

INDUSTRIAL RELATIONS - WORKERS' Organisation

FOSATU

1984

JANUARY — MAY

ARGUS 11/1/82

LABOUR

~~1972-1973-1974-1975-1976-1977-1978-1979-1980-1981-1982~~

Paper mill workers want to negotiate wages directly ^(140A)

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Labour Reporter
MORE than 2 000 workers at five mills belonging to the Mondi Paper Company have asked to negotiate wages directly with the management rather than using the official machinery

The 2 300 workers, who belong to an affiliate of the Federation of SA Trade Unions (Fosatu), the Paper, Wood and Allied Workers' Union (PWAU), have said they are dissatisfied with wage increases negotiated through the Pulp and

Paper Industrial Council
The latest increases granted by the council bring minimum wages to R1,38 an hour in the lowest-paying Mondi factory and to R1,97 an hour in the highest-paying, according to a union spokesman

A union statement said no progress had been made in negotiating wages with local management

PWAU claims to have majority support in five out of six of Mondi's

paper mills, with the Cape Town mill the only exception

A spokesman for Mondi said the management would bargain with representative bodies on issues common to all employees "in one forum only, that is with all unions together"

"The Industrial Council provides for just such a mechanism and the paper and pulp industry is no exception to this preference for non-racial, non-fragmentary bargaining"

Naawu men meet international union

140A *South Africa*
THE National Automobile and Allied Workers' Union (Naawu) has strengthened its links with one of the largest international trade unions — IG Metall in Germany — which supports the workers' struggle in South Africa.

This was disclosed by a union delegation which visited Germany and met with people at all levels at the IG Metall congress which recently stressed the need for international solidarity.

The delegation also visited shop stewards' councils at the major motor plants, including the giant VW plant in Wolfsburg.

In their report the delegation said that as a result of the visit IG Metall has committed itself to fully supporting the struggles of oppressed workers in

South Africa. *4/11/84*
They said that the shop stewards were extremely interested in the situation in South Africa and they discussed the Federation of South African Trade Union's shop steward structure

The Naawu delegation also underlined the importance of international links between workers' movements. They say managements were very co-operative and the flow of information was "very fast."

"It is high time that workers move away from concerning themselves only with the problems of their factories. They should be considering all the workers involved in the same industry right round the world," the delegation said.

They said this will prevent management from using one group of workers against another.



To work or not to work?

STRIKING WORKERS at Ford's Struandale Assembly plant near Port Elizabeth will hold a meeting in Kwa-Zakhele tomorrow to decide what strategy to adopt when the factory reopens on Monday after a three week shutdown

The workers, who are members of the National Automobile and Allied Workers' Union (Naawu) and the Motor Assemblers and Component Workers' Union of South Africa (Macwusa), have been off work since December 13

The 700 workers downed tools in sympathy with a suspended worker when the plant shut down for the Christmas period, the workers col-

By **MONO
BADELA**

lected their pay and bonuses

Ford industrial relations director Mr Fred Ferreira was not available for comment this week whether the suspended workers would be reinstated on Monday

However, it is learnt from sources close to the two unions that the workers will report back on Monday, but will not take up their positions if the suspended worker at the Sierra plant has not been reinstated

The striking workers have received the backing of the Port Elizabeth Civic Organisation (Pebco)

140A

city press 8/1/84

Union organiser arrested in Brits

star 11/11/84
140A Labour Reporter

A union organiser and a member of the Metal and Allied Workers Union were arrested by Security Police and charged with trespassing at a Brits factory yesterday morning after trying to persuade striking workers to return to their jobs, says a union spokesman

Mawu has accused the South African Police of blatant interference in labour affairs

A union organiser, Mr David Modimoeng, claimed he had been given access to RAH Products to address workers who had gone on strike on Monday over the dismissal of Mr Edward Mokgatloane

Security policemen watched while the company representative signed off Mr Mokgatloane, and asked whether Mr Modimoeng had permission to be on the premises. The management representative allegedly said he had not

Police have been asked for comment

The strike, accompanied by a strong police presence, is the second in the Brits area in a week

About 450 workers at the Rako metal plant went on strike last week over the dismissal of a colleague, but returned on Monday when he was temporarily reinstated pending an inquiry

700 are sacked

Soweto
ABOUT 700 striking members of the Engineering and Allied Workers' Union employed by African Cables Company in Vereeniging were yesterday dismissed by the company.

This was confirmed by the company's managing director, Mr P Muller, who said that the company would start recruiting new workers from today

Meanwhile, the Police Directorate in Pretoria yesterday confirmed that eight people were arrested — two for illegal trading and six for pass offences — near the company premises, while union officials claim that 50 members are believed to have been detained. This claim has not been confirmed.

