amount of goodwill and trust from its employees in recent months"

# Fosatu challenge to employers

ROOM 27/10/83 ~~307A~~ 140A

By STEVEN FRIEDMAN  
Labour Correspondent

EMPLOYERS in hundreds of factories are to be challenged by shop stewards of the Federation of SA Trade Unions to say whether they support or reject the Government's constitutional proposals, according to a Fosatu pamphlet

The pamphlet says stewards will also convey to the employers Fosatu's total rejection of the proposals and ask them whether they have given financial or other support to groups involved in the current referendum campaign

This move is part of a promised Fosatu campaign against the constitutional plan, which it labels "undemocratic, racist and anti-worker" It says the plan poses a threat to non-racial unionism and will be resisted by Fosatu members "with all our might"

Fosatu says it is organising workers in at least 500 factories

The pamphlet, in which Fosatu's plans are revealed, contains sharp criticism of the planned constitution, saying it will "divide (workers) in the community and therefore in the factory"

It says this threatens to "promote tension and bitterness in all factories" and Fosatu is therefore demanding that employers state where they stand on the constitutional plan

Fosatu's general secretary, Mr Joe Foster, confirmed yesterday that Fosatu shop stewards planned to raise the planned constitution with employers in all factories where Fosatu unions are organising

"We made it clear earlier that we were against the planned constitution and would campaign against it. At its recent meeting, our central committee decided that approaches to employers would be the best way

of implementing the campaign," he said

Fosatu had also made its stand clear by issuing stickers calling for "one-man-one-vote", he said

The idea behind the campaign in the factories was "to make clear to employers how their workers feel about the constitutional proposals," he said

The pamphlet is headed "Fosatu says 'No'"

It says the proposals are "undemocratic" because "democracy requires that every person has equal political rights but the proposals leave 72% of South Africa's people without any vote"

They are "racist" because they "divide people according to race — the old apartheid structures remain basically unchanged"

They are also "anti-worker" because they "try to break the non-racial strength of workers by causing racial division" It says "the rich will benefit while the poor continue to suffer" as a result

It says members of its unions are "absolutely opposed" to the proposals

"We have fought hard for a non-racial union movement and will resist with all our might these changes which only further entrench apartheid and racism. We stand for a democratic South Africa based on one man, one vote," it says

Management and company owners in all factories where Fosatu has members will be asked by shop stewards

● "That they clearly state whether they support the proposals — Yes or No"

● To disclose "any financial support given toward the referendum campaign" and to "state clearly whether any support has been given"

(News by Steven Friedman 171 Main Street Johannesburg)

Editor's secretary at (202) 211-1111 between 9am and 5pm on weekdays.

If you have broader complaints about the **Raid Daily Mail** these can be taken up with the **Mail Ombudsman**, James McClurg, c/o the Editor's secretary.

**POLITICAL** comment in this issue by R A Gibson Benjamin Pogrud Peter Bunkel, newscasts by Michael Stent headlines and sub-editing by Bryan Pearson cartoons by David Anderson all of 171 Main Street, Johannesburg

Picture: RAYMOND PRESTON and other countries," he said

# Workers return after two-day stoppage

**By STEVEN FRIEDMAN**  
**Labour Correspondent**  
**ABOUT 70** workers at Gallo Africa's Bedfordview warehouse struck for two days this week in protest at the dismissal of two Commercial, Catering and Allied Workers Union (CCAWUSA) shop stewards.  
 The workers returned to work

after management agreed to suspend the workers with full pay until the issue was resolved. According to the company, the dismissals are now subject to Gallo's appeal procedure.  
 The two sides met yesterday morning and will meet again today.  
 A Gallo spokesman said the company had agreed to suspend the work-

ers while they made use of the appeals procedure laid down at Gallo. If they were dissatisfied with the warehouse management, who were handling the appeal, they could appeal to head office.  
 In a separate incident, a Brakpan metal company, VSP Steel Strip, had fired its workforce after it went on

strike this week, a spokesman for the Metal and Allied Workers Union said yesterday.

Few details of the strike are available. According to the union spokesman, management has refused to discuss it with MAWU, beyond saying that all the workers have been dismissed.

# Forward OK



Beta Room Divider  
**149**  
 Deposit  
**15.00**  
 Monthly  
**7.10**

Supersonic Music Centre  
**299**  
 Deposit  
**30.00**  
 Monthly  
**14.25**



already started

# Mawu hails ruling

*for extra 22/10/13*

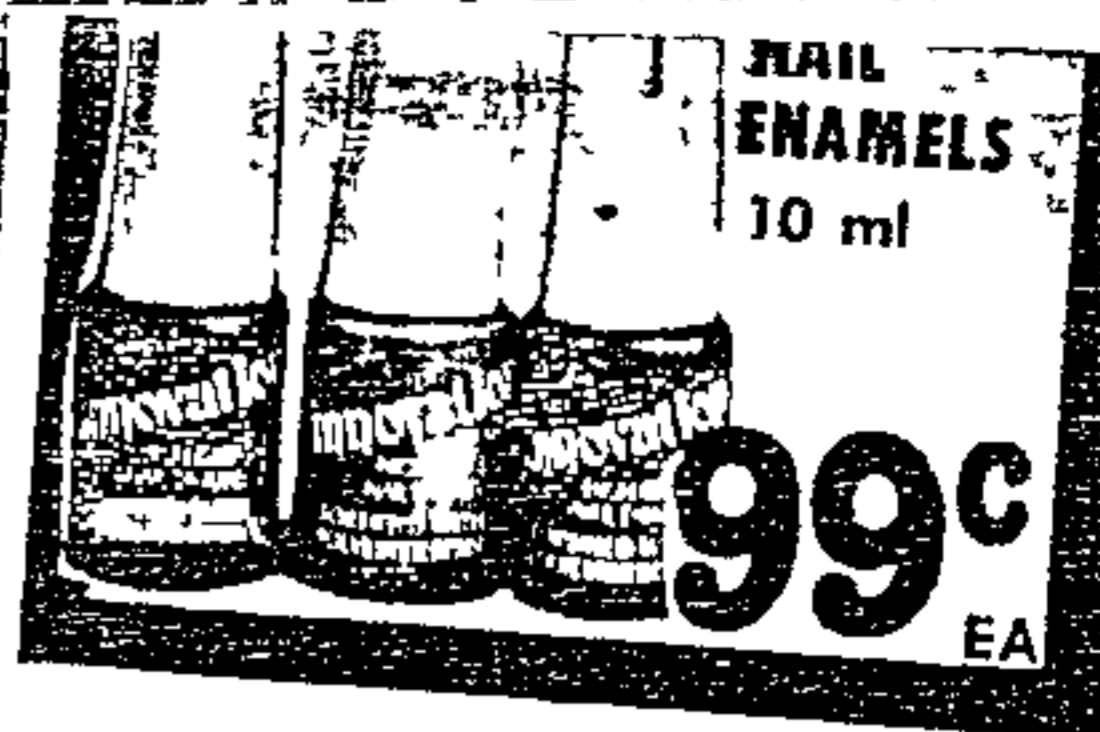
THE Metal and Allied Workers Union (Mawu) has welcomed the Industrial Court's decision in reinstating 12 sacked workers at Barlow Manufacturing Company before a strike at the plant.

Mawu's spokesman said that after the sacking of the workers they declared a dispute with the company and subsequently an industrial court action seeking the workers' reinstatement.

The Industrial Court has rejected Barlow's contention that it be allowed to appeal or challenge the power to reinstate workers if they have been fired with proper notice.

The court found that the company's contention that the court should not reinstate the workers has no reasonable prospect of being upheld by the Appeal Court.

**MAIL ENAMELS**  
10 ml



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EA

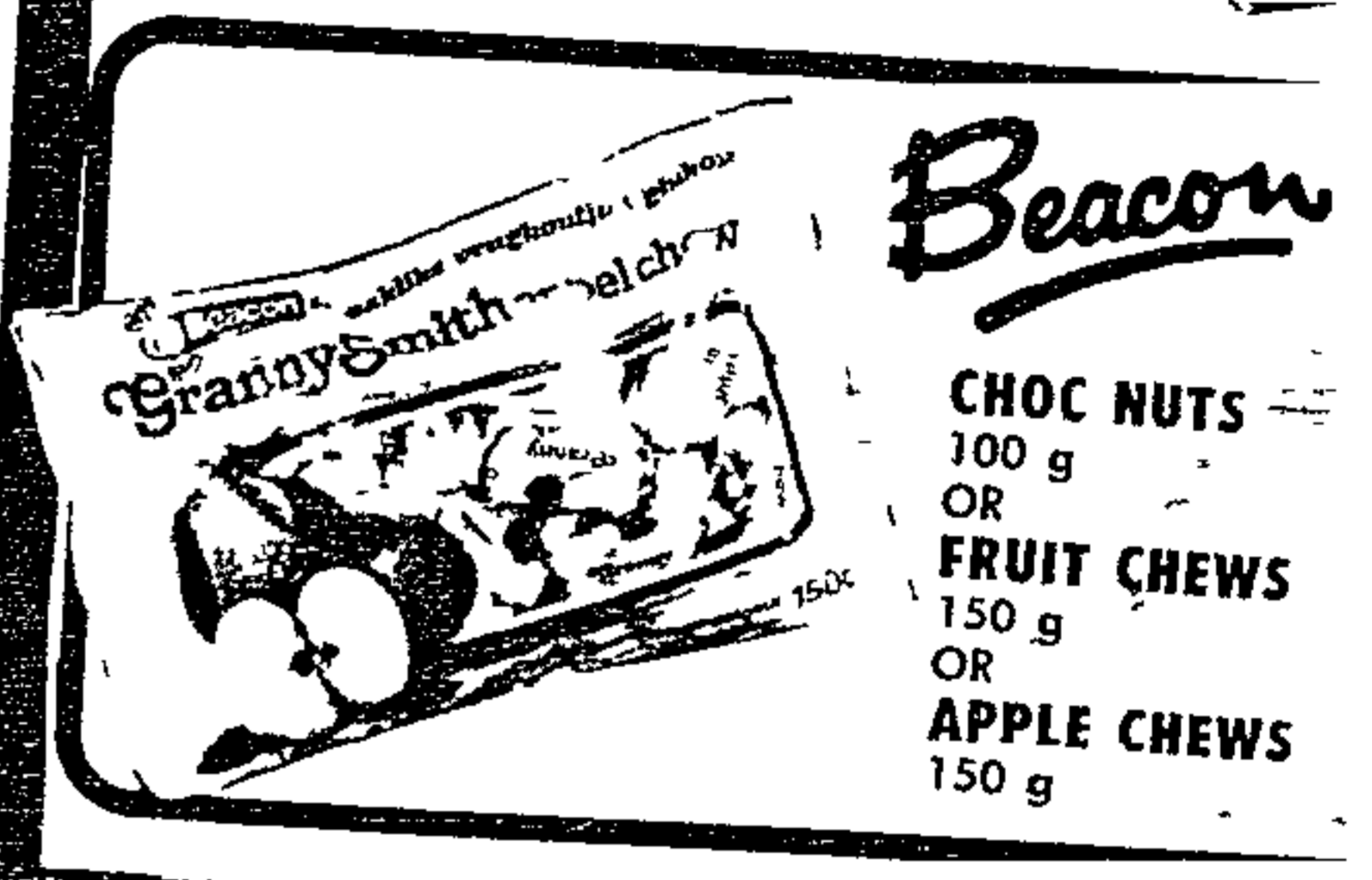
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- 4
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**STAR GLASS ASHTRAY**  
13 cm



**39c**  
EA

**Beacon**



**CHOC NUTS**  
100 g  
OR  
**FRUIT CHEWS**  
150 g  
OR  
**APPLE CHEWS**  
150 g



140A

~~FOSATU~~

RNH

# Anti-Yes plan 'reaches apex before polling day'

By STEVEN FRIEDMAN  
Labour Correspondent

THE Federation of SA Trade Unions (FOSATU) says its campaign against the Government's constitutional proposals, and employers who support the Government, will "reach its apex" next Monday and Tuesday

It has also hinted that the campaign will go beyond an attempt to challenge employers on their stance on the constitution, which it has already announced

It warned yesterday that employers who backed a "yes" vote were "destabilising labour relations" and would "learn the hard way" that they would have to listen to their workers' views on political issues

FOSATU says it has already produced more than

80 000 pamphlets spelling out its rejection of the constitutional plan and urging shop stewards to challenge their employers on their attitude to it

These points are contained in a FOSATU statement yesterday giving further details of its plan whereby shop stewards will challenge managements on their stance on the constitution and ask whether they have donated money to the campaign for a "yes" vote

Indications yesterday were that FOSATU's planned

action is being closely watched by employers in factories where it has members

In the statement, FOSATU repeats its rejection of the planned constitution and says its members would be discussing its stand on the constitution at meetings this week

They would then approach their employers to demand a statement of the company's position on the referendum

They would also ask whether the company had "given any support to the Nationalist Party's expensive attempt to woo the white voter"

The campaign would reach its "apex" in the two days before the referendum

FOSATU says it is "particularly perturbed at the number of prominent businessmen who have seen fit to support a constitution which still forbids the majority of their workers any political rights"

They had also, it says, supported a constitution which "runs directly counter to the efforts of the nonracial trade union movement to organise workers irrespective of race"

W

# Over 4 000 on strike

ANOTHER 1 000 Riel workers yesterday went on strike over wage demands, adding to the more than 3 000 workers

who this week downed tools over wages and recognition of unions.

More than 20 workers at Gold Smith Company, Johannesburg downed tools yesterday after management had sacked a shop steward of the African Allied Workers' Union

Management said the workers had fired themselves by going on strike

More than 250 workers at Nampak Tissue in Pretoria West ended their two-day strike in protest against the company's refusal to accept pay increases demanded by the employees

Nampak's general manager, Mr Frans Herman, said the company would enter into negotiations with the workers' representative on condition that the strike ended immediately

Workers at Rosslyn Company continued a strike today over the expulsion of a colleague. Some 450 workers from the Asea Electric Cable Company began the strike on Tuesday

More than 200 workers stopped work at Carborundum Universal factory in Kempton Road, Port Elizabeth yesterday after seven security guards were retrenched

*Sowetan*  
28/10/83  
The local Metal and Allied Workers' Union representative said the workers downed tools after they had complained that they had been paid for 45 hours when they claimed they worked 60 hours a

week  
Management then called workers and told them that seven of them had been retrenched. The workers then decided to down tools. Management was not available for comment

# Fosatu hits at business support for new deal

Labour Reporter

THE open support by prominent businessmen for the new constitution will seriously destabilise labour relations, the Federation of South African Trade Unions (Fosatu) says.

The 105 000-strong federation is campaigning to "show its total rejection of the new constitution".

The general secretary, Mr Joe Foster, said more than 80 000 pamphlets rejecting the constitution as "racist, undemocratic and anti-worker" had been distributed to members throughout the country.

"During this week Fosatu members at general meetings will demand of their managements that they state their company's position on the new constitution and state whether the company has given any support to the National Party's expensive attempts to woo the white voter," Mr Foster said.

## HARD WAY

In the statement, Fosatu says it is "particularly perturbed at the number of prominent businessmen who have seen fit to support a constitution which forbids the majority of workers any political rights and runs directly counter to the efforts of the non-racial trade union movement to organise workers irrespective of race.

"Just as employers had to learn the hard way that they had to consult workers on wages and working conditions, they now seem set on learning the hard way that they will have to consult workers on political issues as well."

Fosatu organises in the textile, metal and engineering, motor manufacturing and paper industries.

(Report by I.C. 122 St. Georges Street  
Town)

# Blacks take the referendum to factory floor

TO the alarm of some employers, the referendum campaign seems set to move on to the shop floor.

This will be the effect if Fosatu carries out its plan whereby shop stewards will challenge employers on their attitude to the constitution and on whether they have contributed to the yes campaign.

In a sense, this should come as no surprise. Mainly black unions made clear their opposition to the constitution plan some time ago.

The Natal Chamber of Industries has prepared contingency plans against the possibility that a yes vote will trigger worker unrest.

Employers have been saying for some time that they see political issues playing an increasing role on the bargaining agenda. The fact that many workers object to being excluded from the new plan and seek to use factory muscle to prevent this should come as no surprise.

But it does seem that the Fosatu plan is causing concern in employer circles.

What effect is it and other union opposition to the constitution plan likely to have?

All the evidence suggests that groups like Fosatu are opposing the plan as a result of grassroots pressure from their members. So there is

1404  
LABOUR WEEK  
3/11/83  
2/11/83

factory-floor opposition to the planned constitution. But it would be a big surprise if workers' belief that many employers have sided with the Government by voting yes triggered any strikes last week.

What seems likely is that the stance of many employers will be remembered by workers and will mould their future attitudes.

As the General Workers Union's Mr David Lewis has pointed out, this is cold comfort for employers.

They have attempted, in some cases successfully, to convince black workers that they are not responsible for Government actions.

The alternative is to have workers conclude that employers, and ultimately the market economy, are responsible for race discrimination.

This stance will lose a good deal of credibility if employers are seen to have voted yes and the result may well be radicalised worker attitudes which will have an effect on the shop floor.

It appears Tucsa high-ups are continuing their campaign to alienate black workers. Four senior Tucsa unionists have signed a call

for a yes vote — after insisting recently it was not Tucsa's job to take a stand on the constitution.

FOR the first time in a long time a major company finds itself faced with a threatened consumer boycott.

The Insurance and Assurance Workers Union of SA, which has black conscious-ness links, is threatening to boycott Liberty Life, which recently fired IAWUSA members who struck in demand of recognition of their black-only union.

Liberty says it will deal only with a non-racial union. Boycotts have faded into the background lately. They are seen by major unions as a last resort. Access to the industrial court, together with the use of other levers, has reduced the need for last resorts.

But the Liberty boycott may indicate that boycotts are regarded as a useful weapon by newer unions.

Will the boycott have much impact? On the surface, this seems unlikely. Boycotts require intense organisation and IAWUSA's organisational ability is unproven.

## BY STEVEN FRIEDMAN

But several of Liberty's associated companies are vulnerable to black consumer action and it seems as if IAWUSA is devoting considerable time to planning a boycott strategy.

Boycotts also have another role which is often ignored — embarrassment. Whatever the rights and wrongs of the case, it is unpleasant to see stickers about the town attacking one's company and this may have prompted some firms to settle disputes which led to boycotts, whatever the effects on their business.

The dispute has prompted a bizarre line-up of employer and union views.

Many non-racial unions are less than sympathetic to IAWUSA's case. They are pleased it did not go to court to challenge Liberty's attitude, fearing this would have set a precedent for racial unionism, which they reject.

But many employer labour men seem unsympathetic to Liberty, arguing that it is up to workers to decide whether their union should be racial.

It is true — but true — to label the last-minute settle-

ment between the Chamber of Mines and National Union of Mineworkers which averted a strike at Rand Refinery a victory for bargaining.

The settlement is significant, because it shows that the new bargaining relationship between the chamber

and the NUM can withstand stress — as many believed it might not do.

The chamber was willing to come up with a compromise, and the NUM made sure all decisions were taken by its members, avoiding a backlash from workers charging it was not meeting their expectations.

Bargaining between the two sides is likely to face bigger tests than this. But they have cleared the first hurdle.

and the NUM can withstand stress — as many believed it might not do.

The chamber was willing to come up with a compromise, and the NUM made sure all decisions were taken by its members, avoiding a backlash from workers charging it was not meeting their expectations.

3/11/83  
2/11/83

# Strike after SP take away Fosatu leaflets

By STEVEN FRIEDMAN  
Labour Correspondent

IN THE only strike thus far as a result of Fosatu's campaign against the proposed constitution, workers at Epol in Maritzburg downed tools briefly last week after Security Police confiscated workers' stickers and pamphlets

The pamphlets were returned the next day, but talks are continuing between the company and the Sweet, Food and Allied Workers Union, whose members at the plant say they fear a company employee called the police

The company denies Security Police were called to the plant and the Premier Group, which owns Epol, yesterday reiterated that it was group policy not to call Security Police into the factory

"Ironically, our chairman, Mr Tony Bloom, is one of the few leading businessmen to have called on voters to reject the proposed constitution," the group's deputy managing director, Mr Peter Wrighton, said yesterday

Meanwhile, union and employer sources in Natal report that the Fosatu campaign has gathered momentum with unionists distributing thousands of pam-

phlets and some shop steward committees requesting meetings with management to gauge their stance on the constitution

Fosatu has called on employers to reject the proposed constitution and its union's shop stewards have been asked to challenge employers on their stance and on whether they have contributed to the "Yes" campaign

At Epol, a Sweet, Food organiser, Ms Rene Roux said yesterday workers were angered by an incident in which she was allegedly prevented by security guards from delivering literature opposing the constitution to the union's chief shop steward at the plant

Later in the day, she said, Security Police arrived at the plant and confiscated pamphlets as well as stickers calling for "one man, one vote"

Workers suspected the company had called the police and, after attempts to discuss the issue with management failed, they downed tools, she said

"The stoppage lasted six hours, during which workers demanded the return of their pamphlets. The plant's managing

director denied he had called the police and workers then demanded the dismissal of whoever had," she added

Workers returned after the company agreed to investigate the police presence and the next day police returned the pamphlets, she said "Workers then immediately began distributing them around the plant," she added

Ms Roux said workers had identified two employees who they suspected of calling the police and were awaiting the outcome of the company enquiry

Mr Wrighton yesterday confirmed the incident, but denied Epol management had attempted to stop distributing pamphlets

"When the union official arrived with the literature, she met the chief steward and began handing it to him. The operations manager warned the steward that he was supposed to be at his workplace, but did not try to prevent the documents being delivered," he said

Mr Wrighton added "Apparently, the pamphlets were being distributed throughout the street where the plant is based and Security Police became aware of it in that way"

# Strikers ~~ISA~~ Mercury protest ~~ISA~~ 2/11/83 ~~ISA~~ at new deal ~~ISA~~

## Mercury Reporter

FIVE hundred mill workers at the Umfolozi Co-operative Sugar Planters Ltd, in Mtubatuba, went on strike yesterday as a protest against the exclusion of blacks from the new constitutional proposals

Mr Selby Nsibandé, general secretary of the National Union of Sugar Manufacturing and Refinery Employees which has a majority membership at the mill, said yesterday that the protest was also staged against the company's refusal to recognise their union

## Rival

He said the blacks were very much concerned about being denied their birthright as citizens of South Africa by being completely left out of the new political dispensation

He feared that it would endanger the sound relationship which presently existed between blacks, coloureds and Indians in the labour field

About union recognition, he said the workers were upset that management appeared to assist a rival Fosatu-affiliated union, Sweet, Food and Allied Workers' Union, to recruit members at the mill

Mr Ian Bales-Smith, general manager of the

co-operative, said the work stoppage was due partly to 'some political implications' but the workers' bone of contention was over union recognition

There appeared to be conflict between the union and other unions striving for membership

Talks were being held with the union to resolve the problem, he added

(Report by M Vengtas 12 Devonshire Place, Durban)

# Unions clash over strike

Nov. 1983  
RDM

Labour Correspondent

INTER-UNION strife has broken out over a strike at the Umfolozi sugar mill at Mthubatha, sparked by workers' rejection of the Government's proposed constitution, says a union official. An statement by another union denies this. According to Mr Selby Nsibandé, general secretary of the National Union of Sugar Manufacturing and Refining Employees (NUSMRE), 500 workers at the mill downed tools in protest at the Government's plan and in support of demands for union recognition.

A spokesman for the mill said the strike "had political implications" and concerned union recognition.

Yesterday, however, the Sweet, Food and Allied Workers Union (SFAWU) issued an angry statement which gave a different explanation and accused NUSMRE of "intimidatory" tactics.

It alleged the strike had been "provoked" by NUSMRE's demand that certain members of the Federation of South African Trade Unions (FOSATU), of which SFAWU is a member, be dismissed.

The statement alleged that nearly 500 of the mill's workers had resigned from NUSMRE. It said NUSMRE's representatives saw this as a sign of "a massive switch of workers to SFAWU".

As a result, NUSMRE had demanded the dismissal of "certain active SFAWU members" at the mill and "provoked" the strike.

"If a union fails to present the interests of its members, then those workers have a democratic right to join a union of their choice," the statement added.

It said workers at another mill, Umzimkulu, had resigned to join SFAWU.

# Thousands sport one man, one vote stickers

By STEVEN FRIEDMAN  
Labour Correspondent

TENS of thousands of workers in key industrial centres went to work yesterday sporting "one man, one vote" stickers as part of the Federation of SA Trade Unions's campaign against the proposed constitution

In many factories, shop stewards asked employers to state the company's view on today's referendum and to say whether it had supported the campaign for a "Yes" vote financially or in other ways

Workers were responding to a Fosatu campaign in which they decided to wear the stickers to work and to challenge employers' stance on the planned constitution, which Fosatu rejects

Union and employer sources in the Transvaal and Natal yesterday reported that the campaign had been "widespread"

Fosatu sources in the Eastern and Western Cape could not be reached yesterday but, as the Eastern Cape is one of Fosatu's strongest areas, it is expected that the campaign has been visible there too

"We did little organising beforehand, but workers have been clamouring to wear the stickers. Their commitment to this issue is extremely strong," a Natal unionist said

According to unionists and management sources, almost all employers reacted with alarm yesterday, many charging that workers were "bringing politics onto the factory floor"

And, at British-owned firm Kent Meters, in Industria near Johannesburg, Fosatu's Metal and Allied Workers Union charged that its chief shop steward and another worker had been fired for wearing "one-man-one-vote" stickers

"There was an altercation in which a management man attempted to remove the stickers and, as a result, the two were fired," a union spokesman said

A company spokesman denied the sackings were connected with the stickers "It is an internal matter and has no political connotations," he said

Although several employers are reported to have questioned the right of workers to wear the stickers, no other incidents were reported yesterday

According to unionists, most employers have been reacting to demands by shop stewards to state their position by replying that their companies are not involved in politics and have therefore not supported "Yes"

(Report by S Friedman 171 Main St Johannesburg)

Lawyers



and an intensive search for two unidentified persons who held a Ma... businessman up... fe-point and... him of R13 000... near Mamelodi... p this week... endrick Fenvane... owner of a ser... on in Mamelodi... s on his way to... -1 in Silverton... was confronted... men travelling in... e on Monday at... 9 30 am Briga... A du Plessis the... iD officer for the... ern Transvaal... Fenvane was... off the road near... Cullinan road

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# Workers down tools over confiscated pamphlets

*IRA (1407) Sowetan 2/11/83*

By **JOSHUA RABOROKO**

THREE work stoppages by over 100 workers occurred after stickers and pamphlets campaigning against the government's constitutional proposal were confiscated by police and management in industries in Maritzburg and Johannesburg this week.

At Epol in Maritzburg workers downed tools for a short while after police allegedly confiscated workers stickers and pamphlets which were later returned to them.

The Fosatu-affiliated Sweet Food and Allied Workers Union which represents workers at the plant held talks with management in an attempt to dispel workers'

fears that management would call in the police.

However management has denied calling the police to the company.

In another development at Kent Meters a British company two shop stewards of another Fosatu-affiliate, the Metal and Allied Workers Union (MAWU), were dismissed after stickers were forcefully confiscated from the workers.

MAWU's spokesman said that an argument had started between the stewards and management. They were subsequently dismissed and workers stopped work

for a short while, but later returned to their positions.

The company's shop stewards were to hold a special meeting in Johannesburg last night in an attempt to formulate what kind of strategies could be taken against management.

Kent's production manager Mr P Bennett said the workers were dismissed purely on disciplinary reasons and declined to comment further on the matter.

At Rheem South Africa workers were still out on strike yesterday after a deadlock between management and MAWU concerning the union's demand that a supervisor be dismissed

following a misunderstanding at the plant.

Meanwhile Fosatu's campaign against the government's constitution is gaining momentum in Natal and Transvaal where thousands of pamphlets have been distributed.

Fosatu has called on employers to reject the proposed constitution and its union's shop stewards have been asked to challenge employers on their stance pertaining to voting for the white referendum to be held today.

The federation and other major trade union movements have rejected the constitutional proposal which they claim deprive workers of their political rights.

## Kwadi trial adjourned

By **NKOPANE MAKOBANE** (311)

THE TRIAL of Miss Amanda Kwadi, a member of the Federation of South African Women (Fedsaw) and two other people, was adjourned in the Krugersdorp Regional Court yesterday until Friday.

Miss Kwadi (31) of Soweto is charged with taking part in the activities of the African National Congress (ANC), together with Mr George Morloa (29) of Kagiso and the Reverend Molefe Tsele (27) a Lutheran minister from Munsieville.

*Sowetan 2/11/83*  
They have all pleaded not guilty before Mr W Aucamp to the main charge that they arranged a commemoration service to celebrate National Women's Day on August 8 last year in Kagiso and as a result created support for the ANC at the occasion.

They have also pleaded not guilty on the alternative charge that they on the same date unlawfully advocated, advised, defended or encouraged the achievement of the objectives of the ANC.

# Stayaway ~~186~~ ~~140A~~ halts sugar mills

## Mercury Reporter

PRODUCTION at two Zululand sugar mills ground to a halt yesterday after 1 400 workers staged a stayaway in protest against the exclusion of blacks from the new constitutional proposals

The mills are the Felixton Sugar Mill and the Amatikulu Sugar Mill, both of the Tongaat-Hulett group, of which 'Yes' vote supporter Mr Chris Saunders is chairman

A spokesman for the National Union of Sugar Manufacturing and Refinery Employees said the workers were protesting about the three-chamber parliament for whites,

coloureds and Indians from which the blacks, who are in the majority, had been effectively left out

'The workers made it clear that they had no grievances with the management. They were merely demonstrating their dissatisfaction with the new dispensation in the hope that white voters would make the right decision when they voted in the referendum yesterday,' he said

## No violence

Mr Ron Phillips, the group's public relations director, confirmed that 1 400 workers at the Amatikulu and Felixton mills had stopped work

'for political reasons'

He said the striking workers had been 'well behaved' and there had been no violence. Production had come to a standstill and the management had assisted in shutting down the mills

Mr Phillips said the management understood the feelings of the workers, who had been subjected to extreme pressure

The 500 mill workers at the Umfolozi Co-operative Sugar Planters Ltd, in Mtubatuba, who downed tools on Tuesday to protest against the exclusion of blacks from the new constitution, returned to work yesterday

LABOUR RELATIONS

Union rivalry

Fm 4/11/83

~~187~~ 140A ~~187~~

The International Textile Garment and Leather Workers' Federation (ITGLWF) has made an unsuccessful bid to halt the bitter rivalry between some of its affiliated unions in SA

The international body is concerned about the increasing hostility between garment and textile unions linked to the Trade Union Council of SA (Tucsa) and the National Union of Textile Workers (NUTW), a member of the Federation of SA Trade Unions (Fosatu)

The ITGLWF leadership recently visited SA and met all affiliates, but the NUTW did not attend a meeting they convened in Durban According to the official journal of

Tucsa's Garment Workers' Union and the National Union of Clothing Workers, bitter complaints were made about "overseas money being used to disrupt and divide established unions instead of being used to organise the hundreds of thousands of unorganised workers

"The feud going on is clearly not in the interests of the workers involved," says the

union's magazine "Workers who spoke at the conference alleged that threats and intimidation were used against them to pressurise them to leave their union and join the other unions"

NUTW general secretary John Copelyn says his union has been surprised by such allegations of intimidation "None of these unions has ever raised anything like this be-

fore," he says He says the NUTW strongly denies these claims and points out that it recently resorted to legal action in the wake of alleged assaults of its members by Tucsa union members

Copelyn says the NUTW does not see any basis for co-operation with unions belonging to a body such as Tucsa which has called for a ban on unregistered unions

# Black workers 'will get the message'

1470A

By PHILLIP VAN NIEKERK

THE successful call by businessmen for a "yes" vote would leave black workers with little doubt about the link between their employers and the "apartheid state", a leading trade unionist warned yesterday

Mr David Lewis, general secretary of the General Workers Union, said he trusted that those employers who had called for a "yes" would no longer insist that trade unions could not similarly involve themselves in politics

He said workers would draw their own conclusions about the "explicit and successful" appeals by businessmen for what amounted to a further entrenchment of racism

However, Mr Arthur Grobelaar, general secretary of the Trade Union Council of SA, said the result was the "correct decision for South

Africa"

He said that, although the constitution excluded TUC-SA's black members "the fundamental principle that people other than whites be included in Parliament has been accepted for the first time"

Mr Arrie Paulus, general secretary of the all-white Mine Workers Union, said the constitution meant integration, which he opposed. Though he still had to discuss the result with his members, he was sure they all sided with him

Mr Tyrone August, a spokesman for the Council of Unions of South Africa, said the new constitution was an attempt to impose white rule under a different guise

"We wish to place on record our complete and total rejection of the constitution and pledge to continue participating in every forum to

work towards the achievement of a just and democratic society"

The groundswell of worker rejection of the constitution was expressed this week by tens of thousands of Federation of South African Trade Unions members, who wore "one-man, one-vote" stickers to work, and GWU members, who sported "no" stickers

A spokesman for the GWU said a number of shop steward committees had approached their employers and warned them that if they voted "yes" they would be voting to exclude their workers from political rights

FOSATU president, Mr Chris Dlamini, said "The aim of the constitution, if it goes ahead, is to divide the working class. We are now watching with interest the forthcoming referendums for coloureds and Indians"

5/11/83

ROM

# 1 MAN 1 VOTE =

# 0 JOB

6/11/83 140A ~~SAF~~ ~~SOFA~~  
 THE powerful Metal and Allied Workers' Union (Mawu) this week accused a Johannesburg firm of sacking two shop stewards who had challenged management on its attitude to the referendum *City Press*

Mawu secretary Moses Mayekiso told City Press that the union was contemplating legal action against Kent Meters of Industria

**By BRUCE COHEN**

According to the union, the chairman of Kent Meters' shop steward's committee, Reginald Dubezana and another shop steward Naphta Mazibuko were sacked on Monday. The two men, wearing "One man, One vote" stickers issued by the Federation of SA Trade Unions (Fosatu), approached management following a mandate from Fosatu's Central Committee to establish company attitudes to the new constitution

But management refused to discuss the issue with them and according to the union manager Peter Bennet pulled a sticker off Mr Dubezana's shirt

When Mr Dubezana asked for the sticker back, he was called a

communist and the two men were fired, the union said

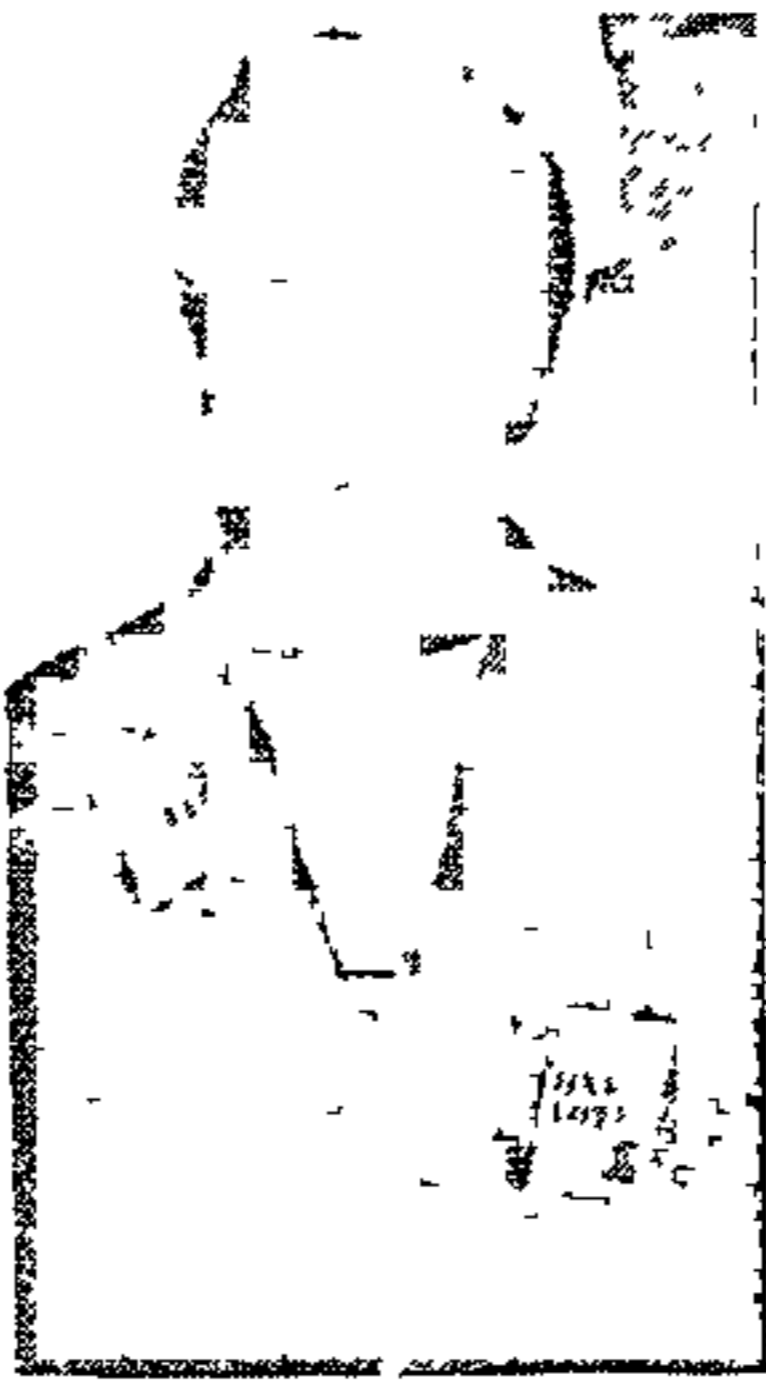
Mr Bennet denied that the two men had been fired for political reasons. He told City Press they had been sacked for disciplinary reasons concerning their general behaviour

He refused to comment on the other allegations

But Mr Mayekiso countered this by asking why management chose to sack the men when they asked about the constitution and not at another time

He said Mawu condemned management's action, and said companies should not do the Government's job

He told City Press that Mawu members wearing the "One man, One vote" stickers had



● REGINALD DUBEZANA one man no vote and now no job

been harassed in a number of companies

He referred to this week's strike at the Rheem tin and drum manufacturing company where 140 workers were sacked over a strike demanding the dismissal of a supervisor. Mr Mayekiso said management at this Alrode company had been incensed by workers wearing the stickers and this had contributed to their hardline attitude towards the strikers

## Two fired 'after row over stickers'

● A member of the Federation of SA Trade Unions handing out pamphlets calling for one man one vote outside the Kellogg's factory in Springs this week. Security police questioned union members and took away some of the pamphlets for "further investigation", according to Fosatu. The pamphlets were part of a massive Fosatu campaign to persuade bosses to reject the new constitution and highlight workers' demands for democracy  
 Pic AFRAPIX



# Management hindered our campaign - Fosatu

*Sowetan 7/11/83 (140A)*

THE Federation of South African Trade Unions (Fosatu) yesterday strongly condemned management attempts to disrupt peaceful campaigning while eminent company directors and chairmen publicly campaigned for the "yes" vote.

In a statement issued by Fosatu secretary, Mr Joe Foster, the organisation said many companies tried to stop workers wearing stickers. The companies said politics must not be brought into the factory.

It was reacting to incidents last week when companies took strong action against union of-

ficials during a campaign by Fosatu members calling for one man one vote before referendum day. According to Fosatu a shop steward at a fertiliser company was frog-marched to the company offices. Security men then patrolled the change rooms and canteens removing stickers.

At an Industria company two shop stewards were fired in an incident revolving around the wearing of one man one vote stickers.

Many other companies also tried to stop workers wearing stickers, but workers continued to wear Fosatu

stickers defiantly.

Fosatu strongly condemned management's violent attempts to disrupt the peaceful campaign and utterly rejected the view that politics must be a private matter while eminent company directors and chairmen publicly campaigned for the "yes" vote.

While the majority of Fosatu members "remain voiceless — deprived of any political rights — Fosatu will continue to voice its opposition to the farce the present Government calls reform on the factory floor," Mr Foster said.

# Sacked workers get jobs back

ABOUT 850 workers who went on strike at two companies in Rosslyn, outside Pretoria, over wages and other job-related grievances last month, were reinstated at both companies last week.

The 300 dismissed workers at Poole Industries were reinstated on Friday after a strike lasting almost four weeks. The black and coloured workers, all of whom are members of the National General Workers Union, went on strike on October 11 demanding a uniform wage increment of R4 an hour each.

The workers had also demanded that manage-

*Sowetan* By MONK NKOMO 7/11/83

ment stop deducting certain amounts from their salaries, which were for the washing of their overalls and the R3 deducted towards their pension funds.

Mr Solomon Maluleka, national organiser of the union, told **THE SOWETAN** that after meeting with management on Friday it was agreed that the workers would be reinstated with immediate effect while the wage dispute was being negotiated.

However, the two other issues concerning deductions from their salaries, Mr Maluleka

<sup>140K</sup> added would be settled in court ~~152 159~~

<sup>129</sup> Meanwhile about 50 workers at the Asia Electrical Cable Company, who went on strike on October 24 in solidarity with their colleague who was fired for allegedly refusing to call a white man baas, have also been reinstated.

About 650 workers, all of whom are members of the Metal and Allied Workers Union, were dismissed when they downed tools and demanded the reinstatement of their colleague.

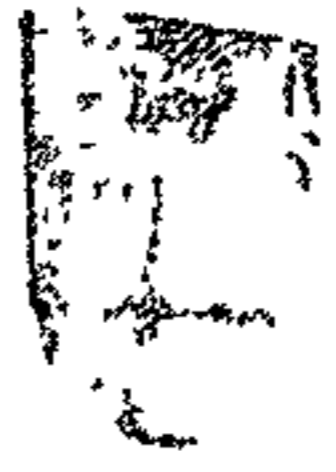
A union spokesman said negotiations were continuing with management for the reinstatement of the other 80.

*Page 1  
Reg 14*





# LABOUR WEEK



are working together with rival organisations

Cusa's Transport and Allied Workers' Union has been co-operating with Fosatu's Transport and General Workers' Union on issues such as formulating wage demands to the Putco bus company

According to Cusa, its SA Chemical Workers' Union has also been working with the SA Allied Workers' Union and Fosatu's Chemical Workers' Industrial Union

In the metal industries, it is likely, Cusa says, that its Steel, Engineering and Allied Workers' Union and Fosatu's Metal and Allied Workers' Union will draw up joint demands at next year's industrial council pay talks

And there is even the prospect of a meeting between the leaders of Cusa's Food, Beverage and Allied Workers' Union and Fosatu's Sweet, Food and Allied Workers' Union to discuss the battle between the two at Irvin & Johnson's Springs plant

In the last two cases, metal and food, tension between the Cusa and Fosatu unions goes back a long time

This may well herald a thaw in relations between Cusa and Fosatu in particular

And it does seem that this sort of practical co-operation between unions is far more likely to prompt unity than the present series of talks

□□□

140A □ □ □ RSM 7/11/83

ALTHOUGH unity talks between emerging unions appear becalmed co-operation across federation lines is on the increase

For some time the Food and Canning Workers' Union and General Workers' Union have been co-operating with unions in the Fosatu camp

But a recent development is the extent to which unions affiliated to the Council of Unions of SA, the country's second biggest emerging union group,

# A flat spot in union's talks with Dunlop

By STEVEN FRIEDMAN  
Labour Correspondent

**A MAJOR confrontation looms between the Metal and Allied Workers Union and Dunlop SA**

The union announced yesterday it is to hold a legal strike ballot at Dunlop's Durban tyre plant on Thursday

MAWU has also declared a dispute with Dunlop at its Ladysmith plant

And a MAWU statement yesterday also hinted at action by the National Automobile and Allied Workers Union (NAAWU) — which operates in car assembly plants — in sympathy with Dunlop workers

If MAWU members strike in Durban, it would be the second legal strike by black workers this year and the third in recent labour history

However, the company yesterday implied that a strike at the plant would not be legal and would not protect workers

It denied MAWU charges that it was unwilling to negotiate and repeated earlier statements that it was prepared to continue talks

The union recently declared a dispute at the tyre plant over wages and other issues

MAWU sources said yesterday that, if the Minister of Manpower did not appoint a conciliation board to settle the dispute by Monday, the union would be entitled to strike legally

The wrangle at the Ladysmith plant centres on union allegations that Dunlop refused to sign recognition agreements after both sides had reached agreement

In a statement yesterday, MAWU said it would hold a strike ballot on Thursday "to ascertain members' views on taking legal industrial action"

The union alleged that "all efforts on the part of the union to resolve the dispute over wages, shift allowances and bonus schemes have been rejected by the company"

It said Dunlop had refused to put a final offer on the negotiating table and had also refused to have the dispute settled by mediation

"This is the first time a company has ever refused an offer of mediation by MAWU and has been interpreted as a clear indication that the company intends to provoke industrial action at the plant," the statement said

MAWU also said it had had "very constructive discussions" with NAAWU on the situation at Dunlop and added that they would call on the sister union's assistance "if need be"

A Dunlop statement yesterday denied the charges and said MAWU's statement "seems to confirm that MAWU is not interested in a negotiated settlement, but merely wishes to provoke strike action at the earliest opportunity"

# Union will hold <sup>Mercury</sup> strike ballot at <sup>8/11/83</sup> Dunlop tyre factory

~~140A~~  
140A

Mercury Reporter

the company

THE Metal and Allied Workers' Union, which has declared a dispute over pay with the Dunlop Tyre Company in Durban, will hold a strike ballot at the factory on Thursday to gauge the reaction of its members on 'legal industrial action' against

A union spokesman said the dispute had now dragged into the fourth week and 'all efforts on the part of the union to resolve the dispute over wages, shift allowance and various bonus schemes have been rejected by the company, which is

refusing to put its "final offer" on the table'

'Of particular interest is the company's refusal of mediation. This is the first time a company has ever refused an offer of mediation by the union and has been interpreted by the union as a clear indication that it intends to provoke industrial action at the plant,' he added

Meanwhile, the union will declare a dispute with Dunlop's Ladysmith branch over its alleged failure to sign a recognition agreement negotiated between the two parties

The union spokesman added that it had indicated that it considered the company's 'failure to comply with the agreement an unfair labour practice which is having the effect of jeopardising industrial peace at the factory'

The union also announced that it had been holding discussions on the situation at Dunlop with representatives of the National Automobile and Allied Workers' Union, another Fosatu-affiliate, which is organised in the major vehicle manufacturing firms

The spokesman for Dunlop would not comment when approached by the Mercury yesterday, but the company is on record as saying that its doors have not been closed to wage negotiations with the union

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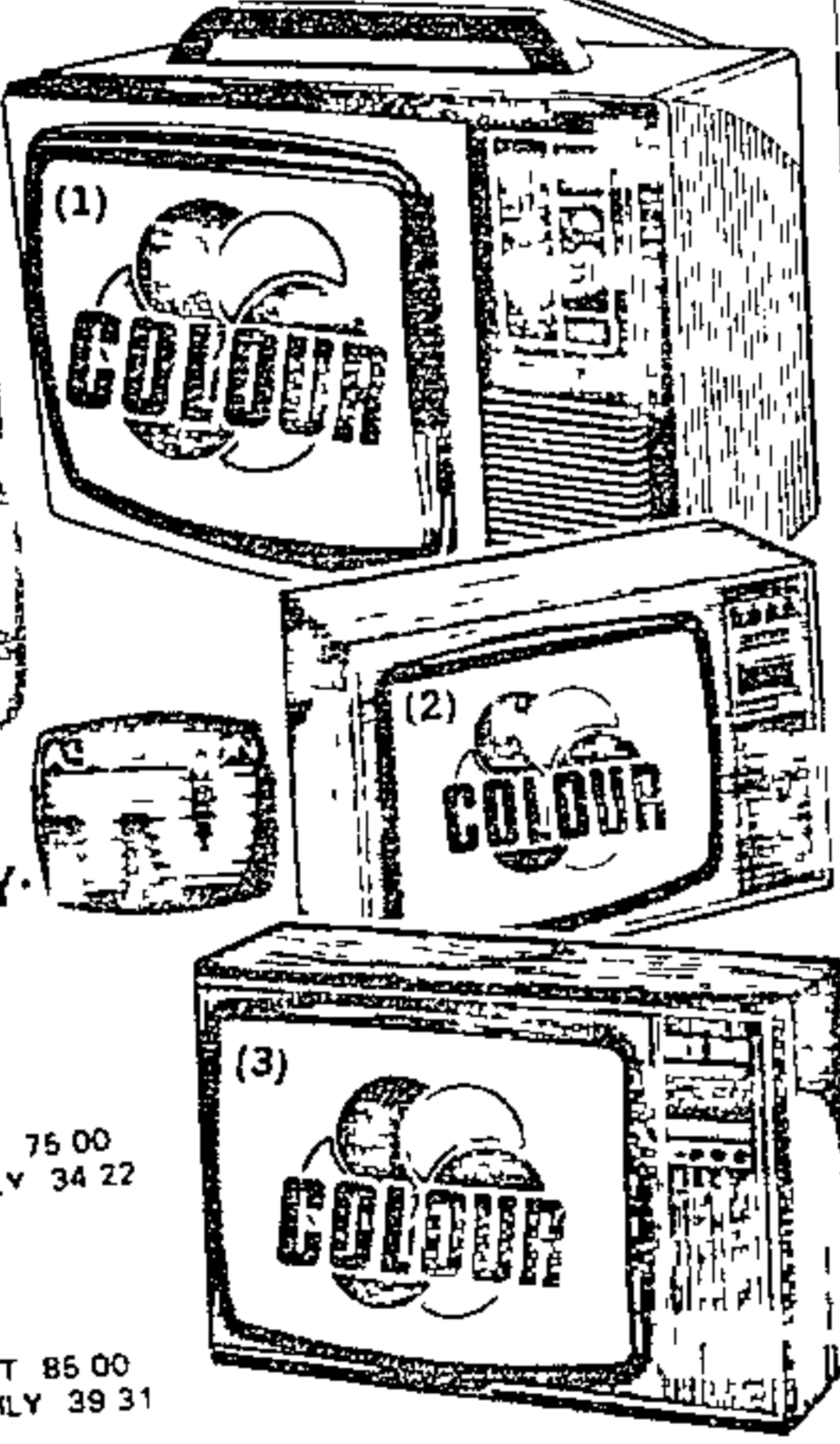
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**Bosses' reaction averted strikes**  
 Mail Reporter  
 EMPLOYER reaction to union anti-constitution campaign had probably averted strikes and work stoppages and showed they had learnt to deal with these problems Dr Johan Van Zyl, executive director of the Federated Chamber of Industries, said yesterday  
 Had employers reacted negatively they could have faced work stoppages and strikes, he said  
 Unions and employers reported last week that the anti-constitution campaign launched by the Federation of South African Trade Unions (FOSATU) was "wide-spread" The Food and Canning Workers' Union and the General Workers' Union also made a stand  
 FOSATU said the campaign, in which union members wore "one man, one vote" stickers to work had been opposed at some companies Management had removed stickers and confiscated FOSATU pamphlets but Dr Van Zyl said employers had on the whole allowed workers to make their point  
 "Against the background of where we were just three years ago, this represents an incredibly sharp change which no one could ever imagine would have taken place"

**MATTER OF FACT**

TO CORRECT specific errors of fact, write to the Editor at P O Box 1138, Johannesburg, or telephone the Editor's secretary at 710-9111 between 9am and 5pm on weekdays  
 If you have broader complaints about the Rand Daily Mail these can be taken up with the Mail Ombudsman, James McClurg, c/o the Editor's secretary

POLITICAL comment in this issue by R A Gibson and Peter Bunkell newsbills by Mike Stent headlines and sub-editing by Paul Holroyd cartoons by Dave Anderson all of 171 Main Street Johannesburg

# 520 stage one-hour strike at PE factory

8/11/83  
By CLAIRES  
PICKARD-CAMBRIDGE  
ABOUT 520 workers stopped work for an hour at the Shatterprufe Safety Glass factory in Port Elizabeth's Neave Township today

The action followed a report-back meeting by their union representatives, who are currently involved in negotiations with management

The workers are members of the registered Chemical Workers Industrial Union, an affiliate of the Federation of South African Trade Unions (Fosatu)

The personnel director at Shatterprufe, Mr Neville Schonegevel, said the work stoppage started at 7am when most employees arrived. Work began at about 8am and negotiations with the union were to continue this afternoon

The company had been involved with substantive negotiations, ranging from wages to conditions of employment, with the Chemical Workers Industrial Union since last Friday

"Negotiations have been constructive and we feel progress has been made," he said

"When we left negotia-

(40A)  
E. Post  
tions on Friday we had another session scheduled for this afternoon"

He said it appeared the union had held a feedback session with workers last night and workers had been unhappy with some aspect of the negotiations

Mr Wesley Phillips, branch secretary of the union, confirmed the work stoppage. He said his union represented about 400 members — 80% of the work force at Shatterprufe — but all the workers had gone on strike

Issues disputed had concerned wage and bonus increases

# Worker unrest hitting metal area

By STEVEN FRIEDMAN  
Labour Correspondent

LABOUR unrest has hit the Eastern Transvaal area of Steelpoort, where several chrome mines and a major ferrochrome plant are situated

Last week, workers at the Winterveld chrome mine near Steelpoort staged a three-day strike over wage and other demands, and now workers at Tubatse Ferrochrome in Steelpoort have demanded the removal of several managers at the plant

In both cases, the workers have been organised by the Metal and Allied Workers Union (MAWU), which is recognised at Tubatse Ferrochrome and whose organisers have been active on several mines in the area

At Winterveld mine, which is owned by Rand Mines, MAWU's general secretary, Mr David Sebabi, said yesterday that the 900-strong workforce had struck early last week in support of wage demands

He said management had said it could not negotiate with a union on this issue unless it had formal recognition at the mine. No union was recognised at Winterveld.

However, Mr Sebabi added, workers had agreed to return to work after management agreed to negotiate on their wage demands in the future

A Rand Mines statement issued yesterday said that "the majority" of the mine's 900 black workers had been involved in the strike

Discussions had taken place between worker representatives and mine management, after which workers had agreed to return to work. They returned on Friday

According to the statement, it was agreed at these talks that "the representations made by the workforce other than in respect of wages would be examined by management"

At Tubatse Ferrochrome, which is owned by an American company Union Carbide, informed sources said yesterday that workers were demanding the dismissal of several managers

Mr Sebabi confirmed that there was worker dissatisfaction at the plant. This centred on several managers. But he added that there had been no unrest as a result of these demands

# Strike ballot for tyre plant

Workers at the Dunlop's Durban tyre plant will hold a legal strike ballot on Thursday as a four-week dispute with the company remains unresolved, their union announced yesterday.

A Metal and Allied Workers Union statement said the company refused to mediate in the dispute over wages, shift allowances and other issues.

Dunlop denied it had refused to negotiate, but charged that the union was "not interested in a negotiated settlement and wants to provoke strike action at the earliest opportunity"

The Mawu statement said the union had also declared a dispute at Dunlop's Ladysmith branch after the company allegedly refused to sign a recognition agreement.

# Two unions in dispute with stores

S. Post  
140A  
9/11/83

Post Reporter

THE 9 000-member National Union of Distributive and Allied Workers (Nudaw) today joined the Commercial, Catering and Allied Workers' Union of SA (Ccawusa) in declaring a formal dispute with the giant OK Bazaars chain over wages

The breakdown in wage talks is expected to affect about 20 000 workers countrywide

Speaking from Cape Town, Miss Dulcie Hartwell, secretary of Nudaw, said she had just informed the personnel director of OK Bazaars South Africa, Mr Richard Blackwell, that the union was declaring a dispute and had applied for a conciliation board to settle the matter

She said the conciliation board would consist of union and management representatives and a legal strike would not necessarily be declared if an agreement was not reached

Union members would still have to be balloted before such a decision was made.

She said Nudaw, whose membership consisted of white and coloured shop workers, would be working closely with Ccawusa, which represented only black workers

Nudaw, a registered and unaffiliated union, would ask the Minister of Manpower, Mr Fanie Botha, to handle the two conciliation board applications jointly, she said

Mrs Emma Mashimani, secretary of Ccawusa, confirmed the joint request

● Urgent talks between the Shatterprufe Glass Company and the Chemical Workers Industrial Union continued in Port Elizabeth today following a one-hour work stoppage yesterday by the entire work force.

Management and union representatives were engaged in talks all morning and could not be contacted for comment



*Sowetan* ~~140A~~ ~~289~~

### Tomorrow if won't be home

to The SOWETAN/Gold  
First Number One has been  
that entries were still pour-  
winner of our first R2 000  
announced tomorrow, instead  
the sponsors said yester-  
day that people were keen to  
but did not have the nec-  
essary believe there is a need for  
attention, and although there  
is a winner, readers have five  
collecting the R2 000 to buy  
ded Mr Joe Latakomo,  
SOWETAN.

## Sacked workers sing freedom songs

# Police end protest

By JOSHUA RABOROKO

POLICE yesterday dis-  
persed over 30 placard  
carrying and freedom  
song chanting sacked  
workers from Crown  
Reef Restaurant after  
the workers had pick-  
eted outside the  
Chamber of Mines  
building in Johannes-  
burg

The workers, all  
members of the Hotel,

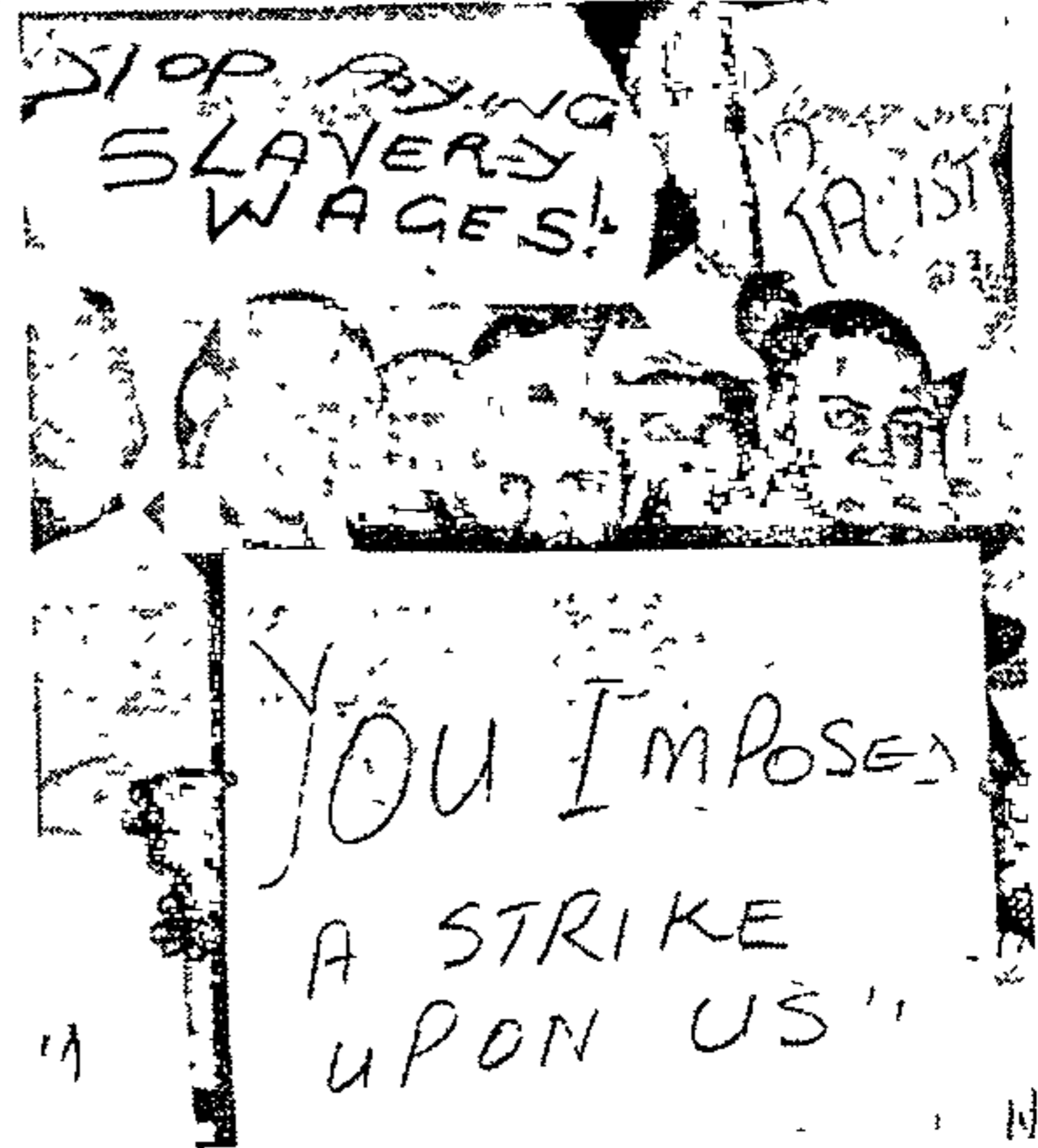
Liquor and Catering Al-  
lied Workers Union  
(Hotelca), staged the  
demonstration in protest  
against wages at Gold  
Mine Museum, owned  
by the Chamber of  
Mines

The lunch-hour meet-  
ing outside the Chamber  
was disrupted when po-  
lice ordered the workers  
to disperse because their  
gathering was unlawful  
The workers, who dis-  
played placards, some  
reading "Chamber  
Cannot Feed a Black  
Family," "We Demand  
Our Annual Increase"  
and "Recognise Our  
Union," subsequently  
left the premises without  
any incidents

Hotelca's president,  
Mr Hamilton Maka-  
dema said the dispute  
with management arose  
after management had  
refused to pay workers  
their annual increase at  
the end of October

Management later  
told them they had dis-  
missed themselves by  
going on an illegal strike  
and the union inter-  
vened on their behalf

"We are at the mo-  
ment in the process of  
trying to persuade the  
bosses to change their  
minds about the position  
of the workers as well as



YESTERDAY. Crown Reef restaurant employees on strike

of recognition," Mr Ma-  
kadema told The SO-  
WETAN yesterday

He also condemned  
police involvement in la-  
bour disputes and said  
that the police were ap-  
parently called by man-  
agement A spokesman  
for the company refused  
to comment on the po-  
lice involvement

The spokesman said  
that the workers had  
been told that they  
would get their annual  
wage increase next Feb-  
ruary when the relevant  
Industrial Council will  
be sitting to review sala-  
ries

Another meeting is to  
be held between the  
union and management  
at 8 am today

Meanwhile Sapa re-  
ports that about 400  
workers went on strike  
for an hour at the Shat-  
terprufe Safety Glass  
Company in Port Eliza-  
beth yesterday

The action followed a  
report-back meeting  
with their union which is  
currently involved in ne-  
gotiations with manage-  
ment The union is the  
Chemical Workers In-  
dustrial Union, which is  
an affiliate of Fosatu

## Uproot of United off the ground

By THAMI MAZWAI  
and AMBER NCITYANA

increase in the number  
of accounts being closed  
by any race group"

The statement further  
said the UBS had no in-  
volvement in the dispute  
between Liberty Life  
and the union

A spokesman for the  
union, secretary Mr Jo-  
seph Rakgoadi, this  
week said his organisa-  
tion had embarked on a  
campaign to restrain the  
black community from  
conducting any business  
with institutions linked  
to Liberty Life

"On Saturday our  
members manned most  
branches of the UBS  
where we called on  
blacks to discontinue  
any business with the or-  
ganisation

"This week we are in-  
tensifying our campaign  
with meetings in So-  
weto Our next targets  
are a giant clothing con-  
cern that has special out-  
lets for blacks and a

banking group Details  
of these campaigns will  
soon be announced,"  
Mr Rakgoadi said

The Liberty Life dis-  
pute started when the  
company refused to re-  
cognise the union be-  
cause, according to Lib-  
erty Life, it is racial  
IAWU only allows for  
black members The  
union also complained  
of a number of labour  
malpractices

Both parties refused  
to give in and the com-  
pany fired 90 strikers

## Call to fight milk price increase

HOUSEWIVES in Pre-  
toria's black townships  
yesterday criticised the  
move by local dairies to  
increase the milk price  
by 2 cents a litre from  
next Monday.

They were reacting to  
an announcement that  
an independent costs in-

vestigation had revealed  
that dairies were forced  
to cope with a loss of 4  
cents a litre which had  
resulted in the price  
hike

The announcement  
was made by Mr Edwin  
Morgenrood, chairman  
of the Pretoria milk dis-  
tributors, who said the  
decision was made fol-  
lowing the investigation

A nursing sister, Mrs  
S Letwaba, said she

foresaw a time when  
many people would suf-  
fer from various diseases  
because of the unavail-  
ability of vital food

"It amazes me why  
authorities always take  
it upon themselves to  
carry out investigations  
to find out how much  
they lose when nothing  
is being done to help the  
needy get balanced  
food," she said

A mother of three,  
Mrs Nono Mphuti, said  
it was high time black  
women organised them-  
selves to fight the in-  
creases "It was up to  
women, she said, to see  
to it that the nation did  
not starve

When the milk price  
was to be controlled in  
June this year, an appeal  
was made by the Minis-  
ter of Agriculture, Mr  
Greyling Wentzel, for  
dairies to be moderate  
with increases

OUR HOME AND FAMILY SAFE!

# Priority Fencing

# FOSATU SAYS

~~140A~~  
~~140A~~

# NO!

(Both sides please)

Nov. 1985

Because the constitutional proposals are:

## ● UNDEMOCRATIC

Democracy requires that every person has equal political rights but the new constitutional proposals leave 72 percent of South Africa's people without any vote

## ● RACIST

The constitutional proposals divide people according to race – the old apartheid structures basically remain unchanged

## ● ANTI-WORKER

The constitutional proposals try to break the non-racial strength of workers by causing racial division. The rich will benefit while the poor continue to suffer

# U-FOSATU UTHI

# ULWA

Ngoba lomthetho-sisekelo omusha:

## ● AWUSEBENZI NGENTANDO YENINGI

Ungomo wezwi leningi uhi wonke umuntu makabe namalungelo alinganayo kwezombusazwe, kodwa leziphakamiso zomthetho-sisekelo omusha zishiya u72 per cent wabantu baseSouth Africa bengenavoti

## ● UBANDLULULA IZINHLANGA

Leziphakamiso zalomthetho-sisekelo ziqembula abantu phakathi ngezinhlanga – izakhiwo ze-apartheid endala aziguquliwe

## ● ULWA NABASEBENZI

Iziphakamiso zalomthetho-sisekelo zizama ukubulala amandla abasebenzi obumbano olungakhethe bala ngokufaka uqhokeko lokwehlukana izinhlanga Izigwi ziyozuzwa, kodwa abampofu bayoloku behlupheka

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Members of the FOSATU unions are absolutely opposed to the proposed constitutional changes. We have fought hard for a non-racial trade union movement and we will resist with all our might these changes which only further entrench apartheid and racism. We stand for a democratic South Africa based on One Man One Vote.

These proposals are going to further divide us in the community and therefore in the factory. This threatens to promote tension and political bitterness in all factories. Because of this we demand of our management and company owners

This statement released by the Central Committee of FOSATU will be discussed and presented to management in all organised FOSATU factories

Leziphakamiso zizokwandisa uqhekeko kithina emphakathini, okusho ukuthi-ke nasemafekthri. Lento izokhuthaza ukungezwami nenzondo kwezo- mbusazwe kuwo wonke amafekthri. Ngenxa yaloku sifuna ukuba abaqashi bethu nabanikazi bezinkampani esizisebenzelayo

Amalunga ezinyunyana zikaFOSATU awavumelani nakancane nalolugquko lwalomthetho-sisekelo ohlongozwayo. Sayilwela kanzima inhlango yezinyunyana engakhethi bala, ngakho-ke sizozabalaza ngawo wonke amandla ethu silwe nalolugquko olwaxhiwe ngenhloso eyodwa, yokuqhubekizela i-apartheid nobandlululo kuphela. Thina silwela i-South Africa eyosebenza ngentando yeningi ngaphansi komgono we-One Man One Vote.

Lesitatimende esakhishwa yiCentral Committee kaFOSATU kuzoxoxwa ngaso bese sethulwa kubaqashi kuwo wonke amafekthri agqugquzelwe ngaphansi kukaFOSATU

9/11/83  
140A ROOM

# Groups in 'make or break' bid for unity

the last meeting. The divisions remained deep.

A key issue which has prompted disagreement between the two camps has been the demand of older unions that voting strength in the new federation be based on unions' paid-up membership.

They argue that many newer unions quote membership figures which they cannot back up and that they should not be allowed to claim voting strength on the basis of these.

However, the newer unions want claims about their membership to be accepted "on trust".

There have also been differences about the structure of the proposed federation and about demarcation between unions.

Older unions believed the attitude of the newer unions was holding up the unity initiative and delaying discussion on the details of a new federation.

The older unions may, therefore, demand at the weekend that discussions on a new federation begin in earnest.

This would bring to a head the differences and determine whether the two groups are to continue taking part in the unity drive together.

# Surprise

<sup>140A</sup>  
terms

in pay

<sup>10/11/83</sup>  
talks

By STEVEN FRIEDMAN  
Labour Correspondent

IN A surprise move, unions on the industrial council for the motor components and repair industry have demanded a minimum wage of R2 an hour — almost double the present minimum in the council's agreement.

And yesterday, in a unique move, Fosatu's National Automobile and Allied Workers Union issued a statement supporting the stance of the three unions on the council, one of which is a key Tucsa union. NAAWU said it would seek to "pressure" companies to accept the demand.

Although NAAWU's own minimum wage demand in negotiations is R3,50 an hour, R2 an hour is regarded by many Fosatu unions as a "minimum living wage" and it is seen as significant that unions on the motor council have adopted it.

NAAWU has also held talks with the union which initiated the demand, Tucsa's Motor Industry Combined Workers Union, on the R2 demand.

Contact of this sort between Tucsa and Fosatu unions is rare and the co-operation between the two unions on this issue is likely to strengthen the union's position in the present negotiations.

It is understood that, although the minimum in the council's agreement is R1,06 an hour, the minimum paid by most firms is much greater, and unionists argue that the R2 demand would not mean a major increase in wage bills.

According to union sources, the average minimum is R1,50-R1,70 an hour, although management sources say it is lower than that in most areas.

Negotiations are continuing this week and may be completed on Friday.

In its statement yesterday, NAAWU said that, although it was not a member of the motor council, it was aware of the current negotiations.

# Union supports minimum wage

Star 12/1/73

UOAP

The National Automobile and Allied Workers Union (NAAWU) has come out in support of a minimum wage of R2 an hour for workers in the motor components industry.

In a statement released in Pretoria yesterday, Naawu said it was aware of the wage negotiations taking place with the National Industrial Council for the Motor Industry.

"Naawu is not a member of this council and accordingly will not be present at the forthcoming meeting of the council set for November 11.

"However, Naawu members who are covered by the council's agreement have met and agreed to support the amount placed by party unions of a minimum wage of R2 an hour," the statements said.

While this will not be a substitute for Naawu's national in-plant demand of a minimum wage of R3,50 an hour, the union believes that an increase to R2 an hour will begin to put things right in an industry where minimum wages and working conditions are unacceptably low.

"Naawu has been in contact with one of the party unions, the Motor Industry Combined Workers Union (MICWU), and made this decision known to them.

"Naawu will also contact those companies where Micwu is active so that pressure can be built in support of this demand.

"Naawu will be following the negotiations closely and further general meetings have been arranged," the statement said.

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*Gen*

Strike  
at tyre  
factory  
averted

*11/11/83*  
*1401A*

Labour Reporter

A strike at the Dunlop Tyre Factory in Natal has been narrowly averted by the appointment of a conciliation board by the Minister of Manpower

The board was appointed yesterday shortly before a secret ballot was held among members of the Metal and Allied Workers Union (Mawu) to determine support for industrial action at the factory

The dispute, declared more than a month ago, concerned wages, allowances and bonus schemes

#### BALLOT

A statement released by Mawu today said that a strike ballot was held at the factory yesterday despite management's claims that any action outside the conciliation board would be considered illegal

The ballot had to be conducted on the pavement outside the factory gates as management allegedly refused to allow union officials access to the company's premises

Legal industrial action was favoured by 825 members while six voted against

The two parties now have a further 30 days in which to resolve the dispute

If this fails, the way will again be open for a legal strike

New  
140A  
turn in  
Mercury  
Dunlop  
11/11/83  
dispute

Mercury Reporter

THE wage dispute at the Dunlop Tyre Company in Durban took a new turn yesterday with the announcement that the Minister of Manpower, Mr Fanie Botha, had approved an application for a conciliation board to settle it

Mr S C Meyer, the company's group industrial relations manager, told the Mercury last night negotiations between Dunlop's Durban factory and the Metal and Allied Workers' Union resumed yesterday at the union's request

'But the company has now been informed that the Minister of Manpower has approved the union's application for a conciliation board and therefore any further talks will now obviously be held within the board's terms of reference .

'This means that the union and its members will not be able to take any industrial action before the conciliation board has met for further negotiation

'In the circumstances the company believes that the union's strike ballot is premature and any strike action will be unlawful' he added

Meanwhile, the Fosatu-affiliated union which held a 'strike ballot' at the factory yesterday would release the results today, according to a union spokesman

The union spokesman said counting of votes would take place early today after workers on the 10 p m shift had cast their votes

He confirmed that negotiations resumed yesterday



140A

~~142~~ ~~135~~

FM 11/11/83

# TRADE UNIONS Common ground

In what could be a significant move, the National Automobile and Allied Workers' Union (Naawu) has pledged its support for the wage demand made by unions which are members of the National Industrial Council for the Motor Industry.

These unions have demanded a minimum wage of R2/hour — a hefty increase on the present minimum rate. Naawu, an affiliate of the Federation of SA Trade Unions (Fosatu), is not a member of the council. The main reason for this is that in the past the union has not been a strong presence in the motor components industry over which the council has jurisdiction. However, Naawu is rapidly becoming a force in this industry and is taking a lively interest in wage negotiations this year.

It has agreed to support the party unions, but is emphasising that this does not mean that it has abandoned its demand for a R3,50/hour in-plant minimum wage.

"Naawu does believe that R2 an hour will begin to put things right in an industry where minimum wages and conditions are unacceptably low," says the union.

Naawu has conveyed its stand to one of the party unions — the Motor Industry Combined Workers' Union (Micwu), an affiliate of the Trade Union Council of SA (Tucsa). This is interesting, for at a time when relations between Tucsa and emerging unions continue to sour, Naawu has made the point that there are issues on which it has common ground with a Tucsa union.

A Naawu spokesman says the union is aware of the stand Micwu took against the new constitution at Tucsa's annual conference in September.

# PRESS STATEMENTS



140A

~~152~~ 196

## RESULT OF DUNLOP STRIKE BALLOT

The result of the strike ballot held amongst members of the Metal and Allied Workers Union at the Dunlop Tyre Factory were released last night by officials of MAWU who conducted the ballot yesterday.

In all 825 members voted in favour of legal industrial action, 6 voted against and there was one spoilt paper. The number of people who voted represents just over 90 per cent of MAWU's actual membership at the plant.

The ballot had to be conducted on the pavement outside the factory gates as management refused to allow union officials access to the company's premises because they allege that any possible industrial action would be illegal.

Meanwhile the company is continuing to interview and test numerous new employees who have been told after completing their tests that they should wait to be called out from their homes.

The Union believes that these people are being interviewed to build up a scab labour force on the sidelines which could be moved in to break any possible industrial action by MAWU members

Members will now meet on Saturday to consider any further proposals from the management or failing such to examine the massive vote in favour of legal industrial action.

Natal Branch Secretary, MAWU 11.11.83

825 vote for  
strike action

ROM 12/11/37 40A  
Mercury Reporter  
A TOTAL of 825 workers at the Dunlop tyre factory in Durban voted for 'legal strike action' following a dispute over pay, a spokesman for the Metal and Allied Workers' Union said yesterday

Releasing results of a strike ballot held by the union at the factory this week, Mr Geoff Schreiner, the union's general secretary, said the number of workers who voted represented more than 90 percent of the union's membership at the plant

Six had voted against strike action and there was one spoilt paper. The ballot had to be conducted on the pavement out-

side the factory gates as the management had refused to allow union officials access to the company's premises

Mr Schreiner said the workers would meet today to decide on a line of action following the disclosure by the company that the Minister of Manpower had approved a conciliation board to settle the wage dispute

He also alleged that the company was interviewing new employees as a standby labour force to break any possible industrial action by Mawu members

Mr S C Meyer, the company's group industrial relations manager, said yesterday that the union's allegation was 'irresponsible' and the result of the strike ballot was irrelevant because the union's conciliation board application had been approved by the Minister of Manpower — and therefore any industrial action would be unlawful

Cape Times 12/14/83  
Sacked  
(40A) Worker to  
get wages

Staff Reporter

THE Industrial Court has ordered the temporary reinstatement of a sacked Cape textile worker who claims she was victimized for union activities by her employers, Franz Falke of Bellville South

But the firm has elected to keep on paying her wages without her returning to work, pending the final outcome of the case

Mrs Maxie Dreyer, a member of the Fosatu-affiliated National Union of Textile Workers, took legal action after she was fired on September 1

Mr Geoff Budlender of the Legal Resources Centre, who is handling the matter, said yesterday that a temporary reinstatement order had been granted this week.

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70 workers  
reinstated  
after strike

By STEVEN FRIEDMAN  
Labour Correspondent

SEVENTY workers fired by East Rand firm Coalequip are to be reinstated today after negotiations between the company and the Metal and Allied Workers' Union, a joint statement by both parties announced at the weekend.

Their dismissal in September attracted attention because the workers had been striking in protest against the dismissal of a colleague, who was then reinstated after the strikers were fired.

The company said it had rehired him because he had successfully appealed against his sacking.

However, Coalequip had refused to rescind the firing of the strikers themselves.

# Union to represent Cape textile staff

Labour Reporter

THE National Union of Textile Workers, a Federation of South African Trade Unions affiliate, is to negotiate its second recognition agreement with a textile firm in Cape Town tomorrow

The Natal-based union is also believed to be involved in negotiating a third agreement, which would bring the number of textile workers represented by NUTW in Cape Town to about 1 500

The agreement will be negotiated with a Bellville South textile factory, Franz Falke Textiles, recently ordered by the Industrial Court to temporarily reinstate a dismissed union member

## "Victimised"

The worker, Mrs Margaret Dreyer, claimed she had been victimised for union activities

"The company said she was dismissed for 'disobeying a foreman', but she had no warning and was given no hearing," said an NUTW spokesman

The Industrial Court ordered last week that Mrs Dreyer be temporarily reinstated pending the outcome of the case

## Pay

But the company has chosen to pay her for three months rather than have her return to work

The NUTW has more than 15 000 members in Natal, Transvaal and the Eastern Cape

It has been organising textile workers in the Western Cape for the past year.

The only trade union previously operating in the textile industry here was the Tucsa-affiliated Textile Workers' Industrial Union

# Dunlop workers delay strike

Mercury Reporter

ABOUT 500 Dunlop tyre factory workers decided at a meeting at the weekend to postpone their proposed industrial action following the appointment of a conciliation board to resolve their wage dispute

Mr Geoff Schreiner, general secretary of the Metal and Allied Workers' Union, told the Mercury yesterday the workers had decided to delay action until the conciliation board sat on November 25

About 825 Mawu mem-

bers at the factory voted for 'legal industrial action' against the company last week following the dispute.

But they decided to reconsider their proposed action until it was discussed at the weekend meeting

The company came under fire for recruiting a new stand-by labour force with a view to breaking any strike action by Mawu members

The workers also decided to carry on with their

'strike fund', launched recently

A spokesman for Dunlop said any strike would be illegal in view of the appointment of the conciliation board by the Minister of Manpower, Mr Fanie Botha

14/11/83  
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(140A) (128) ROM 15/11/83  
**Dunlop workers defer action**

**Labour Correspondent**  
MEMBERS of the Metal and Allied Workers' Union at Dunlop's Durban tyre plant met at the weekend and decided against taking industrial action — at least until November 25, a union spokesman said yesterday.

Last week the workers voted overwhelmingly in a strike ballot held by the union to take legal industrial action at the plant. About 850 workers voted for action and only six against.

The union had earlier declared a formal dispute

against Dunlop over wages and other issues.

However, late last week, the Minister of Manpower, Mr Fanie Botha, appointed a conciliation board to attempt to settle the dispute — which meant workers could not take legal industrial action for a further 30 days or until the board reported to Mr Botha that it could not settle the dispute.

MAWU's spokesman said yesterday workers had decided to wait until the conciliation board met on November 25 before deciding whether to

take action.

"If the dispute is not settled at the board, then workers will meet again to consider their position. This will ensure that any action which is taken is legal," he added.

Negotiations between Dunlop and MAWU resumed briefly last week at the union's request. However, when Mr Botha appointed the conciliation board, the company suspended talks and said these would continue when the board met.

If Dunlop workers do take industrial action, it will be only the second legal strike by black workers since the Government's new labour dispensation was introduced.

The first occurred at a Natal textile plant earlier this year.



# Strike at firm goes on

LABOUR CORRESPONDENT

WORKERS at the Rosslyn textile firm, Jatex, voted at the weekend to continue a strike which began last Wednesday in protest against the dismissal of four workers.

A statement released by the National Union of Textile Workers (NUTW) said yesterday that around 150 workers are employed at the plant and that attempts by the NUTW to contact management and resolve the matter had failed.

Comment from the company could not be obtained yesterday. A company source said that senior management men were in a meeting and added "I don't think they will be prepared to comment at this stage even if they are free."

The Jatex strike takes place against a background of continued labour unrest in Rosslyn, north of Pretoria and bordering townships which are part of Bophutswana.

The union's statement said that workers had downed tools after the firing of four colleagues "for allegedly breaking a machine".

Several attempts to contact management ... failed.

"Another meeting is scheduled for Wednesday to decide what further action should be taken," the statement added.

(140A) RADW  
15/11/83

# Company issues a court threat to union

By STEVEN FRIEDMAN  
Labour Correspondent

A COMPANY has started legal action against a trade union, alleging "unfair labour practice"

The move, in an industrial court, is believed to be without precedent in this country

The company, Howick firm BTR Sarmcol, has declared a dispute with the Metal and Allied Workers' Union, charging it has failed to "bargain in good faith"

The union says it will fight the case

Sarmcol have requested the Minister of Manpower to appoint a conciliation board to settle the dispute

A company spokesman said yesterday that, if the board failed to settle it, Sarmcol would take industrial

court action

Although unions have made frequent use of the court to allege employers have been guilty of "unfair labour practices", this is believed to be the first time an employer has taken such action against a union

If the case comes to court, it will have important implications for unions and employers throughout industry and could open the floodgates to a spate of similar cases

Sarmcol's action flows from a dispute with MAWU over severance pay, after agreeing to negotiate a recognition agreement with the union

MAWU has demanded that retrenched workers receive two week's severance pay for every year they have worked

It wants negotiation on this at the same time as recognition talks

The company argues that severance pay should not form part of recognition talks and that the issue should be negotiated after the union is recognised

The company's spokesman said MAWU had adopted a "rigid and inflexible stance during negotiations" on the issue by refusing to move from its demand

"They have told us it is union policy to demand two weeks' pay and they refuse to budge

"We believe this means they are not prepared to bargain in good faith," the spokesman said

He confirmed a claim by the union that the two sides had agreed to negotiate a recognition agreement within

three months of MAWU recruiting a majority at the plant and that this had not been done

"We believe the union is responsible for this. They have set conditions for the signing of an agreement — such as severance pay — because they do not want to be subject to the discipline of a formal agreement," he said

A MAWU spokesman said the union would fight the case if it went to court

"Their claim that we are inflexible is nonsense," he said "We originally demanded that workers who were made redundant receive four weeks' severance pay for each year they had worked. We changed that to two weeks — so we have been prepared to adjust our demands"

# Top unionist accused of foul play

By PHILLIP VAN NIEKERK  
IN AN unprecedented move, the president of the Garment Workers Union of SA, Dr Anna Scheepers has been accused of an "unfair labour practice" by a former union employee

Mrs Jacomina Ndaba plans to declare a dispute with Dr Scheepers and, if the dispute remains unsettled, to take action against her in the Industrial Court.

This is believed to be the first time the "unfair labour practices" clause in labour law has been used by a union employee against a trade unionist

The dispute arises from the dismissal in October of Mrs Ndaba, employed by the union since 1966.

Mrs Ndaba was fired after a union document was leaked to a rival union, the Textile Workers' Union, and read to a meeting of garment and textile unions in Port Elizabeth.

Mrs Ndaba says Dr Scheepers accused her and "disgraced" her in front of 65 delegates.

Her lawyer, Mr Selwyn Cohen, said he was later told by Dr Scheepers that Mrs Ndaba had been dismissed after a series of leaks.

In addition, Mrs Ndaba had

allegedly stolen a roll of toilet paper from the union and was considered unsuitable for the job.

Dr Scheepers had also told Mr Cohen the union had been forced to retrench staff.

"Later Dr Scheepers told Mrs Ndaba that unless the proceedings were withdrawn, she would not receive a pension, which is given at the discretion of the union," Mr Cohen said.

Mrs Ndaba refused to withdraw the case

Dr Scheepers said yesterday she would defend the action.

Mrs Ndaba had not been dismissed merely because of the leaked document. Her work had been unsatisfactory for a long time and she had only been kept on for compassionate reasons

"We paid for her to attend a secretarial course," but afterwards her work had not improved at all," Dr Scheepers said.

Dr Scheepers said the union's numbers were decreasing so rapidly union workers had had to be retrenched, and more might be dismissed next year.

She denied she had threatened to withdraw Mrs Ndaba's pension

# Company cites union over 'good faith'

~~126~~ ~~101~~ ~~101~~ ~~101~~ 140A

Mercury 17/11/83

## Mercury Reporter

IN WHAT is believed to be an unprecedented move, a company has laid the ground for an Industrial Court action against a trade union, alleging the union is guilty of an 'unfair labour practice'

The Howick firm BTR Sarmcol has declared a dispute with the Metal and Allied Workers' Union, charging it has failed to 'bargain in good faith' The union says it will fight the case

Sarmcol has asked the Minister of Manpower to appoint a conciliation board to settle the dispute A company spokesman said yesterday that, if the board failed to settle it, Sarmcol would take Industrial Court action

Although unions have made frequent use of the Industrial Court to allege employers have been guilty of 'unfair labour practices', this is believed to be the first time an employer has taken such action against a union

If the case goes to court, the result will have important implications for unions and employers throughout industry

## Spate of cases

Were the court to rule that a stance taken by an employer or union during negotiations could be 'unfair', this could open the way to a spate of cases brought by both employers and unions

Sarmcol's action flows from a dispute between it and Mawu over severance pay, which follows an agreement by the company to negotiate a recognition agreement with the union

Mawu has demanded that retrenched workers receive two weeks' severance pay for every year they have worked It wants negotiation on this

to take place at the same time as recognition talks

The company argues that severance pay should not form part of recognition talks and that the issue should be negotiated after the union is recognised

The company's spokesman said Mawu had adopted a 'rigid and inflexible stance' during negotiations' by insisting that severance pay form part of recognition talks and by refusing to move from its demand

## Union policy

'They have told us it is union policy to demand two weeks' pay and they refuse to budge We believe this means they are not prepared to bargain in good faith,' he said

He confirmed a union statement that the two sides had agreed to negotiate a recognition agreement within three months of Mawu recruiting a majority at the plant, and that this had not been done

'We believe the union is responsible for this They have set conditions for the signing of an agreement — such as severance pay — because they do not want to be subject to the discipline of a formal agreement,' he said

A Mawu spokesman said the union would fight the case in court

'Their claim that we are inflexible is nonsense,' he said 'We originally demanded that workers who were made redundant receive four weeks' severance pay for each year they had worked We changed that to two weeks — so we have been prepared to adjust our demands'

He claimed that the failure to conclude an agreement within three months was the company's fault

# Workers win big bonus increase

## PORT ELIZABETH —

Workers at the Shatterprufe Safety Glass company in Port Elizabeth are to receive a 250% bonus increase and a 10% across-the-board wage increase, following negotiations between management and the Chemical Workers' Industrial Union last week.

Mr Les Kettleidas, a spokesman for the Federation of South African Trade Unions, said members believed the bonus increase was "very substantial", the size of the increase being one he had not previously encountered in his dealings with employers.

"In my opinion the bonus increase compares favourably with some of the other leading companies in the area," he said.

This follows a dispute between management and 520 workers at the company who staged a one-hour strike last Tuesday over management's wage and bonus offers.

Workers finally accepted management's offer after a report-back meeting with the union last Thursday. The increases come into effect next month.

Mr Kettleidas said workers were happy with the bonus increase as it was a "sensitive issue which had been a priority among them". The union, however, would continue to pursue its demand for one month's salary as a bonus, he said.

He said management's initial offer of a 3% wage increase and an additional annual bonus — equivalent to one week's wages — had been rejected by workers.

The final bonus increase was equivalent to three-and-a-half weeks' pay and meant that a worker in the lowest grade would receive an additional R205 bonus — in this instance, a total of R287.

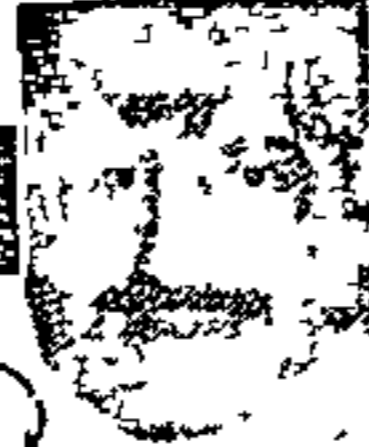
Mr Neville Schonegevel, personnel director at Shatterprufe, said the company was satisfied with the settlement.

A recognition agreement was concluded between management and the union on August 12 and more than 80% of the workers belong to the CWIU — Sapa.

## Employers may turn to using court action against unions

21/11/83  
140A R204

LABOUR WEEK



By STEVEN FRIEDMAN

FOR much of this year, unions have used industrial court action against employers with great effect. Now an employer is to use court action against a union

Howick firm BTR Sarmcol has declared a dispute with the Metal and Allied Workers' Union, alleging it is guilty of an "unfair labour practice" If the dispute is not settled, it will go to the court

Other employers may declare similar disputes soon The Sarmcol case has some major implications — which might worry employers as much as unions

The company charges MAWU has been "inflexible" in negotiations by refusing to budge from a demand for two weeks' severance pay for retrenched workers

MAWU denies it is inflexible and says it has modified one major demand

Sarmcol is relying on a concept in US labour law which has not been fully tested here — that parties must bargain "in good faith"

In the US, a refusal to budge from a demand could be ruled unfair

If Sarmcol goes to the court and is successful, however, the precedent set could be used just as enthusiastically by unions

An employer who refused

to negotiate any issue with a union because it is a "management prerogative", could face court action if Sarmcol wins its case

Meanwhile, increased employer use of the court may highlight more sharply the rule that, in most cases heard by the court, both parties must pay their own costs

If employers are to use the court more, unions are going to have to find money to defend these actions But, of course, major companies have access to far more money than unions

If the law is not changed to allow the winning party to claim costs, some employers could use court action to deplete union finances and thus sharply weaken unions — win or lose

□□□

LABOUR insiders believe Mr Fanie Botha's resignation will not have a major effect on Government labour policy and they are almost certainly right

Many factors point in that direction but perhaps the most important is that labour relations action has moved increasingly outside the Department of Manpower's direct control

Indeed, departmental initiatives have become less

and less of a factor on the labour scene

It would take a major effort by Mr Pietie du Plessis to reverse the trend and it seems unlikely he would try — particularly while senior Department officials, who have not sought to stop this trend, remain in place

But one fear voiced by a senior employer source is that Mr Du Plessis, as a relatively junior Minister, may not have the clout to withstand demands from the security establishment for tough action against unions

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Labour Reporter

# Strike enters its third day

The strike by 100 workers at Golden Era Stationers in Johannesburg today entered its third day after talks between management and the Paper, Wood and Allied Workers Union became deadlocked

The workers, about half of the factory workforce, went on strike on

Monday over the dismissal of a colleague, Mr M Makhatini, the previous Friday

Among the demands which the striking workers have presented to management are recognition of the Paper, Wood and Allied Workers Union, that management

should apply for exemption from the closed-shop principle which requires that all workers upon joining the company become members of the South African Typographical Union, and the reinstatement of Mr Makhatini

The manager of the

company, Mr K Chita, said he had already agreed to these requests in previous discussions with the union's representatives

"It would seem that the workers went on strike because of this dismissal"

Mr Makhatini had

twice been warned before finally being dismissed for insubordination to a superior, he said. However management was prepared to hold a hearing to determine whether or not Mr Makhatini was in the wrong with an impartial third party as judge.

The union is demanding the reinstatement of Mr Makhatini before the hearing is held

# THE BOOT ON THE OTHER FOOT?

*(1662) (170A) GSB News*

## A trade unionist's view of current issues

'The State has undercut employer resistance to factory bargaining. The courts, after being so reliable in their pro-employer judgements for 50 years, are now also undercutting them. Some employers think they are in the middle of a joke that has gone too far.'

With this kind of remark, Mr John Copelyn, general secretary of the National Union of Textile Workers (NUTW), had the MBA Industrial Relations Class at the University of Cape Town Graduate School of Business on full alert in September.

He briefly outlined recent labour relations history from a union perspective. As he saw it, people have generally conceded that State concessions to trade unions are real and significant.

He summarised the consequences of the fight by some unions to get employers to change their pre-1979 policies and said that one of the most important consequences is that recognition agreements are now standard and collective bargaining of them fairly straightforward.

A number of management prerogatives have also been done away with or are in question, such as the right to terminate employment.

'There is a robust tradition in South African labour relations that holds that you fire yourself by going on strike, and furthermore that management has a prerogative to either selectively fire or selectively re-hire,' he said.

'The fairness of this tradition is now being questioned and there is a growing body of opinion that the Industrial Court would rule that it was not fair practice.'

Among employers, he believes there is also a growing body of opinion that such hiring and firing would be im-



Mr John Copelyn

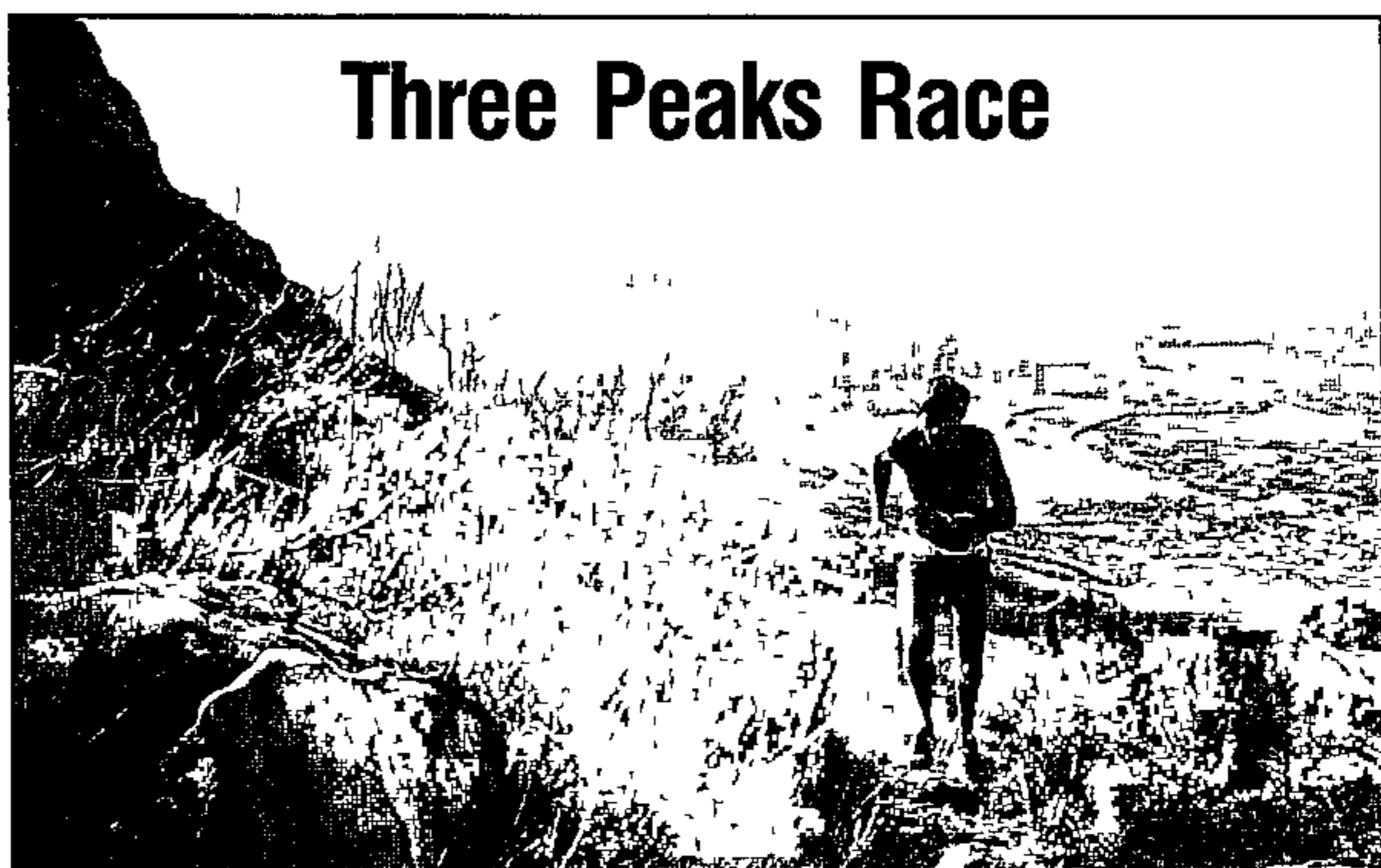
proper if agreed strike or dispute settlement procedures were followed.

Mr Copelyn said he also saw a definite trend by the State to accept factory strikes which were previously considered 'close to treasonable'.

'Unions are now fairly significant in many industries. They are emerging from the factory level to where it might be possible to handle matters at industry level.'

'The interesting new development here though is that some employers are re-thinking their policies and are questioning their earlier commitment to industry level bargaining.'

*Mike Main taking Devil's Peak in his stride (full story page 2)*



## Three Peaks Race



# You don't have to be crazy — but ...

The UCT MBA programme sets a tough course. To help cope with the rigours of the academic schedule, students are actively encouraged to keep fit.

You'd think that one tough course in a year is enough! But MBA delegates are always ready for another challenge, so it's not surprising that in October 1979 a group of MBA 'joggers' (their quotes) decided to try a different 'Course'.

Led by Mike Main, a 37-year-old former Rhodesian police officer, they decided to institute their own 'Three Peaks Race' — a race with few rules, no set route, no marshals, timekeepers or set date.

Setting out from the GSB reception office (50 m above sea level), the group ran up the hill past Rhodes Memorial, the King's Block House, Mowbray Ridge to the top of Devil's Peak (1 001 m).

A brief stop to admire the view and they took off downhill across the Saddle (670 m) and up through the mad rock climbing scramble of Ledges, over the top of Fir Tree to Maclear's Beacon, at 1 067 m the highest 'peak' of Table Mountain.

From there they went flat out along the top of the Table, down Platteklip Gorge with its knee-jarring steps, to Tafelberg Road. Then past the Lower Cable Station, through Kloof Nek (300 m) and up to the third peak — the top of Lion's Head (670 m).

The route rises a total of 1 718 m (counting all the major 'ups') and falls 1 098 m. On a flat plane, it covers 16,5 km (nobody has worked out the exact distance on foot!).

Mike Main won the first annual 'race' in 3 hrs 39 mins, setting up a stiff challenge for future MBA's (and spouses/partners) to beat. He presented a shield trophy for the fastest man and woman competitor annually.

The race is an honour event with simple rules. Without mechanical aids, get from GSB reception office to the top of Lion's Head, via Devil's Peak and Maclear's Beacon.

There is nobody to check you. You log in to the Race Entry Book, start running, keep your own time and write up a log when you come back.

In 1982 Gordon Farquharson, 32, a financial correspondent and sub-editor from Zimbabwe, bettered Mike Main's record by 1 minute (3 hrs 38 mins) but recorded that he got lost on Ledges and could have done better!

In the same year another intrepid group comprising Zimbabwean engineer Neil Firth, Cape Town attorney Stewart Venn, Roger Black, a Pure

Science graduate and former teacher from Natal, John Fowkes, former Wildlife of SA director and Chris Corrin, an Oxford graduate from the Anglo American Corporation in Johannesburg, recorded 'a leisurely walking pace the whole way, had a picnic on the top of Table Mountain and went to the Cable Top Restaurant for drinks after that'. How long did they take? A record 8 hrs 34 mins.

The fastest woman competitor is Deidre Pienaar. The record of her race is a tribute to the endurance which delegates more often apply to their

studies than their recreational activities. Deidre, a 28-year-old accountant, took 6 hours 31 minutes on November 4, 1979. Her log entry records: 'Very hot, no wind or cloud, dry. Was too tired to go straight up Lion's Head by the shortest route. Walked the entire distance, crawled at the end.'

Whatever way they chose to finish the course — run, jog, walk, amble, scramble or crawl — all who complete the Three Peaks Race agree that the effort is worth it. Three Peaks Race creates 'a special memory in a memorable year'.



## Company law and Company politics

Advocate S Kentridge SC was the distinguished guest speaker at the UCT Graduate School of Business dinner held in August.

Addressing himself to the topic of company law and company politics, Advocate Kentridge made a strong plea for leaders of commerce and industry to recognise a responsibility to the community as a whole, as well as to their shareholders, employees and customers.

He said the social responsibility of a limited liability company was generally accepted today and was evident in donations to good causes, support of projects for general social amelioration such as the Urban Foundations, as well as provision of better facilities for employees such as housing loans.

He pointed out, however, that 'in terms of traditional company law, the directors of a company must be guided always and exclusively by the financial interests of the company, that is, of its shareholders, present and future'. Thus the theory of the law is that benefactions and generosity are justifiable only in so far as they are for the ultimate benefit of the company.

In a plea for positive action by South African companies in terms of social responsibilities, Advocate Kentridge pointed out that in the United States in recent years there had been a frank recognition expressed in statute law that companies, like individual citizens, did have social responsibilities.

'Although we do not have such statutes, I believe that the established practice of South African companies in free-

ly making donations to charities of every sort would probably persuade the South African courts that such donations are part of the legitimate functions of a company, and need not be justified by real or purported expectations of gain.

'I believe that company law often develops from company practice. In the present state of South Africa it is necessary for companies to develop sensitivity to the political implications of the business which they carry on and the policy decisions which they make,' he added.

Decisions taken on purely business or economic grounds could have serious repercussions. For example, a bus company's decision to raise fares could be seen as a political move.

'I believe that in your careers you are likely to have to make decisions with political implications. I believe that the future of this country will in a considerable measure depend on the practical solution which businessmen give to such problems.

'These changes have come about partly through legitimate pressure from black employees and trade unions, and partly through the sensible responses to these pressures by leaders of commerce and industry — leaders who, within the limits of what the law allows, have recognised that boardroom decisions may have to be political decisions, who have recognised a responsibility to the community as a whole, and who have been prepared to fulfil that responsibility outside the confines of the policies laid down by the State.'

# PROFESSOR SIMPSON HIGHLIGHTS STRESS FACTORS

Jobs that demand too little from employees can often be as stressful as those that demand too much. Sheer boredom at work has been identified as the cause of extremely stressful conditions.

This fact is often overlooked by organisations that are more likely to recognise stress among employees who are overloaded with work and responsibility.

Addressing the Human Resource Conference 'Wellness at Work' held during September in Johannesburg under the auspices of the SA Mental Health Foundation and Wits Business School, Professor John Simpson, director of the UCT Graduate School of Business, urged organisations to look more closely at stress factors, such as boredom, inherent in jobs and to evaluate jobs carefully so that the right person is appointed to a post. Manpower policies, organisational structure and staff advancement programmes should also be structured so that each staff member has a chance of job fulfillment and is aware of the realistic likelihood of promotion.

Imposing change without making staff aware of its implications has also been identified as clearly stressful.

Professor Simpson suggested that organisations should become more

aware that changes to jobs are traumatic and stressful. The way in which organisations communicate change and the need for it can help to avoid stress. Frank, sympathetic communication with those who will be affected by change can make the process far less traumatic. Resentful attitudes can be avoided if staff are encouraged to participate in change rather than have change imposed on them.

He advised organisations to be aware that racial prejudice in staff advancement programmes and the uncertainty of promotion can have a stressful impact on black employees.

Research undertaken by the GSB indicates very strongly that promotional problems can act as a stressor in many ways.

Persons whose promotion rate matches their expectations are typically much more satisfied and less stressed than those whose progress does not match their expectations, resulting in frustrations, job changing and even dropping out.

Studies have shown that lack of progress in what is expected from a job results in a reduction in the quality and/or quantity of work produced. Increased accidents, alcoholism, dete-

riorating home and business interpersonal relationships and an unwillingness to carry out certain tasks were also reported.

Black managers can also suffer stress if their promotion is too rapid. When the individual finds that he simply cannot handle the new work, he typically reverts to completing his work in a manner which was quite adequate in the post from which he was promoted, but which is inappropriate for the new post.

Professor Simpson said that stress among black managers can also be alleviated by frequent assessments, both formal and informal, between superior and subordinate to ensure that individuals are helped to align their career expectations with realistic opportunities.

Professor Simpson made a plea for organisations to acknowledge the existence of stress in an organisation and the effects it has on the individual as well as the organisation.

He urged organisations to remove the stigma associated with stress and to disregard the implication that a person who suffers from stress simply 'can't take it' and is not promotable because of an inherent weakness.

## USA retailer says: 'Look East'

South African retailers are advised to look closely at Japanese retailing, particularly the emphasis Japanese management places on employee and customer relations.

Addressing seminars for the Retail Institute held at the GSB and Sandton Holiday Inn during August, American retailing expert and consultant Michael O'Connor warned South Africans not to concentrate on price and profits to the detriment of personnel and customer relations.

'The United States is only one of the many countries that has its retailing priorities wrong,' said Mr O'Connor.

'We forget that we can't go to a bank for people or customers like we can for money. Human assets should be the number one value and priority of a retailer who wants to be successful.'

Mr O'Connor spoke of a large Japanese store he visited recently while consulting in Japan for the Coca-Cola Research Institute.

*A popular Japanese food store showing the effective use of light to attract attention to the merchandise and the customer walkways.*



'The first customers of the day were greeted at the front door by the entire management who bowed deeply and wished them good day. This welcome was repeated throughout the shop. On enquiry I discovered that the management do this every day that the shop is open. A few weeks later when I was back in the States, I walked into a department store, wandered about for at least ten minutes and then walked out without a single member of staff giving me even a glance, let alone a sign of welcome. I was happy to buy something in the Japanese store, but I bought nothing in the American store.'

The way in which Japanese management treats staff also plays a valuable role in the success of Japanese retailing.

They try very hard to make the employee proud of the company that employs him and of what he is doing. They also spend a lot of time with staff after hours and are genuinely concerned with the attitudes, problems and enthusiasm levels of staff.

Michael O'Connor also advised local retailers to look closely at compensation methods and to assess whether cash compensation is as important as they think. (Continued on page 4) ►

## ACCELERATING NEED FOR EXECUTIVE EDUCATION

The Programme for Management Development (PMD) remains the GSB's best executive education success story, second only to the MBA Programme

Since 1967 when the programme was first offered, more than 2 000 senior South African delegates have attended 22 Programmes

Neither time nor economic conditions have dimmed the popularity of the Programme. The 1983 course was so oversubscribed that it had to be repeated. The volume of enquiries for 1984 has been large, resulting in the decision to again offer two PMD's

Both Programmes will be identical in course content, instruction and administration. They will run consecutively

from January 8 to 26 and January 29 to February 16

The tremendous demand for pertinent executive education validates one of the fundamental objectives behind the PMD to show that management is a continuous process for each executive. Current business conditions demand that responsible executives keep abreast of new thinking if they are to meet the challenge of change endemic in our society

The 1984 three-week Advanced Management Programme will be held at the GSB from January 9 to 27

A maximum of 45 delegates, seminar executives from commerce, industry and Government, will be admitted to the course, which is designed to deepen the delegates' understanding of his analytical decision-making role in management

Says Professor John Simpson, director of the GSB: 'At Cape Town, we have already contributed to the development of over 4 000 of South Africa's ambitious and talented businessmen and women. This need is accelerating as many hundreds of executives recognise the need for continuing education, even at the highest levels of management'

Among the overseas academic teaching staff on the 1984 Programme are Professor Martin Starr of Columbia University whose field is decision theory, Professor Robert Blattberg of Chicago University who will lecture in marketing management, Professor John Percival of Pennsylvania University whose subject is financial management, Professor Hank Lucas of New York University who is an expert in management information systems, and Dr Stuart Slatter of London Graduate School of Business whose field is business strategy

Some of the speakers on the programme are Dr Hennie Reynders, chairman of the National Manpower Commission, Mr Stephen Mulholland, editor of the Financial Mail, Mr Jan Steyn, chairman of the Urban Foundation and Mr Franklyn Sonn, director of the Peninsula Technikon

Management Short Courses during 1984 will focus on some new subjects, as well as the popular subjects of past courses (see GSB Diary on page 11)

Full details about courses from March to July are now available from the GSB

Course details for the second half of 1984 will be published early next year

## Technical Reports available

The latest JOURNAL of the University of Cape Town Graduate School of Business lists a wide range of Technical Reports available for purchase by members of the public

The steady growth in demand for these reports, researched and compiled by MBA delegates, is an indication of their value to a broad spectrum of management

In JOURNAL 82, where some of the MBA research is reviewed, the 1981 research topics are listed and details of earlier research are also included

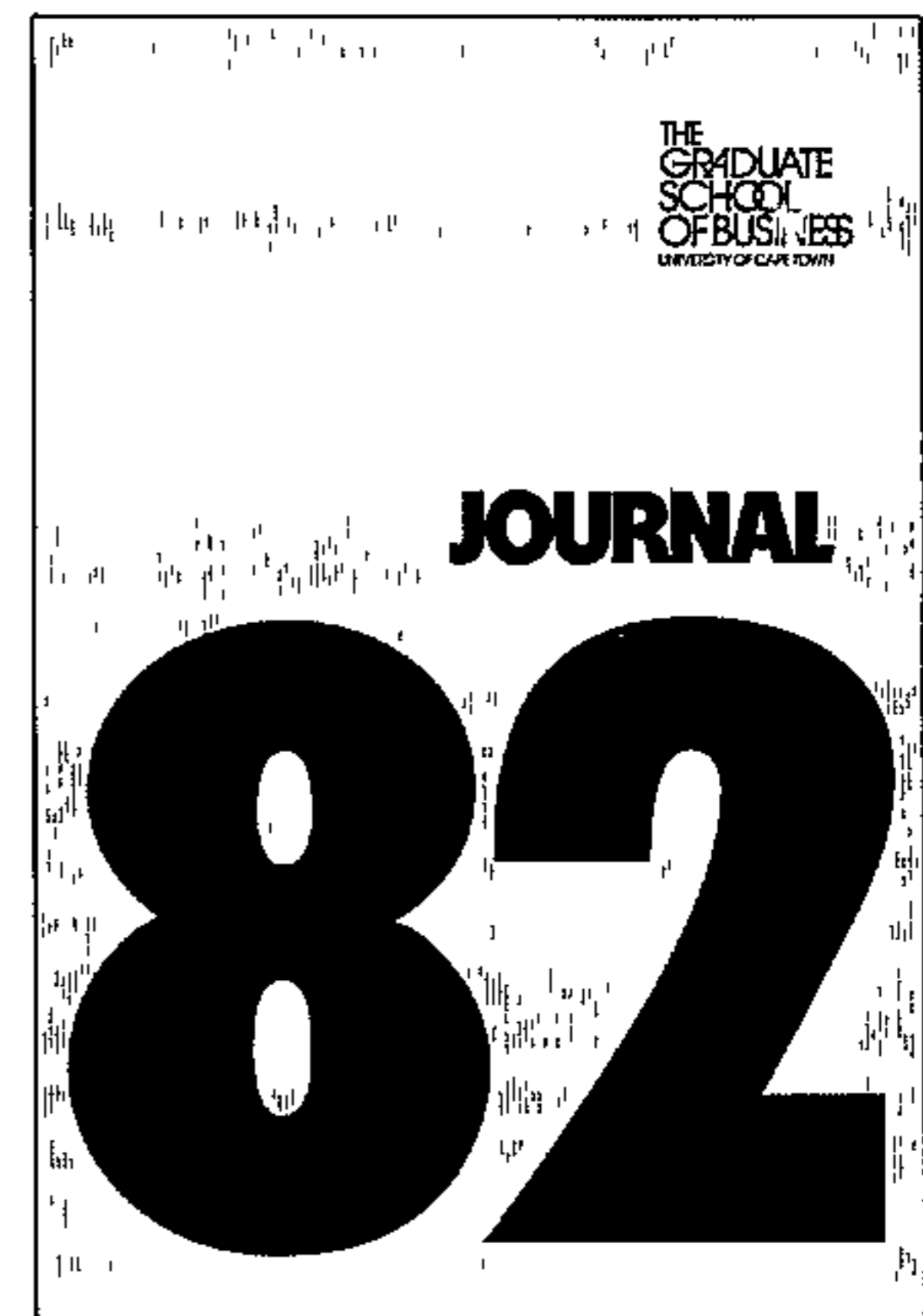
Subjects covered in the 1981 Technical Reports include the maize milling, advertising, clothing, packaging, electronics, transport, catering, oil, motor, printing, pharmaceutical, mining and urban housing industries, mar-

keting, retailing, importing, retirement funding, risk financing, property timesharing, containerisation, industrial pollution, real estate and project management and hospital administration

Although some of the research is still classified as confidential at the request of the companies involved, most of the Technical Reports are available now, or will be in 1984

Prices for the Reports vary from R15 to R30 depending on length, which is usually about 200 pages

A copy of JOURNAL 82 or further details of subjects and prices can be obtained from the Technical Report Secretary at the GSB, UCT, Private Bag, Rondebosch 7700, or by telephoning (021) 695353



### 'LOOK EAST' ◀ (from page 3)

Japanese retailers have proved that cash compensation is not as important to the employee as recognition, the opportunity to improve in the job and the chance to become a valued team member

'Japanese managers do not believe that they have the right to fire an employee if his performance is not up to standard,' said Mr O'Connor

'Once a manager takes on an employee, it is his responsibility to train him into an effective team member. If the employee fails, it is because the team and its manager have failed'

Discussing store display, Mr O'Connor said that the way Japanese retailers pack and display food — an item on which the Japanese spend 27 per cent

of their income — is directly related to high turnovers for even the most expensive items like meat and fish

'No matter how small the store, the Japanese retailer uses expert designers to create the right incentive for buying,' said Mr O'Connor

Lighting is cleverly used to focus on food displays and products, not on sales staff, the customer or the ceiling. Cold chests, counters and display stands are all subtly lit to enhance the visual attraction of foodstuffs

Mr O'Connor believes that shopping for basic items such as cleaning fluids, dogfood, cornflakes and toilet rolls will in future become an automated service, handled by one section of a store. Shoppers will hand over lists for automated selection, while they conti-

nue to personally select items such as bread, meat, fish, dairy products and delicacies from tempting displays

'Here the Japanese have already shown that food presentation is very important,' says Mr O'Connor. 'They pre-pack food in convenient, hygienic containers, but have not forgotten how important garnishes are, and how essential it is for the shopper to be able to see each layer of meat or fish, or each individual biscuit, fruit or vegetable. Meticulous attention to detail and the careful use of different colour light to enhance the colours of foodstuffs pays off in the long run. In a country like South Africa where meat prices are rising so fast, retailers should carefully consider the need to tempt the shopper, as well as satisfy him with top quality merchandise'

## Computerised bar service

South African imbibers could soon be having their favourite cocktails and aperitifs mixed by computerised dispensing machines

This is only one of the latest American innovations introduced to delegates at the GSB Hotel Management Programme in June

According to Michael Kasavana, Professor at Michigan State University's College of Business, there is a definite trend towards computerised bar tending in the USA

A system has been developed that can pour almost any prescribed drink by selecting ingredients in the correct order and quantities, mixing them correctly (shaking or pouring) and even adding the garnishes. The ingredients are poured through individual fine tubes at an accuracy of 1/1 000th of an ounce

Apart from eliminating wastage and pilferage, the dispensing machine does away with the need for counter stocks as all supplies can be stored in a separate temperature-controlled room. The computer can also give accurate instantaneous readings for stock and financial control and can alert the bartender when supplies need replenishing

Another computer innovation introduced by Professor Kasavana was his personally devised Bartender Programme which can be used for teaching bar staff or as a fun game for the home barman

The programme contains the mixing formulae for about 60 popular and less well-known aperitifs and cocktails. The bartender has only to type in the customer's order on the keyboard and the computer will print out the ingredients required, the quantities, mixing instructions, garnishing, cost of each ingredient, cost per unit and even what glass the drink should be served in. This final item of information is given in graphic form

Using the programme, the bartender can also call up lists of drinks made with a specific base, such as gin or whiskey

Professor Kasavana says that although these computerised service aids take away some of the personal contact which the barman has traditionally enjoyed with his customers, the advantages can help the bar owner or hotel proprietor to improve profit margins and offer customers a quicker service

The computerised service can also ensure that a well-made martini is not spoiled through being served in the wrong shape of glass and that a London Fog tastes the way it should, even in Acapulco



*Jonathan Miller, director of the MBA programme at the GSB, with some of the Toyota delegates from throughout South Africa who attended a 10-day Motor Industry Management programme during June at the GSB. The programme was specially designed for manufacturing, marketing and distribution managers*

## PLEA FOR MORE EFFECTIVE COMMUNICATION BY INSURERS

### — Prof Simpson



*Professor John Simpson*

Addressing members of the South African Institute of Insurance at an annual dinner in Cape Town on October 14, Professor John Simpson, director of the GSB, called for more effective and meaningful communication between the insurers and their clients

Citing various examples of ambiguous or perplexing terminology in the small print of his own insurance policies, Professor Simpson advised insurers to address themselves to the challenge of making insurance more easily understood and relevant to clients, 'in order to overcome the gross ignorance and perhaps fear of insurance that exists in the community'

Professor Simpson said that most people remained woefully ignorant of insurance and spent little or no time learning about it. Yet most people had at least one insurance policy

He said he did not believe that the onus rests with the consumer to be knowledgeable about insurance, although he accepted that ignorance is no excuse for default in the eyes of the law

'However, we all need all the help we can get to understand the subject,' he said

'I believe that there is a great deal of inbuilt mystique in insurance. If insurers really want to do more business, they should address themselves to presenting insurance in more understandable terms'

He predicted that those insurers who apply themselves to achieving better communication with their clients would prosper at the expense of those who continue to couch insurance in terms that most consumers do not understand or are frightened by

# Prestigious awards to GSB MBA Students

Eleven prestigious prizes representing the generous support of the GSB and its MBA students by major companies, were awarded by senior executives of the sponsoring companies to full- and part-time MBA students at a reception in October

The prizes recognise not only outstanding academic ability, but also professional competence, business leadership potential and meritorious academic performance in specialised fields

MBA students and the GSB are indebted to these companies for their continued support and the sense of encouragement and fair competition which the prizes traditionally engender



Edwin Tidmarsh, managing director of Hayes Hill, Morris (Pty) Ltd presents the Hayes Hill, Morris Prizes for Business Policy to Stephen Hutton, a planning and development manager with the Old Mutual, and Trevor Short

## 1983 PRIZES

### OLD MUTUAL GOLD MEDALS

Francois du Plessis  
Trevor Short

### BATES WELLS PRIZES FOR MARKETING

Maurice Kennedy  
Ross Leighton

### CITIBANK PRIZE FOR INTERNATIONAL FINANCE

Francois du Plessis

### FRENCH BANK PRIZES FOR FINANCE

Stephen Hutton  
Trevor Short

### HAYES HILL, MORRIS PRIZES FOR BUSINESS POLICY

Stephen Hutton  
Trevor Short

### FINE, SPAMER ASSOCIATES PRIZES FOR HUMAN RELATIONS AND ORGANISATION

Alistair Souter  
Peter Klare

The **GSBA (Johannesburg) Awards** for full-time students who achieved the greatest academic improvement during the second term were also presented at the reception. They went to **John Bridges, Dianne Cullen, Nicholas French, Leonard Smuts** and **Eric von Glehn**

The **GSBA (Cape Town) Awards** for the best all-round full- and part-time students were presented at the Association's annual dinner in Cape Town. The winners were **Stephen Hutton** and **Trevor Short**

Earlier in the year the **BP Post-Graduate Bursary** was awarded to **Francois du Plessis** and the **Nedbank Study Grants** to **Carel de Ridder** and **Trevor Short**.



Trevor Short and Stephen Hutton with Vincent Blaauw, regional manager of the French Bank of Southern Africa, who presented the French Bank Prizes for Finance.



Graham Langmead, managing director of Bates Wells (Pty) Ltd presents the Bates Wells Prizes for Marketing to Maurice Kennedy, a logistics manager with SA Containers, and Ross Leighton, an account and financial consultant from Zimbabwe



Ralph Roseman, general manager of the Old Mutual, and Professor John Simpson with the Old Mutual Gold Medallists Francois du Plessis, a computer software engineer with a BSc (Chem Eng), and Trevor Short, a corporate finance manager with Standard Merchant Bank Ltd, Zimbabwe



The **GSBA (Johannesburg) Awards** were presented to **Eric von Glehn**, a mining analyst with Gencor, **Leonard Smuts**, a financial manager, **Dianne Cullen**, marketing manager, **Michael Green**, a construction contracts manager, and **Nicholas French**, a marketing manager with an MSc in metallurgy and materials science

## PRIZES FOR TOP HUMAN RELATIONS STUDENTS

Mr Coen Spamer of Fine, Spamer and Associates, the second largest firm of management consultants in South Africa, awarded cash prizes of R200 to the top full and part-time MBA students in the Human Relations and Organisation course

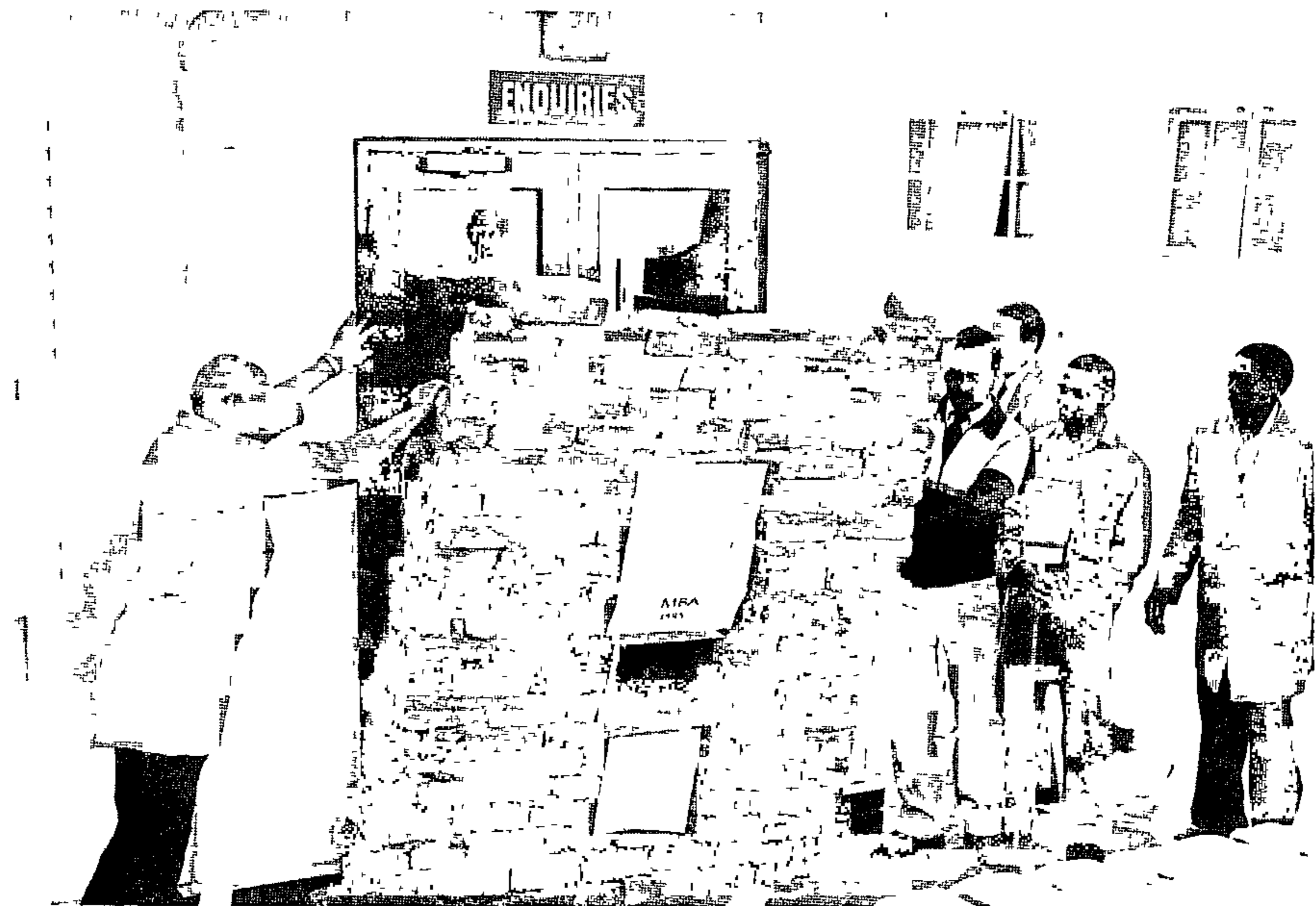
The prizes have been awarded for more than five years and are much appreciated by the winners both for the honour and the boost to finances which are often critical at this time of the year

Working in the specialised field of corporate strategy formulation, organisational development, productivity, industrial relations and reward systems, Fine, Spamer and Associates have built up a vast pool of valuable information which is generously made available to MBA students involved in research projects



*Mr Coen Spamer presents the prizes to Alistair Souter, a 30-year-old personnel manager, who worked for Escom, and Peter Klarie, a 39-year-old Australian with a pharmaceutical background. With them is Dr David Beaty, assistant director of Student Affairs at the GSB*

## WALL STOPS WORK



With one final exam to go, MBA students spent the early hours of a November morning exercising their energy in a course of brick-laying. Director of the GSB, Professor John Simpson — always the first at work — arrived to find a wall between him and his busy day. The wall completely blocked the entrance to the main GSB office and below a decorative array of beer cans a sign indicated that the edifice had been built by the Master Builders'

Association (MBA) belonging to the 'Popular Liberation Front for the Freedom of the Photocopier so that NOBODY can use the photocopier'

Freedom for the photocopier was supplied in the form of a demolition squad hastily assembled from the Duplicating Room. Easing the wall on its way to destruction are Martin Adams, Willie Lary, Patrick Nyman and Ruel Diambulo (feather duster at the ready!)

# INDUSTRIAL RELATIONS

## TIME TO REFLECT

Sabbaticals are not so much a perk of the job as a necessity for academics, particularly in business related disciplines where the pace of change can leave little time for reflection and research

Kate Jowell, assistant director of the GSB, took a six-month break this year from March to September to pursue further research on her doctorate on management attitudes to black unions, particularly their perception of a union's political role

'One should leave town for a sabbatical,' said Mrs Jowell, 'but given my subject, I found it more rewarding to be here. I did tuck myself away in an inaccessible office, though, where my neighbours were mostly art and drama students in the punk phase. Quite a change of scene from blue collars or pin stripes!'

During her sabbatical, Mrs Jowell also participated in seminars related to her field of research. Observations from two addresses are summarised here



Kate Jowell

## Worker rights vs State control

In considering the question whether trade unions should be regulated in a democratic society, the first consideration should be who one wished to protect from injustices under any regulatory system

Speaking on Recognition of Trade Unions at a Cape Town Chamber of Commerce Seminar on 'The Legal and Non-legal Framework for Labour Management Relations', the GSB's Kate Jowell identified three groups one might wish to protect

- members of trade unions, including their office bearers,
- the public at large,
- the State

Mrs Jowell said that whether the State required protection under any regulatory system was open to question and that consideration of protection for the public at large was complicated by the absence of a satisfactory or agreed definition of exactly who the public is

She proposed what she considered reasonable protections that should be expected from a system of regulation of trade unions by the State

- 1 The facilitation of collective bargaining, a desirable institution in a democratic society
- 2 The minimisation of disputes over recognition
- 3 The minimisation of strikes especially by the provision of effective and acceptable mechanisms for handling conflicts of interest

'But is it right or wrong for trade unions to be permitted to involve themselves in political issues?' asked Mrs Jowell

'The public might want to be protected against the use of trade unionism to advance causes other than those directly related to the workplace,' she said, 'but then we get back to the difficult question of who the public is'

## Trade unions as pressure groups

In an address to the President 100 Club in Cape Town during June, Kate Jowell predicted that South Africans will see a lot of 'political' activity by trade unions in the next few years

She said that this activity will continue to aim at improving basic working conditions, but have the side effect of helping to bring about change in the wider political and social sphere

'Some trade unions are also disregarding some of the established institutions of labour relations,' she said, 'and are forcing management to do so as well, which may well force government to continue to modify its laws and policies to accommodate a changed system'

Mrs Jowell said that this is already happening in a number of spheres. For example, in over 800 strikes over the past three years, hardly any were legal. Yet only a handful of people were actually prosecuted for breaking the law

'If a powerful group of people — vot-

ers or non-voters — don't like an aspect of society, they have ways of influencing the course of events that fall short of throwing bombs and burning buildings

'In some of their relatively peaceful ways of exerting pressure,' said Mrs Jowell, 'workers have acquired a few powerful allies among more enlightened businessmen who have the power and the political muscle to press for changes in Pretoria'

But Mrs Jowell said she did not believe radical revolution would come from the trade unions, unless the limited political pressure exerted by the present unions meets a brick wall from business and the State 'and we reach a state of war on the shop floor too ghastly to contemplate'

'But the direction of trade unionism and the possible response of government and management to it will have a great influence on the kind of society that develops here in the foreseeable future'

# FORECASTING

## THE SIMPLIFIER OF THE CONFUSED

The man who has made Box-Jenkins forecasting more palatable to the uninitiated, more simple to the confused and more useful to the convinced was a visiting lecturer at the GSB during the third quarter of the MBA programme

He is South African born Victor McGee, Professor of Applied Statistics at Amos Tuck School of Business Administration, Dartmouth College (USA)

Professor McGee, who graduated from Natal University, won an Elsie Ballot scholarship to study geodesy and geophysics at Cambridge, taught high school maths in Estcourt, Natal, and received his PhD from Princeton, is a specialist in the field of short-term forecasting

Together with Professor Brian Twiss of Bradford University, Professor McGee held a two-day Forecasting Methods Course at the GSB in which he explained various forecasting methods including the Box-Jenkins method

So determined was he to bring the accepted benefits of the Box-Jenkins method of forecasting (1973) to a wider audience, that he spent an en-

Professor Victor McGee



tire summer of sabbatical leave studying the difficult and complicated original textbook with the intention to convert the theory into a more palatable, easier to understand format

'The Box-Jenkins method is a technique that can cover a wide range of data. It is a highly structured procedure which gives excellent forecasting results that are probably more accurate than results from other methods,' said Professor McGee

'In the past, the calculus took days to complete, making it a very expensive and time-consuming method. Now we have computers to do the calculus and there should be no need to approach Box-Jenkins with constraint'

Professor McGee's Box-Jenkins forecasting chapters in the book *Forecasting Methods and Applications* with co-authors Spyros Makridakis

and Steven L Wheelwright have been hailed as a breakthrough for modern forecasters who can now learn to understand the method in a few hours, and, with the help of computers, obtain high accuracy forecasts

'Not that I believe the forecaster is the most important element in forecasting. Planning is far more important and should be treated very seriously. The short-term forecaster can be very accurate up to one year ahead which is enough to give a planning department a lot of advantages,' said Professor McGee

According to Professor McGee, sales forecasting is the single most important type of forecasting at present

'Sales trigger almost all other divisions of a business and tie in with everything else. No wonder sales forecasting is being treated so seriously'

Proof of the serious attitudes towards forecasting lies in the fact that today more than 2 000 forecasters belong to the International Forecasting Association which was formed by Professor McGee and his associates in 1980

The Association is growing fast and its meetings in Quebec, Istanbul and Philadelphia over the past three years were so well attended that they have become annual events. The next meeting will be held during July 1984 in London

Apart from studying the forecasting methods of other experts, Professor McGee has devised his own method which he calls OWL. This, and many other forecasting techniques and examples will be included in his lectures next year when he returns for another visit to the GSB

## How to reduce 'bad' decisions



Professor Brian Twiss

Forecasters cannot predict the future and their forecasts are not always right. But managers can make 'less bad' decisions if they practise forecasting in business decision making

This is the view of Professor Brian Twiss of Bradford University who with Professor Victor McGee of the USA lectured at the GSB in forecasting methods. He is an authority on long-term forecasting, which he also introduced to delegates at a two-day Forecasting Methods Course for business managers held at the GSB in August

Says Professor Twiss 'All decisions require a view of the future, but obviously it is impossible for forecasters to predict unexpected occurrences. The forecaster should be concerned more with long-term dynamics. His target should be the big decisions and trying to get them as right as possible, or, if you like to think of it this way, less wrong

'One of the problems experienced by forecasters is that management is often not prepared to make changes when presented with a negative fore-

cast. The forecaster suffers from a credibility difficulty which makes his job difficult. Very often, managers will only believe a favourable forecast. If it's a bad forecast, he thinks the forecaster's got it all wrong'

Successful forecasting depends largely on the ability to collect as much relevant data as possible, structure it, learn how to recognise patterns and apply intellectual detective work to acquired information

During the 1960s and early 1970s, forecasting was fairly accurate owing to the steady growth rate of the economy. Forecasters were able to extrapolate long-term forecasts from short-term forecasts. But the 1973 crisis proved all forecasts wrong

The backlash of this inaccurate forecasting was a loss of credibility, which is only now being regained as forecasters adopt more reliable methods of forecasting

There is growing international realisation that structured forecasting by managers who have learned the techniques, is a vital need in any business

Says Professor Twiss 'Forecasting can make people more confident of the future and management is, after all, a series of continual forecasts'



# APPOINTMENTS

Professor James Leatt, formerly of the Department of Religious Studies at UCT, has been appointed a full professor at the GSB, bringing the number of full professors on the GSB staff to four.

Professor Leatt pioneered a course for MBA students at the GSB in 1979 called Business in Society. It gives students an opportunity for disciplined consideration of the value assumptions involved in business in South Africa, and the chance to develop insight and skill in making choices.

For the past two years Professor Leatt has divided his time between the very different worlds of religious studies on UCT's main campus and the nuts-and-bolts environment of the GSB (see March 1983 GSB News). His full time presence is a reflection of the importance the GSB attaches to the social issues facing business in this era of rapid change.



Professor John Affleck-Graves has joined the staff of the University of Cape Town Graduate School of Business from the Upper Campus where he was Associate Professor in the Department of Mathematical Statistics.

He brings to the GSB a vast fund of knowledge in the field of mathematical finance and stock market analysis.

Born in Cape Town, he graduated BSc in mathematical statistics at UCT in 1971, and then went on to obtain his Honours, Masters', Doctorate and BComm at the same University which he considers 'the best in South Africa'.

After receiving his doctorate in 1977 (The Application of Multivariate Statistical Techniques in the Analysis of Stock Market Data), he spent a year as a research student and lecturer at Sussex University, Brighton, before returning to Cape Town to take up an appointment as senior lecturer in the Department of Mathematical Statistics.

The author and co-author of many research publications, conference papers and technical reports, Professor Affleck-Graves is also the South African representative on the education sub-committee of the International Federation of Operations Research Societies.

With Professor Arthur Money of the GSB, he is undertaking a survey of qualifications, salaries and interests of all current members of the Operations Research Society of South Africa of which he is a member of the National Executive.

Research has lead Professor Affleck-Graves to the conclusion, not entirely acceptable to many investors, that the Johannesburg, London, New York and Hong Kong Stock Exchanges are fair game markets.

'You can't beat the market,' he said.

Other topical and possibly controversial research in which he is currently engaged concerns the value of Kruger Rands to the South African investor, the impact of accounting information on share prices, the application of portfolio selection models on the JSE, the importance of earnings as opposed to dividends in determining the value of shares, and risk measurement for securities quoted on the JSE.

## MONDAY SPEAKERS

The Monday Speakers' Programme, which provides an opportunity for MBA students to hear the views of prominent men or women in the business and public sector at first hand, hosted nine speakers during 1983.

They were Mr Raymond Ackerman, chairman and chief executive of Pick 'n Pay, Mr E A J Fergusson, Her Britannic Majesty's Ambassador to South Africa, Dr Ben Vosloo, managing director of the Small Business Development Corporation, Mr Harry Schwarz, MP and senior PFP spokes-

man on finance and defence, Mr P Searle, managing director of Volkswagen SA, Professor Joel Stern, an American financial consultant, Dr B van Staden, Deputy Governor of the SA Reserve Bank, and Mr Michael O'Connor, an international retail specialist from the USA.

Subjects covered in the talks included South African and Japanese retailing, trade relations, business development programmes, defence expenditure, the influence of multinational companies on dynamic changes in South Africa, optimal dividend policies, inflation and the effect of the drought on the economy.

## GSB DIARY

### Programme for Management Development

January 8 to January 26 and  
January 29 to February 16

### Advanced Management Programme

January 9 to January 27

### Industrial Relations Simulation

February 15 to February 18

### Entrepreneurship and New Business Ventures

April 23 to April 29

### General Marketing

April 25 to May 4

### Computer Modelling for Decision Support

May 21 to May 26

### Selecting and Training Managers

May 22 to May 24

### Information Systems Management

June 14 to June 23

### Retail Distribution Programme

July 1 to July 14

### Hotel Management Programme

July 8 to July 21

### Property Development Programme

July 8 to July 21

### Managing Investment Portfolios

August 8 to August 18

### Advanced Marketing

September 2 to September 8

### Labour and Politics in S.A.

September 2 to September 8

### Motor Industries Programme

September 2 to September 15

For further information write to Graduate School of Business, UCT, Private Bag, Rondebosch 7700 or phone (021) 69-5382.

# PLAYING THE GAME IN BUSINESS

While management simulation cannot be fully realistic, the McMaster Business Simulation Game is sufficiently complex to portray the dynamics of managerial problems

No wonder that although GSB delegates now also play many other business games in the School's wide repertoire of business simulation exercises as well, the 17-year-old McMaster pioneer continues to stimulate, challenge and test the participants

The McMaster Business Game has also been responsible for the close relationship built between its developer, Professor Andrew Szendrovits of McMaster University, Ontario, and the GSB which Professor Szendrovits has visited annually since 1967 when he first introduced his game to MBA students

This year, Professor Szendrovits paid his last visit to the GSB before his retirement, leaving behind his augmented, refined and "wrinkle-free" McMaster Game for inclusion in the GSB's wide repertoire of business games

Among the many South African managers, directors and consultants who have "played the game" over the years is Professor John Simpson, director of the GSB, who was in one of the first teams that participated in the McMaster Game at the GSB in 1967

The McMaster Game reproduces a business environment for managerial decision-making. This provides the participants with enduring insight into the nature and pitfalls of the decision-making process

It also serves as an effective teaching device for developing and practising skills in understanding, interpreting, analysing, defining, communicating and ultimately co-ordinating information within a managerial group for the purpose of decision-making

Three organic management functions — finance, marketing and production — are distinctly emphasised in the McMaster Game, which requires 8-12 two-hour sessions for teams comprising six to eight people. The simulation has been programmed with appropriate restraint to preserve the general management character of the exercise

Professor Szendrovits's McMaster Game is now used internationally, and although he has tested the Game to discover if it is capable of identifying the best managers, there is no evidence to suggest that someone who does particularly well at the game will be a good manager

Says Professor Szendrovits "Good management comes from practice, not theory. But the biggest fault of managers is that they often fail to take note of factual reporting and do not thoroughly analyse available data before making decisions. It takes pain and frustration to bring managers back to the discipline of factual analysis"



Professor J V O Reid, Deputy Vice-Chancellor of UCT, with Professor Andrew Szendrovits at the MBA Prize-giving Ceremony

## SA economy on the up

— Joel Stern

The well-known financial analyst, Joel Stern, conducted another popular two-day seminar on world economic trends and their impact on South Africa at the GSB in July

Among the topics he covered were oil price movements, gold trends, dividends, evaluating the true cost of issuing convertible securities, management incentive compensation and personal portfolio investment

He advised investors to stay away from non-diversified pure mining firms because mining is still closely related to the gold price, in which he sees little upside potential at least until late 1984

Professor Stern was optimistic on growth as he believes the South African economic recession touched bottom some time in April or May

## UCT MBA GRADUATES IN DEMAND

The number of companies recruiting MBA graduates from UCT this year continues to rise

By the end of October many companies had contacted Dr David Beaty, assistant director of Student Affairs, and he expects many more recruitment enquiries before the end of the academic year

'Recruitment managers indicate that there is still a serious shortage of good general managers in South Africa, where the ratio is 1:15 compared with 1:50 in the United States,' said Dr Beaty

He said that the tight economic climate had stopped companies from increasing the number of MBA recruits, but that companies were not decreasing their intake of MBAs

'What is noticeable from employment interviews is that companies are sending their more senior recruitment managers to select MBA graduates this year. Companies are looking for the best students to fill management positions at higher levels,' he said

The GSB has recognised the need for students to be better prepared to face the competitive employment market and has counselled students on how to draw up more detailed curriculum vitae, itemising the experience and skills which they have that would be needed by future employers

These curriculum vitae and career objectives were published in the 1983 Graduates Manual in August. Copies are obtainable from Dr Beaty

## PROFILE: ROB PROVAN

(Continued from back page) ◀

'We did find in our research that passenger services are the only shining star in the depressed world of shipping. The right ships are scarce and this led us to the viewpoint that if we were to start a service we had to commit ourselves fully. The major hedge is that we are buying at a good time'

Simultaneously the hotel development was taking place against a similar view of the strength and potential of tourism

All of this is part of the newly created Saffers division, headed today by Rob Provan who now faces the most exciting and challenging era of a ca-

reer that has certainly been dynamic

He is convinced that his MBA, acquired at a time when Saffner was growing and he was constantly away on business trips so that his family was forced to come a poor third, has been of great value to him for two principal reasons

The syllabus taught him disciplines in areas where he was thin. And it reduced what he now sees as over-confidence. 'I learned that there were many areas where I was sadly lacking in knowledge'

Would he recommend a UCT MBA to budding top managers? 'Most certainly. I had two very tough years during which I had to learn how to prioritise my time, and that in itself was a valuable lesson'

# ROB PROVAN

A good manager should be like a chameleon — able to adapt to a variety of circumstances

Rob Provan (34), chief executive of Safmarine's newly formed division, Safeisure, believes this is a vital requirement in today's business world. An MBA graduate from the GSB's 1980/81 part-time class, Rob has his own career to prove the point.

'They took me, a computer boffin, out of my environment of software and hardware and relocated me in the real world of marketing and business.'

And, having the drive, the ability and the skills later honed by his MBA, Rob landed on his feet and thrived.

In fact Rob's life has been full of paradoxes, surprises and variety.

First of all, coming from good Scottish stock, his birthplace was unexpected. His father was managing a liquorice estate in Turkey when Rob arrived.

At two and a half it was 'home' again to Glasgow where he eventually attended the second oldest school in the UK, Glasgow High — 800 years old and the educator of three British Prime Ministers.

An early indication that Rob's ability was considerably more than ordinary was that he obtained his university levels when only 15.

He then made what he terms 'an ill-founded decision'. He liked animals and so decided to be a vet. The upshot was that his first year at Glasgow University was not a success and the following year (1967) saw him enrolled at the Paisley Technical College, an institution empowered to confer degrees but an environment that was a lot less pleasurable than a university, Rob recalled.

Mathematics had been his strength at school so the course he followed was a BSc, majoring in maths. When he graduated he made what might have been another ill-founded decision. He chose to be a pilot but was failed in his medical examination because of imperfect hearing in one ear.

Having been exposed to computers during his BSc it was to that avenue that he then turned. He joined the British Steel Corporation and in the first two years spent almost half his time on courses finally becoming a computer analyst.

'One gets two kinds of Scotsmen,' says Rob. 'The one sits in Scotland



Rob Provan

and never moves and the other gets itchy feet and can't keep still.'

Rob Provan found that he fell into the latter category and so it was that he came to South Africa on an exchange scheme between his company and Stewarts and Lloyds.

After three months in Vereeniging he had made up his mind that there were fine career opportunities in South Africa and that he would be remaining for longer than one year.

Four months later Rob flew home to Scotland for three weeks leave, got married and the next day brought his wife back to South Africa. Stewarts and Lloyds employed him for a further two years giving him 'first class exposure' in its computer division to a wide variety of disciplines. During that time he looked after sales information systems, was an operations manager and became a project leader.

Then came what he termed a 'most exciting' opportunity. The South African Marine Corporation (Safmarine) was embarking on the country's most ambitious computer programme in preparation for containerisation that was to be implemented two years later.

Rob's role with Safmarine Computer Services, whom he joined on January 1, 1975, was to be one of two Systems Development managers.

'They were attempting what appeared to me to be a very challenging project, in fact it was enormous and in retrospect should never have been undertaken in so short a time. It was a question of simply meeting a succession of tough deadlines, proving again and again that the impossible was possible.

'The fact that the computerisation exercise was entirely successful

## At the helm of Safeisure

taught me an important lesson,' Rob commented. 'That is if businesses are to succeed there are times when they must have the courage of their convictions. They must not be daunted by what may appear to be overwhelming odds.'

Then came the critical move in Rob Provan's career — when he was pushed out into what he terms the 'real world'. Safmarine put him into a market place that now needed to be educated about systems and containers.

In March, 1977, having studied successfully for associate membership of the Institute of Shipbrokers, he was appointed Safmarine's Western Cape area manager, marketing and operations for their container operation.

In due course Safmarine decided to consolidate its inland operations, and a wholly-owned subsidiary, Saftainer, was established. Six months after its inception Rob Provan became its chief executive with a staff of 200. He remained there from March '79 to March '82.

The company proved highly profitable, he recalled. 'Our efficiencies were cost saving and a separate culture was created within Saftainer, but still existing beneath the overall Safmarine umbrella. It illustrated to me that every job needs its own environment — not just different staffs. But different management styles.'

When Saftainer was sold to Freight Services to rationalise the group's interests, Rob learned 'with mixed but generally pleasurable feelings' that he was part of the deal. But a further change in August '82 in the management structure saw Tony Farr (MBA class of 1966) moved to London as chief executive of SAECS and Rob Provan taking over his function as manager, inland and diverse division.

This put him in charge of the group's various air interests, its offshore refrigerated ship interests, container ownership and leasing interests, Freight Services and Saftainer, and other diverse interests including the development of new avenues of business, one of which is a passenger ship service.

This in itself will make a fascinating case study in two years' time, according to Rob. 'We are saying, as we did with the containerisation computer exercise, that what we are about to tackle simply has to work, yet in many ways there is presently inadequate empirical evidence.

(Continued on p 11)



# PRESS STATEMENTS

## DUNLOP DISPUTE DRAGS ON

On Thursday 14th November a Conciliation Board meeting was attended by representatives of Dunlop SA (Tyre Division) and of the Metal and Allied Workers Union under the chairmanship of an official from the Department of Manpower.

MAWU motivated its claim for wage increases of between 8 per cent and 18 per cent on the basis that the current wages at the factory were far below the household effective level and supplemented living level as well as below their competitors like Firestone, Goodyear, and General Tyres. MAWU also argued that the company had made huge profits during 1982 and that these profits had been maintained in the first half of 1983.

Dunlop management did not dispute the company's ability to pay what the union was demanding but said that its policy on wages was determined by the availability of labour as determined by market forces from time to time.

After 6 hours the parties were still unable to reach any agreement but the company requested that one further meeting of the Conciliation Board be held and undertook to table further proposals.

MAWU agreed to this request and the next meeting was set down for the 5th December but union shop stewards remained sceptical last night that any agreement would then be reached although they said that 'the ball was now in Dunlop's court.'

MAWU Branch Secretary Metal

25.11.83

## LABOUR LAW

### Defining good faith

Since the Industrial Court placed an apparent onus on employers to bargain in "good faith" with a representative union, question-marks have hung over defining exactly what is meant by this concept

Now, in a significant dispute, which could be headed for the court, the issue has been brought up by an employer against a trade union. Howick company BTR Sarmcol has declared a dispute with the Metal and Allied Workers' Union (Mawu). The company charges that the union has committed an unfair labour practice for failing to bargain in good faith with it.

Sarmcol has requested the Minister of Manpower to appoint a conciliation board to settle the dispute. If the board does not succeed in doing so within 30 days, the matter may go before the court. The outcome of such a case will have major implications for SA industry.

At issue is a dispute over severance pay for a number of retrenched workers which arose after Sarmcol agreed to negotiate a recognition agreement with Mawu. The union has demanded that the retrenched workers receive two weeks' severance pay for each year worked. It wants to negotiate the pay issue at the same time as the recognition agreement.

The company argues that the issues are different in nature and that Mawu is being inflexible for refusing to separate them. This refusal, it says, is what constitutes the lack of good faith.

Mawu denies these claims. It says it has already reduced its demands for severance pay from four to two weeks, and indicated that it will fight the case if it gets to the Industrial Court.

expenses into account

The University of Port Elizabeth's Institute for Planning Research says that, generally speaking, price increases during the past six months have been very moderate. Rents and transport costs remained unchanged, or increased only slightly. While prices of some basic foodstuffs rose moderately, prices of others appeared to have declined marginally.

The institute reports that the average HSL increase for 13 major centres in the six months leading up to September this year was 5,3%. For the year up to September it was 8,8% — significantly lower than the 12,2 CPI increase for the same period.

The lowest HSL increase in the six months leading up to September was recorded in Johannesburg, where for blacks it was only 1,5%, and for coloureds, 1,9%.

# Dunlop strike still in balance

Labour Correspondent

A LEGAL strike still threatens at Dunlop's Durban tyre plant after the company and the Metal and Allied Workers' Union failed to reach agreement on wages at a conciliation board this week

However, a union statement yesterday announced that a second meeting of the board would be held on December 5, at which Dunlop will make further proposals in an attempt to settle the dispute

If, however, this meeting also ends in deadlock, the union — whose members have already voted to strike legally at the plant — would be able to call a legal strike

MAWU's statement yesterday said its shop stewards remained "sceptical" that an agreement would be reached at the December 5 meeting

The dispute between the two sides centres on wages and related issues

Dunlop argues that the two sides' proposals are relatively close to each other and that the union declared a dispute with it prematurely

MAWU argues that the company has prevented a settlement by refusing to table a final offer on its demands

MAWU's statement said the two sides had met at a conciliation board on Thursday under the chairmanship of a Department of Manpower official

The union, which is demanding increases of between 8% and 18%, says it motivated its demands on the grounds of its claim that present wages at the factory were "well below" various poverty datum lines and the wages of other big tyre companies

Dunlop replied that its wage policy was determined by the availability of labour and market forces



FRESH from its campaign against the white referendum, the 115 000 strong Federation of South African Trade Unions (Fosatu) is planning increased involvement in 'community issues'.

Fosatu head Chris Dlamini said the union was mobilising opposition to the coming Black Local Authorities elections and the possible referendums among coloured and Indian people, as these issues were being raised at union meetings by workers

The decision to involve the union grouping in issues affecting the people arose out of a key-note address made by Fosatu secretary-general Joe Foster at the organisation's national congress last year - the congress at which Dlamini was elected Fosatu head

Foster declared that Fosatu would take an interest in all matters affecting its members, and soon afterwards the union started mobilising against the so-called Koomhof Bills affecting urban rights

Petitions were circulated at Fosatu-organised factories opposing the Bills, which Fosatu said were "designed to alienate urban workers from rural workers"

At present the union grouping is suggesting a stayaway in the coming local authority elections, "because there is no reason for the community council to be there, when they have no financial resources to run the townships," said Dlamini

He described the new local authorities as a "recipe for bitter conflict between residents and those who have agreed to serve on them"

Fosatu members had displayed total distrust in

As the Government moves ahead with its new constitution and Black Local Authorities system, the spotlight has fallen on armchair politicians and self-styled leaders.

One of the people who will remain in the shadows is Chris Dlamini. Little-known outside trade union circles, Dlamini heads the mighty Federation of SA Trade Unions that has recently made significant strides into the political arena.

# BEYOND THE FACTORY GATE

CHRIS DLAMINI

BY MONO BADELA

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# INKATHA'S OVERSEAS



# Chris Dlamini

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140A City Press 27/11/83

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ADELA

CHRIS DLAMINI



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sined factories sported stickers calling for one man, one vote - as a good way of gauging management's response to worker protests. "We know where managements stand now," he said.

It was not the first time Fosatu involved itself in "community issues" - it also took a clear stand recently on the pulling down of Katilehong shacks by members of the East Rand Administration Board. Dlamini himself became involved in worker's rights after a confrontation with management at an East Rand foundry, where he protested against stale bread given to workers.

Although the bread was free, I felt we should be treated equal in front of the canteen manageress, I threw it away. "She reported me to management and I was threatened with dismissal."

He protested to management, and eventually won his case. From the foundry he went later to Rank Xerox, where he was elected to the liaison committee - a body he "detested as it was useless management used to frustrate us every time we made demands."

He now works for Kellogg, where he is head shopsteward. Most of his time is spent conducting meetings, and his duties as Fosatu president mean he spends a lot of time travelling.

Dlamini sees trade union unity as "an urgent priority", as it is essential to face the anti-union attacks by the Government and employers. Workers needed an organisational structure which would allow them to take effective, common action at all levels.

He also supports the idea of a federation of industrial unions. The Metal and Allied Workers' Union (Mawu) is the biggest single union affiliated to Fosatu, with between 60 000 and 70 000 members. This is followed by the National Automobile and Allied Workers' Union with 30 000 members.

Other Fosatu affiliates are the National Union of Textile Workers, Chemical Workers Union, Jewels and Goldsmiths' Union, Transport and General Workers' Union, Paper, Wood and Allied Workers' Union and Sweet, Food and Allied Workers' Union, of which Dlamini has been national president for the past four years.

Dlamini is also Africa's sole representative at the International Union of Food Trade Unions in Geneva.

# Advertisment



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**FRESH from its campaign against the white referendum, the 115 000 strong Federation of South African Trade Unions (Fosatu) is planning increased involvement in "community issues".**

Fosatu head Chris Dlamini said the union was mobilising opposition to the coming Black Local Authorities elections and the possible referendums among coloured and Indian people, as these issues were being raised at union meetings by workers.

The decision to involve the union grouping in issues affecting the people arose out of a keynote address made by Fosatu secretary-general Joe Foster at the organisation's national congress last year — the congress at which Dlamini was elected Fosatu head.

Foster declared that Fosatu would take an interest in all matters affecting its members, and soon afterwards the union started mobilising against the so-called Koorhof Bills affecting urban rights.

Petitions were circulated at Fosatu-organised factories opposing the Bills, which Fosatu said were "designed to alienate urban workers from rural workers".

At present the union grouping is suggesting a stayaway in the coming local authority elections, "because there is no reason for the community council to be there, when they have no financial resources to run the townships," said Dlamini.

He described the new local authorities as a "recipe for bitter conflict between residents and those who have agreed to serve on them".

Fosatu members had displayed total distrust in

**As the Government moves ahead with its new constitution and Black Local Authorities system, the spotlight has fallen on armchair politicians and self-styled leaders.**  
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# BEYOND THE FACTORY GATE

140A City Park 27/11/83

**By MONO BADELA**

CHRIS DLAMINI

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POVERTY IN AFRICA



# Strike at tyre firm stayed off

Labour Reporter  
28/11/83

A legal strike at the Dunlop tyre factory in Durban has been stayed off until mid-December when the Conciliation Board will meet for the second time to try to resolve the dispute between the company and the Metal and Allied Workers' Union

However, after the first meeting last week, Mawu shop stewards were sceptical that agreement would be reached then

Mawu claimed for increases ranging from eight to 18 percent on the basis of a living wage, salaries offered by competitors and the "huge profit" made by Dunlop

Mawu said Dunlop did not deny its ability to afford the wage increases but said policy on wages was determined by the labour and market forces

A Mawu spokesman said "The ball is now in Dunlop's court"

A legal strike could still take place as most members voted in favour of industrial action in a strike ballot

# 700 at Simba end work stoppage

By Carolyn Dempster, Labour Reporter

The work stoppage by 700 workers at the Simba-Quix head office in Isando ended today when the employees returned to work, while union representatives continued negotiations with management

The stoppage began last Thursday and was, according to workers, sparked by the aggressive actions of the production manager at the factory. They demanded his transfer before returning to work.

Negotiations continued through Friday, when management acceded to the workers' demands.

It is the first industrial action to be taken at the Simba head office. The management signed a recognition agreement with the Sweet, Food and Allied Workers Union, a Fosatu affiliate, at the beginning of 1983.

The union claims to be representative of the majority of the workers, although many are still members of the Tucsa-affiliated union, the National Union of Operative Biscuit Makers and Packers of SA.

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2/11/83

# Songs as ~~18~~ ~~45~~ workers ~~1870~~ LYOA freed

ROM 28/11/83

Mail Reporter

WORKERS at the Kew factory of Barlows Manufacturing burst into song when they learnt on Friday that nine of their fellow workers had been acquitted on charges of assault and public violence

The Metal and Allied Workers' Union said in a statement issued yesterday that it hailed the workers' acquittal as a "vindication of the union and the members' belief in the innocence of those charged"

Charges were laid in June after a work stoppage at the factory. Twelve workers were arrested but charges against three were later dropped

All 12 were dismissed by Barlows — with another worker — on the grounds there was enough evidence against them, said the statement

MAWU claimed the workers' evidence was never heard and charged the company with an unfair labour practice and applied for a reinstatement order

The Industrial Court turned down a request by Barlows Manufacturing to refer the matter to the Appeal Court

"After protracted negotiations the company last week agreed to pay wages to the 13 workers for the period from their dismissal until January, with a possible extension until the case is heard in the Industrial Court," said the statement

Following the workers' acquittal, their fellow workers at the Kew factory have indicated they will ask management to reinstate the men as soon as possible

MR STRONG

**BCI, Fosatu met on boycott**

EAST LONDON — The vice president of the Border Chamber of Industries (BCI), Mr Mike Strong, confirmed yesterday that members of the chamber had had a meeting with officials of the Federation of South Africa Trade Unions (Fosatu) here recently.

Mr Strong confirmed they had discussed the current situation here in relation to the bus boycott.

The BCI was represented by the president, Mr Dave Saunders, Mr Strong, Mr E Ashdowne and Mr G Uys.

Fosatu was represented by the president, Mr Chris Dlamini, the general secretary, Mr Joe Foster and six other officials.

In his presidential address to the annual meeting of the BCI last week, the outgoing president, Mr Dave Saunders referred to the meeting and said that, regrettably, the union delegates did not have any specific solution for ending the bus boycott.

The BCI had urged them to do all in their power, in conjunction with other unions, to persuade their membership to end the boycott — DDR

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# Lay-offs again under focus in Frame dispute

By STEVEN FRIEDMAN  
Labour Correspondent

THE industrial court's attitude to retrenchments will be tested further in a key dispute between members of the National Union of Textile Workers and the Frame Group of textile companies tomorrow

Ten workers retrenched by Frame in October are alleging that their firing was "unfair" — in some cases because the principle of "last-in-first-out", whereby long-service workers are the last to be retrenched, was not observed.

Although the court has urged employers to negotiate on retrenchment, it has not ruled on whether principles such as "last-in-first-out" should apply

The workers also allege the retrenchment of some of them is illegal because they are migrant workers who were fired before their contracts ended.

Frame has replied that its policy is that workers' efficiency, rather than the "last-in-first-out" principle, decides whether they are retrenched.

It says this and other aspects of its retrenchment policy constitute "fair labour practices in the capitalist work environment"

It also denies that the migrants who were retrenched lost their jobs illegally. It says their contracts allow them to be retrenched at a week's notice.

The case, which is to be argued in Durban, takes place in the context of a continuing recognition dispute

between Frame and the NUTW at its Frametex mill

The Minister of Manpower has referred this dispute to the industrial court, but the Frame group wants the case postponed because, it says, it plans to go to the Supreme Court in a bid to overturn the Minister's decision.

This issue may also be raised at tomorrow's hearing

In papers before the court, eight of the 10 workers allege they were retrenched without either them or their union being consulted

Another two allege they were fired when they were transferred to another department, but refused to go until they were assured their conditions of employment would not change.

One of the retrenched workers claims 19 years' service with the company and another 18 years' service.

They say they were simply told they were to be retrenched and "promptly escorted from the premises"

The Frame group has replied by spelling out its retrenchment policy

While it insists that efficiency is its main criterion, it adds that, where workers have similar competence, the one with less service is retrenched.

It says its policy is that, where redundancies occur in one department, workers are, if possible, transferred to another

Thus, however, means that, once they are transferred, they become the workers with the least service in their new department, says the company.



# Mawu calls for reinstatements

THE Metal and Allied Workers' Union (Mawu) is demanding the reinstatement of 13 dismissed workers at Barlow Manufacturing Company following their acquittal in court on charges of assault and public violence.

The workers' appearance was sparked off by an incident after a work stoppage at the factory in Kew Site, Johannesburg, during June this year

In a statement to The SOWETAN yesterday the union said that members at the plant sang and hailed the result as a vindication of the union and the members' belief in the innocence of those charged.

The union and members said all along the company had been unfair in their treatment of these workers by dismissing them without allowing them to hear the evidence against them, to question it, or to represent themselves in any way

The company had said that they had sufficient evidence and that they were satisfied that those dismissed were guilty

As a result of their dismissal the union charged the company with an unfair labour practice and applied for a reinstatement against the company

In hearing the application, the Industrial Court dismissed the company's request to refer the matter to the Appeal Court for it to decide whether the industrial court was competent to hear the case

After negotiations, the company agreed to pay wages to the dismissed workers for the period from their dismissal until January with the possibility of extending this until the unfair labour practice case is heard by the Industrial Court

The union said that it was demanding the reinstatement of the dismissed workers as soon as possible in view of their acquittal in court

The Federation of South African Trade Union (Fosatu) Barlow Rand Shop Stewards Council is to meet and discuss the outcome of the case, according to the statement

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SOWETAN  
30/11/83

# Ten in key test case

Labour Correspondent

THE Industrial court's attitude to retrenchments will be tested further in a key dispute between members of the National Union of Textile Workers and the Frame Group of textile companies tomorrow.

Ten workers retrenched by Frame in October are alleging that their firing was "unfair" — in some cases because the principle of "last-in-first-out", whereby long-service workers are the last to be retrenched, was not observed.

Although the court has urged employers to negotiate on retrenchment, it has not ruled on whether principles such as "last-in-first-out" should apply.

The workers also allege the retrenchment of some of them is illegal because they are migrant workers who were fired before their contracts ended.

Frame has replied that its policy is that workers' efficiency, rather than the "last-in-first-out" principle, decides whether they are retrenched.

It says this and other aspects of its retrenchment policy constitute "fair labour practices in the capitalist work environment".

It also denies that the retrenched migrants lost their jobs illegally.

The case, which is to be argued in Durban, takes place in the context of a continuing recognition dispute between Frame and the NUTW at its Frametex mill.

The Minister of Manpower has referred this dispute to the Industrial court, but the Frame group wants the case postponed because, it says, it plans to go to the Supreme Court in a bid to overturn the Minister's decision.



# Meat firm

## sacks 160 over hours

By Carolyn Dempster,  
Labour Reporter

Refusal to work a 12-hour day led to the dismissal of 160 employees of the Fresh Meat Supply Company in Johannesburg yesterday, according to unionists

On Tuesday staff at a branch were asked to work until 6 pm instead of 3 30 pm.

They refused and left, said Mr David Makhena, organiser for the Sweet, Food and Allied Workers Union which is seeking recognition

Yesterday morning they were locked out and told to collect pay at 11 am, he said

Union members at the firm's Jeppestown head office came out in sympathy yesterday and were told to leave

Mr Makhena said management said it did not want to talk about the matter and was recruiting other staff

The management representative was not available to comment

**LABOUR DISPUTES**

**Workers acquitted**

(BA) (BA)  
(140A)

Nine workers dismissed by Barlows Manufacturing for allegedly intimidating other workers during a work stoppage in July have been acquitted on charges of assault and public violence by the Wynberg Magistrate's Court

The nine were among a group of 12 workers originally charged after a work stoppage over a wage demand by members of the Metal and Allied Workers' Union (Mawu) at the factory. The State later dropped charges against three

The acquittal follows an Industrial Court hearing in which Barlows argued that it was entitled to dismiss any workers provided it gave the necessary notice. Barlows claimed the court did not have the jurisdiction to hear the case and asked for it to be heard in the Appeal Court

On October 19 the Industrial Court ruled that an unfair labour practice could occur even if specified notice is given and that it therefore did have the jurisdiction to hear the case

The issue has now been referred to the relevant industrial council. Barlows has agreed to pay workers' wages from the time of their dismissal until the end of January, or until the matter is settled by the council or the court, if the matter is referred back to it

Financial Mail December 2 1983

## LABOUR RELATIONS

### Battle over lay-offs

FM 2/12/83  
The question of what is the most appropriate criterion an employer should use to determine which workers should lose their jobs, when retrenchments are necessary, is controversial

This is hardly surprising. Some managements believe that merit, efficiency, and productivity should be the prime criteria. But unions argue that a formula such as last-in-first-out (lifo) is best. They say this eliminates the danger of victimisation, and grants legitimate protection to people who have given many years of service to an employer.

Important test cases on the retrenchment selection issue — involving the Frame Group and the National Union of Textile Workers (NUTW) — are currently being heard by the Industrial Court.

Three cases, involving 10 NUTW members — some of whom say they have been employed by Frame for more than 17 years — have arisen from retrenchments at Frame's New Germany complex earlier this year. The workers were retrenched soon after they were transferred to different departments when the threat of redundancy loomed in the departments they had been working in.

Frame contends that efficiency is the primary criterion to be used in selecting who should be laid off. The company argues that it should be allowed to retain efficient workers and retrench the inefficient.

#### Considerations

Frame says that when dealing with people of equal competence, the employee with the longer period of service should be retained, subject to certain "considerations". In essence, this amounts to pursuing a policy of whenever possible, transferring redundant employees to other departments where there are vacancies. However, Frame says that should the need later arise to retrench workers in those departments, the length of service in a particular department should be a criterion in selecting people for retrenchment.

In other words, although some new arrivals in a department may have had many years of service with the company, they

## GETTING INTO GEAR

FM 2/12/83

Motor industry trade unions are leading the way in forging forms of unity that could have major repercussions on the industry and on industrial relations in SA as a whole. They certainly appear to be willing to overlook ideological differences to initiate concerted action aimed at improving the lot of workers in the industry's lower-paid categories.

The unions, which plan to meet on the issue early next year, are the Motor Industry Combined Workers' Union (Micwu) affiliated to the Trade Union Council of SA, the National Automobile and Allied Workers' Union (Naawu), affiliated to the Federation of SA Trade Unions (Fosatu), and the Council of Unions of SA's (Cusa) United African Motor and Allied Workers' Union (Uamawu).

The move has been initiated by Micwu general secretary Des East. It follows on Naawu's support of Micwu's R2/hour minimum wage demand in the latest round of negotiations at the National Industrial Council for the Motor Industry (*Current affairs* November 11). This was the first time in the motor industry that a Fosatu and Tucsa union had managed to agree on a wage demand.

East tells the *FM* that although the industrial council negotiations have not been completed, his union has failed to win its minimum wage demand. Final details have still to be spelled out but it seems certain that the average minimum wage increase will be 22,5% rising to a maximum of 42%. In the component sector of the industry, the minimum rate will go up from R1,03/hour to

R1,50/hour. In others it will go up to about R1,28 an hour from R1. The council is due to meet again next week.

According to East "We are very disappointed that we could not achieve our demand. But it was a case of give and take. Now it's my intention to meet other unions in the industry, even if they are not members of the industrial council, with a view to broadening the base of representation, specifically for the lower-paid workers. Without sacrificing our principles we would be failing in our duty as trade unions if we did not get together on issues of common interest. Employers are having a field day because of the splits in the union movement."

In the past, Naawu has concentrated on organising in motor assembly plants and is represented in 40% of that sector. However, in the past 18 months it has stepped up activity in the components sector.

"We have got an increasing presence in the industry covered by the National Motor Industrial Council. As a result we have applied for membership of that industrial council," Naawu organiser Taffy Adler tells the *FM*. Responding to East's initiative he says "We would be willing to meet with and discuss matters which would be to the benefit of our members with anybody in the hope that we would be able to further their cause."

Uamawu general secretary Dora Nowatha tells the *FM* "We have agreed to meet the other unions. We don't think our differences should be an obstacle to settling the problems we are having in the companies."

~~140A~~ 140A FM 2/12/87

would be among the first to lose their jobs if retrenchments were necessary in their current department. Frame argues that a worker recently transferred to a new department has yet to be fully trained for his new job, and is not as experienced or productive as employees with longer experience in that department. The company also claims that workers would feel aggrieved if any of them were chosen for retrenchment in preference to workers recently transferred to the department.

The NUTW, however, believes that life is the most appropriate basis on which to select workers for retrenchment — and says that Frame's criteria are unfair. The union also argues that Frame did not allow the employees selected for retrenchment the chance to make representations, that no notice of retrenchment was given to them to enable them to find alternative work, that the company did not consult the union, and that no guarantee was given to the employees that they would be given preference should jobs become available in the future.

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# Court hears of *Mercury* Frame dismissals

2/12/83

Mercury Reporter

THE National Union of Textile Workers yesterday made an application to the industrial court for the reinstatement of 10 workers who were retrenched by the Frame Group recently

Mr Martin Brassey, a Johannesburg Advocate, told the Court that the retrenchments were unfair because neither the union nor the workers were consulted before they were dismissed

The principle of 'last-in-first-out' — whereby long service workers are the last to be retrenched — was also not observed

It was also alleged that the retrenchment of some of them was illegal because they were migrant workers who were fired before their contracts had expired. Among those dismissed were employees with 19 years' service

In reply, Mr Douglas Shaw, QC, for the Frame Group said the group's

policy on retrenchment was founded on efficiency rather than the 'last-in-first-out' principle and where workers have similar competence, the one with less service was retrenched

He said this and other aspects of Frame's retrenchment policy constituted 'fair labour practices in the capitalist work environment'

He denied that the migrants who were retrenched, were dismissed unfairly. Their contracts allowed them to be retrenched at a week's notice

In affidavits filed in court the company says that where redundancies occurred in one department, workers were, if possible, transferred to another

This, however, meant that once they were transferred they became the workers with the least service in their new department

Mr Brassey was instructed by Chennells, Albertyn and Seymour, and Mr Shaw by Garlicke and Bousfield

The court deferred its ruling

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# Rosholt misinformed over disputes — Mawu

By STEVEN FRIEDMAN  
Labour Correspondent

THE Metal and Allied Workers Union charged yesterday that the chairman of the giant Barlow Rand group, Mr Mike Rosholt, "has been misinformed" about labour disputes between the union and Barlow Rand subsidiaries

And it implied that it planned to take steps to inform Mr Rosholt of its view of the labour relations situation at Barlow Rand companies

Mawu was reacting to the Barlow Rand annual report, which was released on Wednesday. In the report, Mr Rosholt launched a surprise attack on some emerging unions and singled out the Federation of SA Trade Unions (Fosatu), charging that some of its demands

were a threat to free enterprise

In a group manpower report within the annual report, Barlow Rand also singled out Mawu for attack, saying its members had been involved in 10 strikes at Barlow Rand metal companies over a six-week period

The report accused some emerging unions of seeking to destroy trust between workers and employers and Mr Rosholt charged that some unions were "singling out large and progressive companies" as a target.

A Mawu spokesman said yesterday the union believed Mr Rosholt's attack had been based on "incorrect and misleading information" which had been relayed to him

This, he said, had led to Mr Rosholt gaining an "inaccu-

rate picture" of the labour relations situation at Barlow Rand subsidiaries which had been the scene of disputes

He declined to say who Mawu believed was responsible for this, but added that the union intended to take the issue further

The union said it would issue more detailed comment on Mr Rosholt's charges after it had studied the report fully

Mr Rosholt's attack was seen as significant because it indicated a sharp hardening of Barlow Rand's public stance on emerging unions

It follows several key disputes between Barlow Rand companies and Mawu in particular, and observers believe that Mr Rosholt's remarks are largely a reaction to these disputes

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Court  
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bid to  
reinstatement  
strikers

Labour Correspondent

A MARATHON industrial court action, which centres around the retrenchment of workers at an East Rand factory, resumed in Johannesburg yesterday

The case has been brought by the Metal and Allied Workers Union against metal company Screenex, and centres around a dispute at the company's Alrode plant which ended in a strike last December

The strike, which ended in the dismissal of the strikers, was sparked by retrenchments, and the union alleges that Screenex fired workers in violation of an agreement with Mawu that it would not retrench before consulting the union

It alleges that this is an "unfair labour practice" and is asking the court to overturn the retrenchments

Screenex denies that it broke an agreement with Mawu

An unusual feature of the case is that the court will be hearing oral evidence. Usually, industrial court actions centre around legal argument by the two sides. As a result, the hearing is likely to be unusually long

The court sat for three days in September to hear the case and a further nine days have now been set aside for it to hear evidence

The Screenex dispute attracted attention earlier this year when the company refused to attend a meeting of the metal industries' industrial council which had been called to attempt to settle it.

Labour law stipulates that disputes about alleged "unfair labour practices" must first be referred to industrial councils where these exist and the company's move was unprecedented at the time

The company's action meant that the dispute was referred directly to the court without the council intervening



# Unions a ~~threat~~ threat, <sup>140A</sup> says Rosholt

By Carolyn Dempster  
Labour Reporter

The demands of certain union groupings posed a direct threat to the free enterprise system, Mr Mike Rosholt, chairman of the Barlow Rand Group, claimed in the company's annual report.

Commenting on recent developments in industrial relations, he stated "Whilst management regards its obligation and right to manage with due regard to the interests of shareholders and employees as being fundamental to the private enterprise system, the Federation of South African Trade Unions (Fosatu) is now publicly committed to achieving worker control of industry.

"The free enterprise system could not survive if that objective were to be achieved."

While there had been a noticeable decrease in strikes during 1983, it seemed that certain large and progressive companies, including many in the Barlows fold, had been singled out as targets by some trade unions.

Conflict between private enterprise and some union groupings also tended to centre on matters unconnected with traditional union spheres of interest.

Mr Rosholt expressed the hope that the union unity talks between the emergent unions and larger union groupings would not "create a vehicle for solidarity strikes and consumer boycotts."

The increasing use of the industrial court by the emergent unions to seek redress from employers by taking advantage of the wide definition of an unfair labour practice, was also highlighted by the Barlows' chairman.

"The decisions of the court have created considerable uncertainty among employers as to what they can and cannot legitimately do," he commented.

Despite the recession, membership of the predominantly black trade unions has grown apace in 1983.

## A HARD YEAR

Group industrial relations director Mr Reinold Hofmeyr recorded that in the three years up to September 1983, 42 recognition agreements were signed between Barlows' companies and trade unions.

He also noted that, in review, 1983 had been a particularly difficult year.

The closed shop system had been under attack in the paper industry, with four companies seeking exemption from the agreement when workers showed a preference for the Paper, Wood and Allied Workers Union, which is affiliated to Fosatu.

Recruiting activity on the group's mines had increased, with eight unions currently operating in this sphere, he concluded.

# Metal union signs first maternity leave deal

By STEVEN FRIEDMAN  
Labour Correspondent

long way towards building better human relations"

THE Metal and Allied Workers Union has signed its first maternity leave agreement — and the union says it hopes this will set a precedent which other companies in metal-related industries will follow

A MAWU statement yesterday said that the agreement, which also includes bonus leave provisions for all workers, was reached with the assistance of a mediator who was called in after the two sides had deadlocked.

The union has signed the agreement with Pinetown automotive components firm Smiths Industries, where MAWU says it has 350 members

The maternity agreement means women workers have the right to up to six months' maternity leave, after which they are guaranteed their jobs back or a similar job at not less than their previous pay rate

The agreement will guarantee women workers their jobs back up to six months after leaving to have a child and the company will pay medical aid and pension contributions for workers during this period

Women who take maternity leave will also be entitled to benefit from any wage increases granted during their leave

However, women who leave to have children will not be paid for the maternity leave period.

The leave bonus agreement will guarantee all workers with one year's service the equivalent of three weeks' bonus in addition to their normal leave pay at year's end.

According to a company spokesman, who confirmed the agreement, the plant employs mainly Asian women workers

A union representative said MAWU regarded the maternity leave agreement as "particularly important" and said it "trusted" it would set a precedent for other companies.

He said Smiths Industries regarded the agreement as a "breakthrough for both the company and employees" which "has gone a

Wage negotiations between MAWU and Smiths Industries are scheduled for April.

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# PRESS STATEMENTS

140A ~~151~~ ~~196~~  
5/12/83

## DUNLOP DISPUTE

TODAY, Monday 5th December a further Conciliation Board meeting was held between representatives of Dunlop SA (Tyre Division) and of the Metal and Allied Workers Union (MAWU) under the chairmanship of the Department of Manpower

The Company who had proposed this second C B meeting on the basis that the parties could still reach agreement tabled an offer which they said was absolutely final and they refused to consider any counter proposals from the union

The Company's proposal however was not very different from what they had previously proposed and did not reflect any serious change of stance

Accordingly MAWU rejected the offer but indicated that they would negotiate further and could table counter proposals – this offer was however rejected by the company and hence the presiding chairman from the Department of Manpower will now report to the Minister that the parties have failed to reach agreement at the Boards

Further to such report being submitted the union will again be entitled to take legal strike action in support of its demands

'All the time the company has been heading matters towards a confrontation – their attitude today leaves little doubt that this is what will occur. Our members will meet again early next year to decide on an appropriate response', a union spokesperson said

MAWU, 5 12 83 Durban

## MAWU AND SMITH INDUSTRIES AGREEMENT

YESTERDAY Pinetown automotive component manufacturers, Smith Industries and the Metal and Allied Workers Union finally reached agreement on maternity and leave bonus provisions for the union's 350 members at the plant

The agreement was concluded with the assistance of a mediator who had been agreed to by the parties after they had earlier ended in deadlock

The Maternity Agreement is the first signed by MAWU and details the following -

- \* Female employees shall have a right to maternity leave up to six months
- \* At the end of the six month period such employees shall be guaranteed their jobs back in the same or similar position at not less than their previous rates of pay plus any increases awarded during their leave
- \* During maternity leave the company will pay pension and medical aid contributions for such employees

The leave bonus negotiated will guarantee all employees with one years service the equivalent of 3 weeks bonus in addition to their normal leave pay at the year end

The parties have agreed to schedule their wage negotiations for April 1984

A spokesperson for the union said 'We regard the maternity leave agreement as particularly important and trust that it will set a precedent for other companies in the industry who employ female workers'

G Schremer, MAWU, Durban, 2.12 83

# Dunlop could face a legal strike

Labour Correspondent

A LEGAL strike is threatened at Dunlop's Durban tyre plant after a conciliation board failed yesterday to settle the wage dispute between the company and the Metal and Allied Workers Union

A union statement to this effect yesterday said, however, that Mawu members would not strike at the plant this year. They are to meet "early next year" to decide whether to take legal strike action.

If Dunlop workers strike their action will be only the second legal strike by black workers since the Government's labour reforms were introduced.

In terms of labour law, a legal strike can occur if a conciliation board fails to settle a dispute within 30 days and if workers vote to strike in a secret ballot.

Mawu has already held a strike ballot at Dunlop and says workers voted to strike by an overwhelming majority.

Yesterday's meeting was held after a first conciliation board meeting had failed to settle the dispute. Dunlop and Mawu agreed to a second meeting in an attempt to avert a strike.

According to Mawu, Dunlop tabled a new offer yesterday which it said was final, and refused to hear further proposals.

Mawu says the new offer was rejected because it was "not very different" from previous Dunlop offers. The union was willing to negotiate further, but this was rejected by the company, it said.

The chairman of the conciliation board, a Department of Manpower official, would therefore report to the Minister of Manpower that the parties had failed to reach agreement — thus opening the way to a legal strike.

Mawu predicted this would lead to a "confrontation" Dunlop could not be reached for comment yesterday, but the company has alleged that its offer and the union's demands are relatively close, making the dispute unnecessary.

It has also accused Mawu of changing its demands during negotiations, thus "not bargaining in good faith."

The union has rejected this and says the two sides are far apart and that Dunlop has been unwilling to compromise.

# Dunlop dispute goes on

6/12/83

Mercury

Mercury Reporter the union

140A

A WAGE dispute meeting between the Dunlop Tyre Company in Durban and the Metal and Allied Workers' Union ended in deadlock for the second time yesterday after nearly 10 weeks of on-off negotiations

Now Mr J Schonken, chairman of the Department of Manpower, who chaired yesterday's Conciliation Board meeting — the second sitting of the board since the dispute was declared — will inform the Minister that the parties have still failed to reach agreement

A spokesman for Mawu said after the meeting that the company, which proposed yesterday's meeting on the basis that the parties could still reach agreement, had tabled an offer which, it said, was absolutely final and had refused to consider any counter proposals from

'The company's proposal, however, was not very different from what they had previously proposed and did not reflect any serious change of stance

'Accordingly, Mawu rejected the offer but indicated that they would negotiate further and could table counter-proposals. This offer was, however, rejected by the company'

Mr Steve Meyer, Dunlop's industrial relations manager, said the company's new offer of a 43 c an hour wage in-

crease over 15 months and the introduction of a holiday bonus equal to two weeks' pay was rejected out of hand by the union

'The company believes that the rejection of its final offer is a clear indication that it is not prepared to accept any offer which does not meet its ideologically-based criteria, irrespective of whether its members would suffer as a result'

He said the company believed that the union was not 'bargaining in good faith' because the union had a strike ballot prior to the establishment of the

conciliation board for which they had applied and had increased their demands from the date of the appointment of the board

The Mawu spokesman added his members would meet early in the New Year to decide on appropriate action, including the possibility of 'legal strike action' in support of their demands

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1

# Maternity leave decision

Labour Reporter

Star 5/12/83

The first maternity agreement signed by the Metal and Allied Workers' Union was concluded with the Pinetown automotive component manufacturers, Smith Industries, last week

The agreement ensures that female employees of the company have a right to maternity leave of up to six months, at the end of this period they are guaranteed their jobs back or similar positions at the same salary, and during maternity leave the company will pay their pension and medical aid contributions

In addition to the maternity benefits, it was agreed that a leave bonus would give workers with a years' service the right to an additional three week leave bonus over and above the normal leave pay due to them

The agreement was reached with the aid of a mediator after negotiations ended in deadlock with management a couple of months ago.

Altogether 350 Mawu members at the plant will be affected

# Employers get tough with trade unions

EMPLOYER attitudes to workers are hardening. Confirmation came in last week's Barlow Rand annual report

Barlows has as an image of commitment to dealing with black unions. But there was a marked change of tone in the report

Fosatu and its Metal and Allied Workers Union were singled out for attack and Fosatu was accused of making demands which threatened free enterprise.

Some unions were also accused of destroying trust in factories and of singling out progressive firms as targets

Tension between Barlows and Fosatu unions has been evident for some time. Besides a series of heated disputes between MAWU and Barlow metal firms, there have been clashes in the textile and paper industries.

Barlows chairman, Mr Mike Rosholt, believes unions are responsible for the confrontation. But MAWU insists he is being fed incorrect information

## LABOUR WEEK

## BY STEVEN FRIEDMAN

140A

2011 5/12/83

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2011

issues it will have to negotiate with them

The battle is about management prerogatives — the decisions which management should be able to take without negotiation

Mr Rosholt says managers see freedom to take decisions affecting workers as an integral part of free enterprise. The Barlow battle thus reflects what is going on in many unionised factories

The main focus of union activity this year has been to whittle away at these "prerogatives", which the unions see as a licence for managers to take decisions on issues directly affecting workers without consulting them.

Retrenchment and safety are two examples of issues on which unions are challenging management's right to take decisions alone.

It is this trend to which Barlows appears to be reacting — as are employers who are irked by industrial court decisions curtailing

their right to take key decisions without negotiation.

It seems many managements recognised black unions in the belief that their decision-making power would not be curtailed and are now reacting against the discovery that this is not so

But the battle over which decisions should remain the domain of employers is what unionism is all about in the West and the Barlows report pinpoints the area of conflict which will dominate bargaining in future

□□□

THE attempt by sacked Grand Bazaars workers to enforce a boycott of a Soweto store owned by Mr Richard Maponya got off to an auspicious start last week.

About 30 of the workers picketed the store's openings, but failed to prevent thousands of shoppers from buying at it

The key factor was that the store offered special offers to shoppers — either because this is

standard practice when a new store opens or, as the workers allege, to dent the boycott.

Although the boycotters lost the first round, the store will not offer these specials for ever and it will be a while before the strength of the boycott can be judged

Ceawusa, the union to which the dismissed workers belong, has been careful not to allow the boycott to become a test of strength for it. It has left the boycott's organisation mainly to the sacked workers and has stressed that whether the boycott will continue is up to the Grandbaz workers alone.

□□□

PARALLEL unionism — once a standard method used by white-led unions to organise black workers — has fallen on hard times.

Most non-black unions have abandoned this strategy and one of the last surviving parallel setups — among the electrical unions — has collapsed.

Parallel unionism was devised by, Tucca. A non-black union would organise a separate black union and install its general secretary at its helm

Until the 1980s, this was seen by emerging unions as a key strategy to weaken them. They argued that the non-black union controlled the black union through this device.

Although most established unions now recruit all races into one union by means of the closed shop, the electrical unions have retained this type of unionism.

Three unions, one each for blacks, coloureds and whites, were linked by a federation and Mr Ben Nicholson, general secretary of the white union, fulfilled this function in the other two as well.

Mr Nicholson denied this was a form of control and insisted it was a unique form of federation which prevented any race from dominating another. The black and coloured unions have decided to amalgamate into a non-racial union which will operate independently.

They say they have been branded parallel unions to their cost, that they asked the white union to join them, but that it refused.

enough to grace the top of any  
mas free, the Standard 2  
of the Johannesburg Girls'  
-tory School add their voices to  
-oll's concert and carol service  
were taking part in the "Night  
- Christmas", their offering for  
- Christmas season

In more down to earth mood  
- and 1 classes play out the Eu-  
- dream of "A White Christ-

mas". The concert presented by the  
school added a touch of novelty to the  
traditional nativity play and the carol  
service presented last night by the ju-  
nior and senior classes

The service has become an annual  
event at the school, where festive to-  
getherness takes preference to star  
performances and solo roles.

● Pictures by Manuel Pinheiro



## Papermill workers on strike

Labour Reporter  
Two hundred and fifty  
workers at Carlton  
Paper's Wadeville mill  
went on strike for the  
second day today follow-  
ing the dismissal of a col-  
league

The strike started  
when about half of the  
plant's workforce downed  
tools after the dismissal

The company recently  
signed a recognition  
agreement with the  
Paper, Wood and Allied  
Workers' Union, and has  
called on the workers to  
return so an inquiry can  
be launched into the dis-  
missal recommendation  
set out in the agreement

In a statement, Car-  
lton claims the workers  
went on strike before in-  
stituting the grievance  
procedure

Meetings between  
management and union  
representatives have al-  
ready been held in an at-  
tempt to resolve the dis-  
pute

## Government man

houses for Cross-  
people The first,  
uguletu, has been

second was to be  
the KTC camp is,  
third phase was  
where Old Cross-  
now

all of a sudden  
promises are for-  
We read in the  
ers we are to be

moved to Khayelitsha  
"Dr Koornhof gave us  
no notice and did not dis-  
cuss these new plans with  
us"

Other objections to  
moving to Khayelitsha  
were that it was situated  
too, near the rifle range,  
which might be danger-  
ous, and that it was  
"very, very far" for most  
people to travel to work

## Maize wasn't limit — doctor

Pretoria Bureau  
Department of  
today denied that  
meal tested in  
burg contained  
legally allowed  
of the poisonous  
aflatoxin

Dr van Rooyen,  
Director-General  
Health, said in Pre-  
that 10 parts of  
in in a billion  
maize — the  
found in the  
meal in Maritz-  
was the legal  
South Africa  
limit for only one

type of aflatoxin, the B1  
type, was five parts in a  
billion "I know the maize  
meal tested in Pieter-  
maritzburg did not con-  
tain aflatoxin B1," he  
said.

Dr van Rooyen con-  
firmed, however, that the  
department ordered its  
Durban office to investi-  
gate the matter

He said although afla-  
toxin was known to be  
the cause of liver cancer,  
it was not possible to tell  
how much of the sub-  
stance would cause ill-  
ness in people

## Hot and humid for holidays

Very hot and humid  
weather will mark the  
beginning of the Trans-  
vaal school holidays

The Pretoria Weather  
Bureau said today the  
two days of good rains  
experienced in the Trans-  
vaal will result in a rise  
in temperatures and hu-  
midity

However, this would  
also mean that the possi-  
bility of isolated thunder  
showers today and to-  
morrow would increase,  
a spokesman said

In central Johannes-  
burg 34 mm of rain was  
recorded yesterday This  
brings the amount regis-  
tered this month to  
108 mm

In Bryanston 36 mm  
was recorded and in the  
Southern Suburbs 26 mm

Central Pretoria regis-  
tered 20,3 mm and, ac-  
cording to the Weather  
Bureau, good rains also  
fell over large areas of  
the Free State, with some  
places recording more  
than 100 mm

## Stars pre- at Kyalami

By John Bentley

The largest sports car  
field of the 1983 endur-  
ance racing season —  
apart from Le Mans —  
lines up at Kyalami  
today for the first un-  
timed practice session  
for Saturday's final round  
of the world champion-  
ship, the Castrol 1000

The Kyalami race will  
decide the seven-round  
battle for the drivers'  
section of the World En-  
durance Championship,  
with Rothmans Porsche  
drivers Jacky Ickx and  
Derek Bell in contention  
for the title

Ickx, the reigning  
champion, has 85 points,  
while Bell, his nearest  
rival, has 74, both scored  
in five races With the  
best five results of the  
season counting and 20  
points awarded for a win,  
either driver could take  
the title at Kyalami

Among the 28 overseas  
entries are the works  
Lancia-Ferraris, keen to  
topple the Germans after  
a season fraught with de-



# Fired workers back at work

Labour Correspondent

ABOUT 160 workers fired last week after a work stoppage at the Johannesburg firm, Fresh Meat Supply, have been reinstated by the company and returned to work yesterday morning, the general secretary of the Sweet, Food and Allied Workers' Union, Mrs Maggie Magubane, said yesterday.

It is understood the union was considering legal action against the company had it not reinstated the workers.

Attempts to obtain comment from the company were unsuccessful yesterday. The Rand Daily Mail was told the company official who is empowered to talk to the Press was unavailable.

The stoppage at the company occurred last week when, according to the union, workers in a particular department refused to work overtime.

The union says they were then told to go home and that, when they returned the next day, they found the gates locked. Other workers then refused to work in sympathy.

Mrs Magubane said yesterday that, at a meeting on Monday, the company had said it was willing to reinstate the fired workers.

However, it added that it had already employed about 80 contract workers to replace the strikers. It said it would be overstaffed if it reinstated the fired workers.

"We suggested that all the workers be reinstated and that we then meet next year to discuss how to deal with the problem," Mrs Magubane said.

The company agreed to this.

# Union fights 'unfair' dismissals

By JOSHUA RABOROKO

THE entire black labour force at Screenex Wire Weaving Manufacturers in Alberton stopped work in protest against a management's treatment of migrant labourers during last December, a witness told the Johannesburg Industrial Court yesterday.

Mr Maxwell Mdakane, a shop steward of the Metal and Allied Workers' Union, was testifying in an application by the union that the retrenchment constituted an unfair labour practice.

In papers before the court, Mawu contends that on December 9 last year Screenex refused to renew the contracts of 14 migrant workers and signed off their reference books thereby purporting to retrench them with immediate effect.

The company's refusal to negotiate the issue with the union members and shop stewards was followed by the work stoppage by the entire labour force which was later dismissed, thus constituting an unfair labour practice.

Mr Mdakane told the court that on several occasions between Sep-

tember 1982 and January 1983, Mawu had requested to meet the management on a variety of issues but such meetings did not take place.

It had been a practice of the company to renew migrant labourers' contracts. The company had agreed that they would not retrench workers without notice.

On December 9 last year, Screenex informed some workers that it would not renew their contracts and shop stewards then went to talk to a Mr Fraser on the issue. He refused to talk to them and this was followed by a work stoppage. The following day the workers were warned if they did not return to work they would be discharged. The action was subsequently taken.

Mr P J Pretorius, for the union, contended that the retrenchments were unnecessary and unfair because they had taken place contrary to a prior undertaking by management not to do so, and that they took place in an unfair manner in which no procedure was followed.

Proceeding

# Man dismissed, workers down tools in protest

By STEVEN FRIEDMAN  
Labour Correspondent

WORKERS at Carlton Paper's Wadeville mill have downed tools in protest at the dismissal of a worker

Talks between the company and the Paper, Wood and Allied Workers' Union have taken place since the strike, however, and by late yesterday afternoon the company was confident of a speedy return to work

The strike is likely to attract considerable interest because the recently-signed recognition agreement between the company and the PWAU contains a strike clause unique in the Transvaal. It says that, in the event of a strike, the company will either fire all or none of the strikers

However, Carlton alleges that this stipulation does not apply in the present dispute because workers struck before following the grievance procedure laid down in its recognition agreement

"If workers strike without following the correct procedures for longer than 72 hours, the whole agreement falls away. But we obviously don't want this to happen and we are

working hard to achieve a settlement," said a company spokesman, Mr Keith Patridge, yesterday. The union was meeting yesterday afternoon to discuss a return to work, he said

A company statement said Carlton had called on workers to return so an inquiry into the "dismissal recommendation" which sparked the strike can "proceed as embodied in the agreement"

It said Carlton was willing to consider the dismissal in terms of the procedures laid down in its agreement with the union "when the procedures laid down in the agreement between the union and the company are adhered to - starting with a return to work"

The union could not be contacted for comment

About 120 workers at Union Liquid Air in Germiston struck yesterday, according to a spokesman for the Chemical Workers' Industrial Union

He said workers had been negotiating with the company since June, but that finality had still not been reached and that they had struck in protest at this. A company spokesman refused to comment.

# Textile workers in ongoing court saga

Labour Correspondent

A KEY Natal Supreme Court case between the Frame textile group and the National Union of Textile Workers (NUTW) was postponed yesterday — but the two sides are due to contest yet another key case today

The recognition dispute between Frame and the union has been marked by repeated legal actions which have led observers to describe the dispute as a "legal war of attrition"

Today's case will be the third prompted by the dispute to be heard by the ordinary courts and the dispute has also prompted two Industrial Court actions

Today's case involves Frame's alleged refusal to stop deducting union dues from the pay of 250 workers at its Pinetex mill who have resigned from the Textile Workers Industrial Union (TWIU) to join the NUTW

In the case due to be argued yesterday, Frame wanted the court to set aside a decision by the Minister of Manpower referring its recognition dispute with NUTW to the Industrial

Court

8/12/83  
Mr Acting Justice Galgut ruled, however, that the case was not urgent and declined to hear argument on it. He postponed the case until January 27

The dispute centres chiefly on NUTW's demand for recognition at Frame's Frametex mill in New Germany, where it claims Frame has favoured the TWIU, even though it represents a minority of workers

Frame argues that the TWIU represents a worker majority in its New Germany complex — which contains several mills — and is therefore entitled to facilities ahead of NUTW

Today's case has been brought by the union, which alleges Frame has contravened the Basic Conditions of Employment Act by refusing to cease deducting dues from workers who have resigned from a union without that union's consent

It says the workers asked Frame to stop deducting money from their pay on behalf of the TWIU but that Frame said it would do this only if the union agreed

RDM

# Papermill strikers go back at Wadeville

Labour Reporter  
(140R) ~~140R~~  
The 250 striking workers at Carlton Paper's Wadeville papermill returned to work today after it was decided that the dispute be settled through mediation.

The workers downed tools on Tuesday morning after a colleague was dismissed by a production superintendent.

A spokesman for the company said that the workers — all members of the Paper Wood and Allied Workers' Union (PWAU) — did not follow the grievance procedures recently agreed on

by both parties

"The strike was therefore illegal and it was decided that, on the basis of an error having apparently been committed by both sides, the best way to resolve the dispute would be through mediation," he said

The recognition agreement which PWAU recently concluded with the company contains a clause which provides for the dismissal of all or none of the striking workers and, in the event of mass dismissal, the company has agreed not to selectively re-employ workers.

# Court told of unfair dismissals

By JOSHUA RABOROKO

A NEW unregistered work force recruited from Bushbuckridge was employed to replace the striking migrant labourers at Screenex Wire Weaving manufacturers on the East Rand, it was claimed in the Johannesburg Industrial Court yesterday.

The Transvaal organiser of the Metal and Allied Workers' Union (MAWU), Dr Bernard Fanaroff, told the court he raised this matter with East Rand Administration Board officials, who told him there was a shortage of manpower in urban areas and that this had contributed to the recruitment of migrants.

The Industrial Court hearing followed an application by the union that Screenex had refused to renew contracts of its workers and had retrenched them on December 2 last year.

The retrenchment of the workers was followed by labour unrest which culminated in the dismissal of the strikers by management. In papers before the court the union maintains that the company has constituted an unfair labour practice by retrenching the workers and dismissing others.

Dr Fanaroff said he had earlier made several attempts to contact the company with a view to talking to them about the situation at the plant. These attempts were to no avail.

He discovered that after the workers were dismissed management had recruited migrants from Bushbuckridge. He demanded an explanation and later wrote a letter demanding to meet management.



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ngers — Abide With Me	6,99
rker	2,99
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9/12/82 (163) (131) (197) (140A) KDM  
**Deductions are 'illegal'**

**Mail Correspondent**

**DURBAN** — The massive Frame Cotton Corporation was accused of making illegal deductions from workers' pay for subscriptions to the Textile Workers Industrial Union of South Africa (TWIU), a Durban civil court magistrate heard yesterday.

This allegation was made by Mr J N Sithole and 18 other workers at Frame's Pinetex mills when they applied to the court for an order declaring the deductions unlawful and interdicting the company from continuing the deductions.

Mr Sithole said in papers filed before Mr G J Botha that he had been employed by the company since January 1966. He and the other workers became members of the TWIU in September 1982.

They resigned from the union a year later and withdrew their stop order authorisation to the company and the union. They have since joined the National Union of Textile Workers.

In their submission the workers said the continued deduction of money from their pay for subscription to a union to which they no longer belonged constituted a criminal offence and told the court that they planned to lay criminal charges against the company.

Mr Selwyn Lurie, joint managing director of the Frame group, said in a replying affidavit that the company recognised the TWIU as the "collective bargaining representative" for the company's workforce at the Pinetex mills.

He denied that Mr Sithole

and the 18 others had resigned from the TWIU.

In terms of the union's constitution members must give one month's written notice to the union's regional director if they wanted to resign. No resignation may be accepted until all money owed by members to the union were paid.

As far as the company was concerned the workers were registered members of the TWIU and in terms of an agreement between the company and the TWIU, the company accepted the mandates of the workers to make deductions from their pay in favour of the TWIU.

Frame maintains that the mandate had not been revoked and until such time that it was, the company was compelled to abide by it.

Judgment was reserved.

140A  
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186  
**Firm sacks entire workforce of 120**

By PHILLIP VAN NIEKERK

A GERMISTON factory Caramel Sweetmaking, has fired its entire workforce of 120 — four days after they asked the company to recognise their union

Mr David Makhene, an organiser of the Fosatu-affiliated Sweet Food and Allied Workers' Union, alleged yesterday that the workers had been fired because they had refused to resign from the union

A spokesman for the company said the workers had been unhappy about their conditions of employment, while the company had been unhappy with the way they were working

"So we decided to give the whole lot a week's notice last Friday," he said

The workers were all paid out yesterday, a few days before the plant was due to shut for the Christmas period — and the company say they will be recruiting a new workforce in the new year

Mr Makhene said the workers had started joining the SFAWU last month. They had approached management to recognise the union last week but were told they should

resign from the union or be fired

"The workers refused and were all given a week's notice last Friday but were paid out a day early yesterday"

Mr Makhene said the company was "totally anti union" and the union was considering possible legal action if other workers were hired to take their place

The company spokesman said leaders of the workers had approached management saying they were dissatisfied with their working conditions and salaries

They had mentioned the union 10 days ago but the company was not prepared to discuss union recognition with the workers at that stage

"They stopped work for two hours. We gave them a week's notice last Friday, but today (Thursday) the entire workforce stopped working and we politely asked them to leave

"We paid them out till the end of the week — which means they got two full days pay without working

"We would have been closing within a few days for our annual leave, and the company will be hiring a new workforce in the new year," he said



# MAWU hearing continues

~~207~~  
~~305~~  
140A

*Some Jan 9/12/77*

By JOSHUA  
KABOROKO  
MIGRANT workers re-  
cruited by Screenex  
Wire Weaving Manufac-  
turers in Alberton were  
registered in terms of  
(influx registrations) at  
the East Rand Adminis-  
tration Board offices, a  
court heard yesterday.  
This submission was

made by the company's  
counsel, Mr Johan  
Gaushe, when cross-  
examining a Metal, and  
Allied Workers' Union  
(MAWU) organiser, Dr  
Bernard Fanaroff, in the  
Johannesburg Industrial  
Court

because in terms of the  
law a migrant should be  
registered

He said it was "dero-  
gatory" to suggest that  
the company did not  
register its employees

Earlier Dr Fanaroff  
had said that after the  
retrenchment of mi-  
grants which was fol-  
lowed by a work stop-  
page, Screenex had em-  
ployed a new workforce  
which was recruited  
from Bushbuckridge  
and was not registered

(140A) □□□ ROM 12/12/83

NON-black workers in some factories continue to show interest in joining emerging unions — but an interesting obstacle has emerged.

At two Reef metal plants, established union members — in one case, whites — recently joined the Metal and Allied Workers Union. When they moved to resign from the established unions, however, they discovered they would lose benefits like provident fund and medical aid.

MAWU does not offer these and the workers returned to their old unions.

The issue highlights a key difference between the two groups: established unions, which have tended to represent higher-paid workers, have built up substantial benefit funds — their critics claim that dispensing benefits, not representing workers, is their main function.

But MAWU says its members have repeatedly rejected attempts to set up benefit funds. As lower-paid workers, they are battling to make ends meet and do not want any further deductions from their pay.

Although MAWU hopes to solve the problem partially by joining some funds run by the metal industrial council, this may well become a major block to the recruitment of higher-paid non-black workers by emerging unions.

40% / ignore

occasions be uncertain, but on the whole she will balance out. Firms can use past records (eg: Balance Sheets) to help them predict the uncertain future. Thus, firms should utilize these methods and this will prevent the government having to interfere.

140A 13/12/83

# Union blocked from Natal council

By STEVEN FRIEDMAN  
Labour Correspondent

THE National Union of Textile Workers, affiliated to the Federation of SA Trade Unions (Fosatu), has applied to join an official industrial council in the Natal clothing industry — but says its application has been blocked by a union affiliated to the Trade Union Council of South Africa (Tucsa)

The union has appealed to the Minister of Manpower against the blocking move and may take the matter to the industrial court

Earlier this year, NUTW joined the industrial council in the Transvaal knitting industry — after its application to join that council had also

been blocked by Tucsa unions

NUTW threatened industrial court action to win a place on the council and, in a settlement of the dispute, it was eventually awarded two seats on it

The application to join the Natal clothing council is seen as significant as it heralds an attempt by Fosatu to establish a presence in the clothing industry proper, which has long been a stronghold of Tucsa unions

Various Tucsa unions have, through industrial council membership, negotiated closed shop clauses with employers which force workers to belong to them

The move is also a continu-

ation of a trend whereby some Fosatu unions, who initially opposed joining councils, have been prepared to join them under certain conditions

An NUTW spokesman said yesterday that the union had recruited most workers in a Pinetown clothing plant near the complex of mills owned by the Frame textile group

On the strength of this, NUTW applied to join the council, he said

The spokesman added that NUTW had "substantial" membership in clothing plants in the Hammarsdale area of Natal, but added that Hammarsdale was not covered by the industrial council agreement

Labour law allows unions already on a council to block the applications of new unions who wish to join councils

NUTW's spokesman said the Garment Workers Industrial Union (Natal) had vetoed its application to join the council and the union was now forced to appeal against this decision

Its application to join the Transvaal knitting council was blocked by Tucsa's Garment Workers Union and National Union of Clothing Workers

The general secretary of the Natal garment union, Mr F Hansa, was not available for comment yesterday

# 'One-day notice' — Fosatu angry

## Labour Reporter

THE Federation of South African Trade Unions (Fosatu) is angry about a metal industry proposal to introduce a new contract enabling employers to dismiss migrant workers with a day's notice.

The Steel and Engineering Industries Federation (Seifsa) has recommended the contracts.

The Metal and Allied Workers' Union (Mawu), a Fosatu affiliate, has already criticised the new measure, as have the Council of Unions of South Africa and the Black Sash.

The latest issue of Fosatu Worker News reports that some workers have already been given contracts "with a new stamp on them", specifying that after an initial period of one month the workers would be employed on a daily basis.

### Defended

A Seifsa spokesman defended the move, saying the recommendation was to ensure that "all employees are on an identical basis as far as the termination of a contract is concerned".

The spokesman said that before the move only workers with permanent urban rights were employed on a daily basis, while migrant workers were on a fixed-term contract.

However, in its newsletter Fosatu says Seifsa has forgotten that migrant workers "do not enjoy the same 'privileges' as urban workers

"Losing a job for a migrant worker means being shipped to the 'homelands', where poverty and drought reign supreme"

### Resistance

Mawu, Cusa and the Black Sash have criticised Seifsa for introducing the measure without consulting the workers.

The newsletter also reports that "Mawu and other independent unions are gearing themselves up to resist the introduction of the new contract"

The Seifsa spokesman said Seifsa had not monitored the extent to which the recommendation had been taken up by various employers.

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ARGUS 13/12/83  
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Labour Reporter

THE white referendum on the constitution had proved that the Government and business "march side by side", according to the Federation of South African Trade Unions (Fosatu)

Fosatu, the largest independent trade union federation in South Africa, with more than 100 000 members, was commenting in its newsletter on the role of businessmen in the referendum

"GOVT'S TUNE"

"A few lone business voices said No, but the rest marched to the Government's tune. Or is it not a case of the Government marching to the tune of business?" said Fosatu

"When Fosatu shop stewards went to management to find out whether their company supported the proposals they were usually told management did not comment on political matters. But these companies are members of the Federated Chamber of Industries, which supported a Yes vote," added Fosatu

Businessmen supported the new constitution because it kept power with the present Government, thus offering "security for profit-making". It deepened racial divisions among workers because it ensured the continuation of foreign investment and trade

However, businessmen were "blind to some political truths", according to Fosatu

"Since they have now openly tied themselves to this racist regime, they will have to stand or fall with it in the future"

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# Work stoppage by 700 at Ford set to continue

140A

By CLAIRES PICKARD-CAMBRIDGE

NEARLY 700 workers — about 200 more than yesterday — stayed away from work at Ford's Struandale plant today. They plan to return tomorrow only to collect their pay before the annual shutdown

The workers downed tools when management informed them that an employee in the main-line section had been suspended

for five days because "his work was behind schedule"

A shop steward at the plant, who did not wish to be named, said only a few workers returned today,

The number who had left the paint shop, body shop, trim, chassis and main line sections had swelled from about 500 yesterday to nearly 700 today, he said

Official dispute procedures had not been invoked because workers had been waiting on management for

a decision about the National Automobile and Allied Workers' Union (Naawu) worker who had been fired. Management yesterday decided to suspend him instead

He said workers involved in the stoppage would meet tomorrow to collect their pay packets at 10am because that was when the suspended man had been told to turn up for his pay

"But workers do not in-

tend to do any work tomorrow," he said

"They will be meeting again at the Holy Spirit Church Hall in Kwazakele on January 7 to discuss the situation before the plant re-opens on January 9"

He said he hoped that the 10-man workers' committee would be able to meet with management to discuss the situation when the plant re-opened

He reiterated that yesterday's work stoppage and

worker stay-away had not been initiated by Naawu or the Motor and Allied Component Workers' Union of South Africa (Macwusa), but had resulted from a general dissatisfaction on the part of all workers

It had been a grass-roots decision by sympathetic workers

The director of industrial relations at Ford, Mr Fred Ferreira, could not be reached for comment

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# 300 workers win city rights

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**Labour Correspondent**  
ABOUT 300 workers at a Mooi River plant, Mooi River Textiles, have won permanent city rights in terms of the Rikhotso judgment after a campaign by their union, the National Union of Textile Workers

The union is affiliated to the Federation of SA Trade Unions, whose newspaper, Fosatu Worker News, claims this is "the largest single group of workers to be given (city) rights" since emerging unions, together with the Black Sash, began urging workers to apply for these rights

Fosatu Worker News notes that, although these workers

can now stay permanently in the Natal town, a recent change to the law means that they cannot live with their families

It says that the key benefit they will enjoy is that they cannot be sent back to the "homelands" if they lose their jobs

In cities such as Maritzburg and Durban, the "homeland" area to which workers must return in terms of influx control laws is often a black township only a few kilometres outside the city

However, according to Fosatu Worker News, it is becoming "increasingly difficult" for workers sent to these townships when they lose their jobs to return to the

cities such as Maritzburg to work

It says that, in one case, this affected the job prospects of a worker in a plant where Fosatu's Sweet, Food and Allied Workers Union had negotiated an agreement with the company, which allowed retrenched workers to have first claim on jobs when these became available

The company had offered the worker his job back, but an administration board official attempted to prevent the worker taking the job because the wages were too high for a "rural" person, it said

The board had only allowed the worker to take up

the job after the union threatened legal action on the grounds that officials were "interfering in a legal agreement" between the company and union, it said

It says the union believes there is "little point having a clause in a retrenchment procedure which guaranteed first option on employment if your non-urban status prohibits you from returning to the same job"

It is therefore now including a clause in the retrenchment procedures it negotiates with employers which says the company must inform its local administration board that it intends taking the workers back

# Think before firing warning to firms

SUMMARY dismissal of workers could land more employers in court

Labour practices were changing so markedly that companies had to think twice, advised Stellenbosch University's Professor S M Swart, before firing staff without hearing all sides of the dispute

Discussing what he referred to as a landmark ruling on unfair labour practices, Metal and Allied Workers' Union vs Stobar Engineering, he said "Unfair dismissals are becoming increasingly significant in South African labour law. Employers will have to be far more cautious in their approach towards dismissing employees, especially when they are represented by a union which has the resources and experience to challenge employers' actions in court," he told a West German seminar

Among the influences of industrial courts was the curbing of an employer's ability to victimise staff in labour disputes

Prof Swart, head of industrial relations at the Graduate School of Business, told the Kronberg meeting the number of cases dealt with by industrial court hearings had increased rapidly. By the end of 1980 there had been 15 disputes of which only one dealt with unfair labour practice. Last year 41 cases, of which 15 dealt with unfair labour practices, were heard.

"Moreover, the court is starting to exert a significant influence beyond the cases it hears. The threat of an unfair labour practice case often induces out-of-court settlements"

14/12/83  
Prof Swart said that among new benchmarks set by the hearings were

- Employers must have reasonable grounds for dismissals and have conducted thorough investigations into the alleged misconduct,
- Workers faced with dismissal should be given a chance to give their side of the story,
- Employers may not refuse to negotiate with representatives of registered trade unions,
- Employers may not prevent employees becoming members of trade unions,
- Employers may not reduce pay nor unfavourably alter conditions of employment on the basis of trade union affiliation

Curbing of abusive manpower practices would have to be, he added, matched by more moderate attitudes among workers whose disruptive behaviour would also be weighed in the rulings of industrial court hearings

"Companies will have to prove that equitable disciplinary and dispute-settling procedures exist and are utilised. Employers who face litigation over alleged unfair dismissals will not only have to contend with high legal costs but also with the possibility of having to pay large amounts of money in back-pay."

Prof Swart said Section 46 (9) of the Labour Relations Act had become "a key clause with respect to the potential which it provides for bringing an alleged unfair labour practice to court and it will probably be used with increasing frequency". — Sapa



# New contracts for migrant workers upset unions

140A

Star 3/12/83

Own Correspondent

CAPE TOWN — The Federation of South African Trade Unions (Fosatu) is angry about a move by the metal industry's employer association to introduce a new contract for migrant workers

The Steel and Engineering Industries Federation (Seifsa) has recommended to employers that they enter into new contracts with migrant workers which will provide for one day's notice of dismissal

The Metal and Allied Workers' Union (Mawu), a Fosatu affiliate, has already criticised the new measure, as have the Council of Unions of South Africa and the Black Sash

The latest issue of Fosatu Worker News reports that some workers are already being given contracts specifying that, after an initial period of one month, workers will be employed on a daily basis

A Seifsa spokesman defended the move, saying that the recommendation was to ensure that "all employees are on an

identical basis as far as the termination of a contract is concerned".

The spokesman said that, prior to the move, only workers with permanent urban rights were employed on a daily basis, while migrant workers were on a fixed term contract

But, in its newsletter, Fosatu said Seifsa had forgotten that migrant workers "do not enjoy the same privileges as urban workers

"Losing a job for a migrant worker means being shipped to the homelands where both poverty and drought reign supreme"

Mawu, Cusa and the Black Sash have criticised Seifsa for introducing the measure without consulting the workers

Fosatu Worker News also reports that "Mawu and other independent unions are gearing themselves up to resist the introduction of the new contract"

The Seifsa spokesman said the federation had not monitored the extent to which the recommendation had been taken up by various employers

## Business 'blind to political truths'

Own Correspondent

CAPE TOWN — The white referendum on the constitution had proved that the Nationalist Government and business "march side by side", according to the Federation of South African Trade Unions (Fosatu)

Fosatu, the largest national independent trade-union federation with more than 100 000 members, was commenting in its latest newsletter on the recent referendum

"A few lone business voices said 'no' but the rest marched to the government tune. Or is it not a case of the government marching to the tune of business?" said Fosatu.

"When Fosatu shop stewards went to management to find out whether their company supported the proposals they were usually told that management did not comment on political matters. But these companies are members of the Federated Chamber of Industries which supported a 'yes' vote."

Fosatu said that businessmen supported the constitution because it kept power with the present government, thus offering "security for profit-making", deepened racial divisions among workers, and ensured continuation of foreign investment and trade

However, businessmen were "blind to some political truths"

"Since they have now openly tied themselves to this racist regime, they will have to stand or fall with it in the future."

The nonracial union movement had shown that it was possible to fight and overcome racial division, said Fosatu.

(1404) (1412) ROM 14/12/83

# 'Meddling' upsets union with majority support

By STEVEN FRIEDMAN  
Labour Correspondent

CLAIMS by the Metal and Allied Workers' Union (Mawu) that Transvaal companies are trying to force it to bargain in their plants in the same forum as "minority" unions — usually representing skilled workers — are becoming an issue in the metal industries

Mawu sources say the union's resistance to this may become the key source of conflict between it and metal employers in the months ahead

It claims that the Steel and Engineering Industries Federation (Seifsa) is behind the employer attitude Seifsa denies this

In common with other unions affiliated to the Federation of SA Trade Unions (Fosatu), Mawu argues that, where a union has majority support in a factory, it should

have the sole right to bargain with the employer

It says four Transvaal plants where it represents most workers have insisted that, if the union wants to negotiate directly with them in their factories, it must do so with other unions with members in the plants

These are generally white-led unions with skilled worker members, although in some plants rival unions organising black workers also have members

The latest issue of Fosatu's newspaper, Fosatu Worker News, charges that employers have tried to get Mawu shop stewards to take part in company works councils which include all unions with members in their plant

It says this means that, in some plants, Mawu has more than 90% membership, but must bargain jointly with unions who represent "as

little as 2%" of workers  
Mawu sources say the union has vowed to fight the employer stance and predict this will prompt conflict in metal plants

They claim that Seifsa has urged employers to adopt this stance and accuse it of "meddling with companies which want to negotiate with representative unions"

A Seifsa spokesman yesterday denied that his organisation had urged employers to adopt this stance

"Our general attitude is to oppose bargaining in the factories because this undermines the industrial council system," he said

However, "where employers negotiate with unions in their factories on issues not covered by the industrial council agreement, we have not advised them on what form this should take — no guideline has been issued by Seifsa on this issue", he said

CAPE TIMES 14/12/83

# 700 walk out at PE plant

**Own Correspondent**  
**PORT ELIZABETH** — With the annual shut-down only a day away, between 700 and 800 workers at Ford's Struandale assembly plant yesterday downed tools and walked off after management had said it had changed its mind about a dismissed worker who had now, instead, been suspended for five days

And the whole issue revolves around a company request that workers should start an hour earlier — 6 30am, instead of 7 30am

According to Mr Dennis Neer, general secretary of the Motor Assemblers' and Component Workers' Union of South Africa (Macwusa), the problems at the company began on Thursday when management told workers on the Sierra's production line they

had to start work an hour earlier from Friday morning

The workers, members of Macwusa and the National Automobile and Allied Workers' Union (Naawu), defied the instruction and started work as usual at 7 30am on Friday as they felt they had not been given a good reason for the earlier starting time

"This was a strange request because it is seldom the whole plant is asked to start so early, and especially not at this time of the year," said Mr Neer

He said that on Friday a Naawu worker was dismissed because the company claimed his work was behind schedule. Workers of both unions then downed tools for two hours and demanded his reinstatement

On Monday, workers on the Sierra's trim and chassis lines refused to start work till management had assured them their colleague's case would be reviewed

"The workers believed their colleague had been victimized and gave the company a deadline to reply by 10am yesterday," said Mr Neer. "However, management told the shop stewards it had changed its mind about the fired worker who had now, instead, been suspended for five days, effective from Friday"

The workers felt this was unacceptable and left the assembly line. They felt this was purely a worker problem and between 700 and 800 decided to walk out

Yesterday the workers met at a church hall in Kwazakele. The matter was being dealt with at shop-steward level



This view of Sossusvley in SWA.

## UN asked to act on SA

From RICHARD WALKER

**NEW YORK** — Angola yesterday revived efforts to have the United Nations Security Council act against South African border incursions

The sudden move brought the United States Assistant Secretary of State, Mr Chester Crocker, to UN headquarters. Both he and the Angolan Ambassador, Mr Elisio de Figueiredo, separately saw the Secretary-General, Mr Javier Perez de Cuellar

UN sources predicted a Security Council meeting within days, though Angola's strategy was not immediately clear

It is well over two years since the US stood alone in vetoing a Security Council condemnation of South African operations in Angola, a move that splintered the Western contact group

The UN General Assembly sweepingly approved a resolution recently condemning

## Trial tapes: 2 acquitted

Staff Reporter

A WOODSTOCK shopkeeper and his son, who allegedly tried to destroy the taped record of a drug trial, were yesterday acquitted in the Regional Court on a charge of defeating the ends of justice

Mr Hoosain Jaffer, 44, and Mr Hassiem Jaffer, 21, both of Gympie Street, had pleaded not guilty to this charge and to a further charge of fraud, relating to an alleged attempt to evade hire purchase payments on a car

It was alleged that between May and July this year they gained illegal access to magnetic tapes on which the trial of Ebrahim Hoosain was recorded, and attempted to destroy them. Hoosain had noted an appeal against a 12-year sentence

Mr Frederick van Rensburg, a family friend, said he had spoken to Mr Hoosain Jaffer in May and offered to obtain the trial tapes in return for R10 000 from Mr Hoosain

Mr Van Rensburg, a self-confessed drug dealer and police informer, said he immediately informed the Narcotics Bureau of the situation

Major George Potgieter and Captain Leonard Knipe then planned to hand over the tapes to Mr Jaffer. Mr Van Rensburg was given 11 cassettes

Before he left for Mr Jaffer's shop, a tape recorder was attached to his person by Captain Knipe

As part of the deception, he was arrested with Mr Jaffer, his son and another man

Under cross-examination by Mr NJ Treurnicht, for both accused, Mr Van Rensburg admitted that he and Mr Jaffer had wanted to double-cross Hoosain. They had wanted to duplicate the trial tapes, replace them, and present the copies to Hoosain as the originals

Mr Jaffer said he had merely wanted to help Mr Van Rensburg recover R10 000 he had lent Mr Hoosain

## Kerzner to crack down in casinos

Own Correspondent

**JOHANNESBURG** — Casino king Mr Sol Kerzner has ordered a crackdown in his R100-million a year gambling empire to prevent frauds similar to the one which was allegedly perpetrated at Sun City "during the past few months"

Yesterday he confirmed that his Sun International company was fully aware of the nature of the fraud at Sun City which allegedly involved "several hundred thousand rands," and knew how it was operated

He has ordered security checks at the other casinos he controls

Eight women and four men appeared in the Mogwase Magistrate's Court yesterday charged with the theft of R129 000 from the Sun



# Frame told

# to reinstate

# 10 workers

Mercury 15/12/83  
140A

**Mariah Vengtas**

THE Frame Cotton Corporation was yesterday ordered by the Industrial Court to reinstate 10 workers who had been retrenched from the corporation's Frametex mill during September and October

But Mr Selwyn Lurie, the corporation's joint managing director, who is in charge of labour relations, told the Mercury last night they had decided to take the judgments of the Industrial Court to the Supreme Court

'We will apply for an order staying the execution of the judgments pending the outcome of the review proceedings. Our attorneys are presently preparing the necessary application papers,' he added

The Industrial Court order was granted following an application by the National Union of Textile

Workers of which the retrenched workers are members. Frame was also ordered to have the workers reinstated to their former jobs with effect from the time they had been retrenched, and to give them back pay

In its application to the Court, Mr Martin Brassey, acting for the union, told the Court that the retrenchments had been unfair because neither the union nor the workers had been consulted before they were dismissed

## Retrenchments

The principle of 'last-in-first-out', in which long service workers were the last to be retrenched, also had not been observed

The Court also heard that the retrenchment of some workers had been illegal because they were migrant workers who had been fired before their contracts had expired

Among those dismissed were employees with 19 years' service

Mr Douglas Shaw, QC, for the Frame Group, told the Court that the group's policy on retrenchments was founded on efficiency rather than the last-in-first-out principle and where workers had similar competence, the one with less service was retrenched

Commenting on the Court ruling, Mr John Copely, the union's general secretary, said last night that it was one of the most important judgments from an Industrial Court in recent times

'The company's defence, in our opinion, amounted to little more than a statement that the company should be free to pick and choose workers for retrenchment as it felt desirable and that no union or court should interfere in such selection'

# Sarmcol, union settle out of court

ALOA Mercury Reporter

Mercury 15/12/83

A HOWICH rubber manufacturing company, BTR Sarmcol, and the Metal and Allied Workers' Union yesterday reached an out-of-court settlement of an application to the Industrial Court for an order compelling the union to resume negotiations over severance pay with the company

The company had sought the application following a dispute over severance

pay for retrenched workers  
In a joint statement yesterday, BTR Sarmcol and the union said both parties had agreed to meet again in the New Year to complete negotiations for an agreement detailing the 'procedural aspects of union recognition'

Agreement had been reached on establishing a mutually acceptable severance pay policy and setting up wage negotiations in April for review of wages to be effective the first pay week in June, 1984

CPN

# Union court tussle settled

By STEVEN FRIEDMAN  
Labour Correspondent

SOUTH AFRICA'S first-ever industrial court action brought by an employer against a trade union for an alleged "unfair labour practice" has been settled out of court, the Howick metal firm BTR Sarmcol said yesterday.

The settlement also appears to have ended a dispute declared by the Metal and Allied Workers Union (MAWU) — which Sarmcol sought to take to court — against the company.

Sarmcol said in a statement the settlement meant the two sides had agreed to negotiate on union recognition, severance pay, and wages in the new year.

The dispute between the two sides began after negotiations in which they deadlocked over MAWU demands that severance pay for retrenched workers be written into the recognition agreement between it and Sarmcol.

MAWU declared a dispute with the company — a first step towards taking it to the industrial court — arguing that it was an unfair labour practice for the company to refuse to negotiate severance pay with it.

Sarmcol, which said it was not against severance pay but wanted to negotiate this separately, later hit back by declaring its own dispute with MAWU.

The company alleged the union was guilty of an unfair labour practice because it "refused to bargain in good faith".

Yesterday the company's statement said the two sides agreed in an out-of-court settlement to meet again in the new year for negotiations.

The talks would be aimed

- at
- Completing negotiations for an agreement detailing the procedural aspects of MAWU's recognition,
- Establishing a mutually acceptable severance pay policy;
- Setting up wage negotiations in April, 1984, for a review of wages

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# 'Closed shop' waived for 700 SATU men

## Labour Correspondent

ABOUT 700 workers at two Transvaal factories have won an exemption from the printing industry's "closed shop" agreement — which means they no longer have to belong to Tuca's SA Typographical Union (SATU)

This was announced yesterday in a statement by the Paper, Wood and Allied Workers' Union (PWAU) — an affiliate of the Federation of SA Trade Unions — which the workers have joined in preference to SATU

The PWAU sees the exemptions — granted after the two companies intervened in support of the application for workers to be freed from the "closed shop" — as a major breakthrough in its battle to end the agreement which

forces black workers to belong to SATU.

The two companies are Kohler Corrugated in Brakpan and Printpak in Industria, which is part of Barlow Rand's Nampak subsidiary

The "closed shop" in the printing industry forces black workers to belong to SATU. However, in a number of factories, black workers have sought to resign from the union and to join the PWAU instead

They are not permitted to resign from SATU, however, unless the industry's industrial council grants an exemption from the "closed shop" clause

It is expected that further applications for exemption from SATU's closed shop will be made in the near future

Paper

firm's

yes to

union

Labour Correspondent

MONDI Paper Company, a subsidiary of the giant Anglo American group, has recognised Fosatu's Paper, Wood and Allied Workers' Union after a two-year battle for recognition which became heated on several occasions

A joint statement yesterday by the two sides announced that Mondri had recognised the union at its Felixton mill in KwaZulu.

The statement said the union also claimed majority membership at three other Mondri mills — Merebank, Umgeni and Piet Retief — and that talks on union recognition at these mills were taking place

However, it is understood a key union demand — that it have the right to negotiate wages directly with Mondri at the mills — has not been granted in the agreement

Mondri wants wages to be negotiated at an industrial council, but the PWAU has thus far refused to join the council

It is understood that, despite its willingness to sign the agreement, the PWAU has not abandoned its desire to negotiate directly with the company.

The dispute between Mondri and the PWAU has been seen as a key test for the union in the paper industry

Although two paper companies, Premier Paper and Carlton Paper, have been prepared to negotiate with the PWAU outside the official industrial council system, Mondri and another key paper company, Sappi, have insisted that wage negotiations take place at an industrial council.

It is understood that the signing of the agreement follows a marked easing of relations between the company and the union.

Yesterday's joint statement said the recognition agreement at Felixton followed "negotiations lasting two years".



Gave jobs  
in return <sup>ARGUS</sup>  
for sex 16/12/83

~~355A~~ 140A  
Labour Reporter

WORKERS at an industrial products factory in Benoni "trapped" a training officer, who "was getting women jobs in return for sex", according to the latest issue of the Federation of SA Trade Unions (Fosatu) newsletter

The workers, all members of the Chemical Workers Industrial Union, a Fosatu affiliate, had suspected that the training officer had been sexually harassing women workers. They had found his door locked on several occasions after he had hired women, according to the newsletter.

Since the incident, which happened earlier this year, the Chemical Workers' Industrial Union has called on all other Fosatu affiliates to put an end to sexual harassment in the workplace.

"A job offered in return for sexual favours has long been a hazard faced by women workers," Fosatu comments in its newsletter.

According to the newsletter, when workers at the Benoni plant found the training officer's door locked soon after he had taken on a woman worker, they had got in touch with one of the managers.

"The manager fetched a spare key and caught the training officer 'taking his payment'.

"He was fired on the spot and the worker involved kept her job, so all the workers were happy," the newsletter said.

The company's group personnel officer, Mr Ron Smith, confirmed that a training officer had been dismissed on September 6 for "disciplinary offences".

# Striking workers take leave

*Cape Times 16/12/83*

**Own Correspondent**  
**PORT ELIZABETH** — Striking workers at Ford's Strandale assembly plant collected their outstanding pay after 10am yesterday and took their annual holiday, which ends on January 8 next year.

The workers, belonging to the National Automobile and Allied Workers' Union (Naawu) and Motor Assemblers' and Component Workers' Union of South Africa (Macwusa) and said to number between 700 and 800, have been off work since Tuesday morning in sympathy with a suspended worker

## 'No incidents'

According to Mr Dennis Neer, Macwusa's general secretary, no incidents were reported. However, it could not be established if the workers had received their full outstanding pay, holiday pay and bonuses.

Ford's industrial relations director, Mr Fred Ferreira, and other senior management personnel were not available for comment yesterday afternoon.

Mr Neer said the workers would meet at an open meeting on January 7, two days before the factory resumed production for the new year.

The two unions were not involved in the work stoppage, as workers felt it was purely a

worker issue, he said. The issue arose on Thursday last week when management asked workers on the Sierra production lines to start work an hour earlier the next day, reportedly to catch up on the Sierra's backlog. The workers refused to do so.

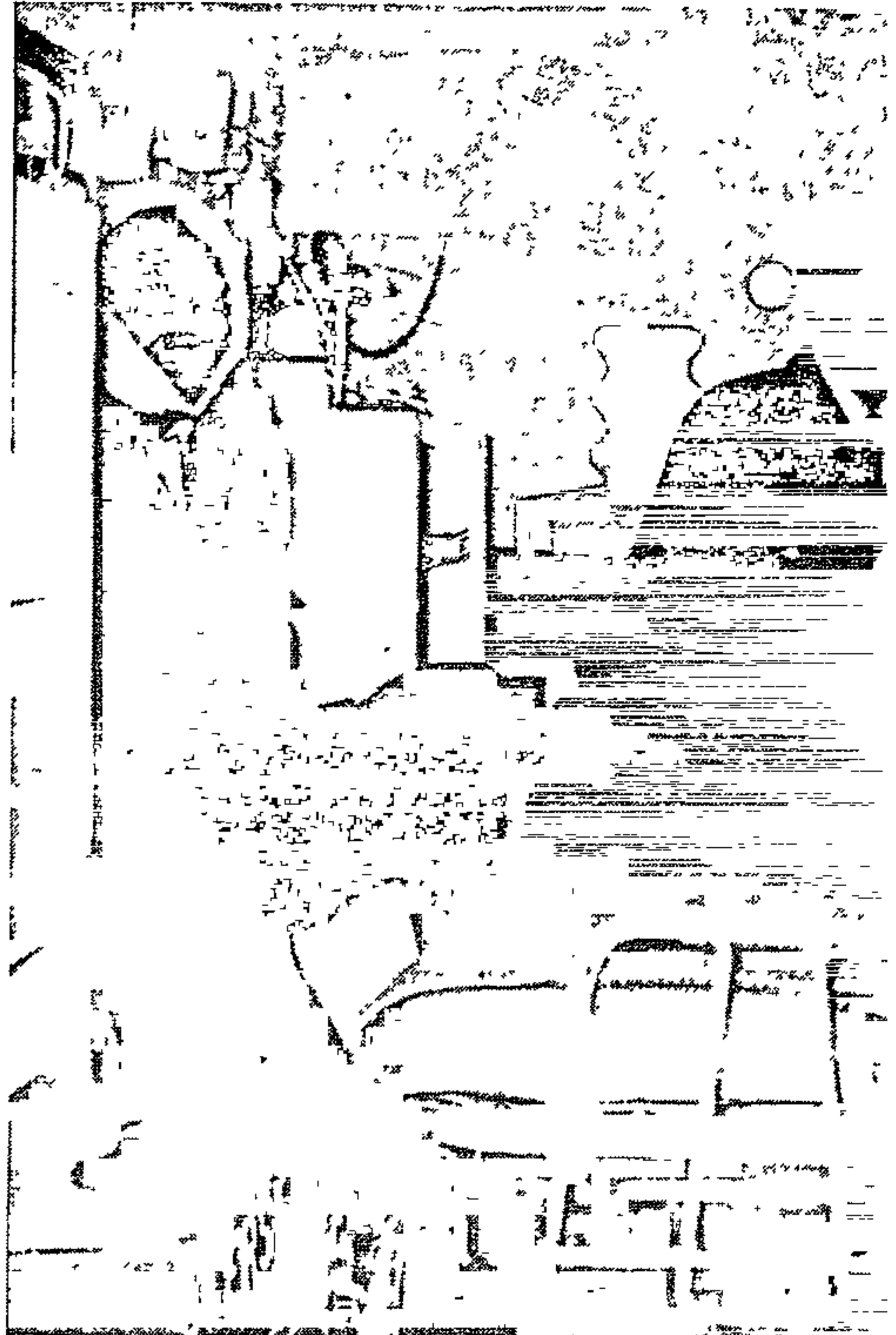
## 'Suspended'

Later, a Naawu member was dismissed. According to worker representatives, the company had claimed his work was behind schedule. Workers downed tools for two hours, demanded that management review their colleague's case and gave a deadline of 10am on Tuesday.

Management's reply was that the worker had only been suspended for five days, effective from Friday. Workers refused to accept this explanation and walked off their jobs.

After a meeting on Tuesday night, they decided they would return to work at 10am yesterday, but only to collect their wages, holiday pay and year-end bonuses. It was the same time the suspended worker had been told to collect his

Yesterday afternoon Mr Phaldie Kalam, Ford's public affairs manager, said that yesterday was also the start of the annual shut-down for the company's other plants and for administrative staff.



Seven people were injured in a bomb blast in the Johannesburg area. Some of the injured were Mr Piet Tlou, Mr George Lakgwathe, Mrs G...

# Fate of MNR in balance say sources

*Cape Times 16/12/83*

**Own Correspondent**  
**LISBON** — The future of the South African-backed rebel movement in Mozambique — Renamo — appears to be in the balance following preliminary moves to reach a security agreement between Pretoria and Maputo, Portuguese sources believe.

Renamo, the Portuguese acronym for the Mozambican National Resistance movement, has been responsible for constant and sometimes spectacular sabotage in Mozambique since 1977, and is widely held to be used by Pre-

toria for putting pressure on Maputo.

It has repeatedly sabotaged powerlines carrying electricity to South Africa from the Portuguese-run Cabora Bassa hydro-electric project, causing huge financial losses to Portugal and keeping prices artificially low.

## Low profile

Following the visit to Lisbon late last month by the South African Foreign Minister, Mr Pik Botha, the Portuguese have been active in working for a summit meeting between Mozambique's President, Mr Samora Machel, and the South African Prime Minister, Mr P W Botha, at which a "mutual security agreement" is likely to be discussed.

# Nar... esca... for... in S

**Staff** — A MAN... an epileptic... narrowly... drowning... evening... pulled out... unconscious... berg's... members... Bay Surf Club.

It is believed... Mr Charles... of Haybank... River, ma... fered a... the water... Accordi... Monty Wal... officer for... savers wer... the time of... but were... the beach... "We pull... the surf and... ing mouth...



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**DEAL**

**THEN COME TO**

# Paper workers <sup>Sowetan</sup> switch to <sup>140A</sup> new union <sup>21/12/83</sup>

ABOUT 700 workers at two factories have been exempted by their employers from belonging to the Tusca-affiliated South African Typographical Union (Satu) and to join a Fosatu-affiliate, The Paper, Wood and Allied Workers' Union (PWAU).

Kohler Corrugated in Brakpan and Print Pack in Industria have a closed-shop agreement that forced workers to belong to Satu

This move, which has been regarded as "a major breakthrough" by the union and members, was taken after the workers had made it clear that they wished to belong to PWAU

In a statement to The SOWETAN, the union says that there is presently a "flood of workers" who are trying to leave Satu to join PWAU

The main complaints of the workers, according to the union, are

- Satu does not represent them or fight for their interests,
- Satu's apartheid branches and Tusca's policies do not appeal to

By JOSHUA RABOROKO

the workers,

- Satu's so-called benefits are difficult to obtain and largely illusory, and

- workers want a union not a benefit society

The statement added that the workers complained that Satu did not appear to be representing its members by means of mandates and feedbacks, but was man-

agement orientated

The workers also feel that they cannot accept and respect a union which forces them to belong to it when there is a freedom of association clause in the Labour Relations Act

Interviewed workers said that they were now going to feel secure because they will be represented by a union of their own choice and not the one previously imposed on them by management

Dec 1983

~~140A~~ ~~12MM~~  
**Three recognition agreements signed**

Labour Correspondent

THE Natal branch of the Metal and Allied Workers' Union (Mawu) has signed three full recognition agreements with companies in the Maritzburg/Durban area, a union statement announced yesterday

According to Mawu, this means its Natal branch has now signed 25 recognition

agreements with employers

The union named two of the three companies which had recognised it as Van Leer - a Dutch-owned metal container firm - and Pillar Naco, a subsidiary of the Plate Glass group. It did not name the third company.

The statement said all three agreements gave the union "full plant-based bar-

gaining rights" and also provided for grievance and discipline procedures and the right of shop stewards to operate in the plants.

Mawu described the three agreements as "useful and constructive".

The union's Natal branch has grown rapidly this year and claims its membership has doubled in a matter of months.

## RETRENCHMENT CASE

~~105~~ ~~335~~  
The Industrial Court has ordered the Frame Group to temporarily reinstate 10 employees who it retrenched earlier this year

(COA) ~~111~~  
This case is an important one, (Current Affairs December 2) because it reflects conflicting management and union views on what is the most appropriate criterion an employer should use to determine which workers should lose their jobs when retrenchments are necessary

Frame believes that efficiency should be viewed as the primary criterion. It has argued that it should be allowed to retain efficient workers and to retrench

the inefficient, subject to certain other "considerations" contained in the group's retrenchment policies

However, the National Union of Textile Workers (NUTW), which represents the 10 retrenched employees, believes that a formula such as last-in-first-out (lifo) is best — and has argued that Frame has been unfair. Many unions hold this view because they say that lifo eliminates the danger of victimisation, and grants legitimate protection to people who have given many years of service to an employer

Last week the Industrial Court granted the NUTW's applications for *status*

*quo* orders in terms of section 43 of the Labour Relations Act. Such orders provide interim relief — in this case, temporary reinstatement of the retrenched employees — pending a later hearing on the dispute

It is always a little risky to attach not much significance to the granting of *status quo* orders

Nevertheless, there is little doubt that many employers will take careful note of the NUTW's successful applications. They will obviously be watching further litigation between it and Frame on the retrenchment issue with great interest

REINALD HOFMEYR

# Barlow Rand and Fosatu



its affiliates' strategies. The FM spoke to Barlow Rand Group Industrial Relations Director Reinald Hofmeyr about these and other labour issues

**FM:** The Barlows annual report cites the need for a *modus vivendi* to be found with some Fosatu unions. Will it be possible to find common ground with them during the coming year?

**Hofmeyr:** I think the year ahead is going to be an extremely difficult one. Perhaps at this point I should say that where the press is talking about a change of stance on the part of Barlows or a hardening of attitudes, that is not really the way we see it.

The great cause for concern in our minds is the fact that there definitely has been a deterioration of relationships between some of our companies and some of the Fosatu unions. And here we find ourselves in a bit of a catch-22 situation in that we were one of the very first major companies to say publicly that we respected the right of our employees to decide by whom they should be represented. We agreed to negotiate with unions regardless of whether they were registered or unregistered, and regardless of whether they were parties to industrial council agreements or not.

This drew a great deal of sharp criticism from some employers and employer organisations on the basis, as they put it, that we were "letting the side down." We are unrepentant. We still believe it is the best line to follow, and I think we have shown our good faith by the very large number of recognition agreements we have concluded.

Yet it is from these very unions that we have recognised — against the advice of other employers — that we now face this increasing hostility.

The last thing we want is confrontation, but we are really facing some extremely grave difficulties in our relations, particularly with the Metal and Allied Workers' Union and the Paper, Wood and Allied Workers' Union. We are having to contend with loss of production due to wildcat strikes, bans

on overtime, violence against non-strikers in one instance, attacks on our chairman and snide remarks about our code of employment practice — a code which we take very seriously.

I think we will have to come to some sort of accommodation with the unions in this regard if a *modus vivendi* is to be found. I don't think we can continue to tolerate some of the methods that are being used.

Would it be correct to say that much of the breakdown in relationships is being caused by an apparent drive by some unions towards greater worker and union participation in decision-making?

Yes. Dealing with Fosatu for the moment, this greater participation in decision-making is entirely in line with their long-term objectives as we see them, and as they were spelt out in (Fosatu general secretary) Joe Foster's policy statement at the Fosatu congress.

We believe that capitalism, despite whatever faults it may have, is still the best recipe for sorely-needed economic growth. We have great difficulty in accepting the signing away of what we perceive as management's obligation to take certain decisions in the interests of the people who provide risk capital and enable us to survive and grow.

So while we are prepared to negotiate on any matter relating to the contract of employment, we have been unwilling to enter into recognition agreements where we or our companies are called upon to negotiate on any matter of "common interest," which obviously would include such things as where you site your plants and what production methods you use. And this, I think, is possibly a cause of frustration and annoyance on the part of some unions.

Are there not some issues where such union participation can be useful — for example, productivity, retrenchment and safety?

Yes. Retrenchment is, of course, a very difficult issue. But while we would not negotiate on whether retrenchment is necessary, we would certainly be happy to negotiate on possible alternatives to retrenchment. In fact, unions have been very helpful with their suggestions on some occasions. There can also be negotiations over the criteria to be used to determine who should be retrenched. Compensation for retrenchment is a very fair issue for negotiation as well. Slow progress is being made in talks between the Chamber of Mines and white-

led mining unions over the phasing out of discriminatory practices. Do you think an agreement can be achieved in 1984 on, for example, allowing black workers to hold blasting certificates?

I am not optimistic because there has been no softening, to my knowledge, of the attitude of the Mineworkers' Union. I think sooner or later government will simply have to do what it gave notice of doing — and that is in the absence of some agreement, to intervene. The restriction of blasting certificates to certain race groups is unacceptable.

Some Barlows companies have faced inter-union rivalry during the past year. What approach should management adopt towards such a problem?

I think we have been very clear about this ever since we issued guidelines to our managers as far back as 1980. We believe managements should remain completely aloof in this situation. We think it is unfair and fatal for any management to explicitly or implicitly show any preference for any particular union.

Rivalry is something we are simply going to have to live with, and I think that where it exists, sooner or later one party will emerge as the party by which employees wish to be represented. I think it is significant — although our packaging companies have received scant credit for it from the unions — that we have in fact managed to get exemptions from the closed shop agreement in the printing and packaging industry in four cases where the majority of people in the plants concerned clearly demonstrated that they wished to be represented by the Paper, Wood and Allied Workers' Union, and not by the SA Typographical Union.

What should be done to improve the functioning of the Industrial Court?

There are two elements here. The first is that it is very necessary that the concept of the unfair labour practice should be more closely defined in legislation. The second, and equally important thing, relates not so much to the functioning of the court, but to the legislation in terms of which it has to operate. If one takes a look at that legislation in, I would say 99 cases out of 100 that come before it for a *status quo* order, the court really has no alternative but to grant the order on the basis of balance of convenience. So I would regard it as very necessary that that legislation should become more circumscribed.

~~13/12~~  
~~13/12~~  
Simba  
strike  
is over  
RAM  
23/12/83

Labour Correspondent

STRIKERS at Simba-Quix's Isando snack factory have returned to work and wage talks between their union, the Sweet, Food, and Allied Workers' Union, and the company have resumed, the plant's managing director, Mr Jan du Toit, said yesterday

About 400 employees stopped work on Tuesday after wage talks between the union and the company broke down. Simba-Quix recognises the union, which is demanding a 20% wage increase.

The strike was also prompted by worker dissatisfaction because some supervisory workers were given increases while other workers were not.

According to Mr Du Toit, the company awarded these workers rises because they had not benefited from a 30% wage rise negotiated with the union in mid-year.

On Wednesday afternoon, union shop stewards attempted to persuade workers to return pending further talks, according to a union spokesman.

Mr Du Toit said yesterday that Wednesday's night shift had resumed work and that yesterday morning's day shift was also back at work.

"Production is back to normal and we are hopeful that the return to work is permanent," he said.