Mr Muller has also denied reports that workers chanted freedom songs and shouted black power slogans on the premises while the union has condemned the police involvement in the labour dispute

In another labour dis-

12/11/84
By JOSHUA RABOROKO

pute, about 500 Soweto Council employees have complained of assault, being pointed at with a firearm and being called kaffirs by their white supervisors while on duty

During an emotion-charged meeting at Zondi, the workers, mostly street cleaners and refuse removers, demanded that the supervisors be replaced with blacks. The council is to investigate the allegations

Between 1 600 and 2 000 members of the Commercial Catering and Allied Workers' Union (Ccausa) em-

ployed at Pick 'n Pay were still on strike by late yesterday after rejecting management's new offer

Meanwhile, more than 100 workers at the Durban Central Post Office went on strike yesterday in protest against their working conditions. After their stoppage, workers quietly waited at one of the post office entrances in Pine Street

In Newcastle about 300 workers, members of the Textile and Allied Workers' Union went on strike in protest against the dismissal of a shop steward. Management said the workers had been dismissed.

employees in the same industry. There are the different working conditions and obligations of the two groups.

The SFAWU's inability to take the whole question of financial disclosure to the Industrial Court does, of course, represent a setback to the growing number of unions which are taking an intense interest in this issue. But it will not necessarily deter them from placing a variety of pressures on managements to provide them with more financial information.

From a procedural point of view, those unions operating in industries where an industrial council exists have a distinct advantage in their efforts to get access to the court for hearings on unfair labour practice claims. Where there is an industrial council, the route to the court is far smoother. A party declaring a dispute does not have to apply for a conciliation board — and is therefore not subject to the discretionary powers held by the Minister in connection with the appointment of conciliation boards.

ation of SA Trade Unions (Fosatu), declared a dispute with an employer last year. One of the issues at stake was the company's alleged refusal to disclose adequate information about its finances during wage negotiations. This, the union claimed, constituted an unfair labour practice. It wanted this issue included in the board's terms of reference — a prerequisite for the matter to be dealt with by the court if it was not resolved by the board.

The Minister of Manpower has granted the union's application for a conciliation board, but has excluded the issue from the board's terms of reference. Therefore, in this particular case, the SFAWU will find it extremely difficult, if not impossible, to get a court hearing on whether an employer's refusal to disclose financial information amounts to an unfair labour practice.

Supreme Court

This is not the first time that the Minister has used such discretionary powers granted to him by the Labour Relations Act. Last year the Council of Mining Unions (CMU) applied to the Supreme Court to overrule the Minister's refusal to include an alleged unfair labour practice in the terms of reference of a conciliation board it had applied for.

The major issue in that dispute arose from the fact that certain conditions of employment of members of CMU affiliated unions were less beneficial than those enjoyed by some other mine employees. This, the CMU alleged, constituted an unfair labour practice.

In its judgment (reported in the *Industrial Law Journal*) the Supreme Court found that the Minister had not acted unreasonably and it provided guidelines for determining whether he had exercised his discretionary powers correctly. The court said that in analysing the definition of an unfair labour practice, it was evident that, except in the case of labour unrest, the test for unfairness revolved around the question of whether injustice, prejudice, jeopardy or detriment existed in the given circumstances. The discretion exercised by the Minister in a particular case should thus be tested against this background.

The court said it could hardly have been the intention of the legislature that any condition of service of a group of employees, which was less beneficial than a similar condition of service of another group of employees, should be regarded as an unfair labour practice. It said comprehensive conditions of service of a particular group of employees may inevitably differ in certain respects from those of another group of

LABOUR LAW

Ministerial powers

For 13/1/84

Employers concerned about the Industrial Court's wide-ranging authority, will be soothed by the Minister of Manpower's apparent willingness to prevent certain unfair labour practice cases from reaching the court.

The Sweet, Food and Allied Workers' Union (SFAWU), an affiliate of the Feder-

addressed striking workers at the RAH plant.
Mawu spokesmen said the organiser had
been granted access to the factory to persuade
the workers to go back. He was charged with
trespassing

(140A) ~~SECRET~~
SINCE the Metal and Allied Workers' Union
(Mawu) gained a significant victory with the
reinstatement of workers at the B&S factory,
at Brits, union membership in the area has
grown tremendously.
However, being a deconcentration point, a
lower wage bill is one of the incentives offered
to industrialists in Brits. Unions are not likely
to be welcomed with open arms.
Now Mawu is alleging close Security Police
interest in its activities in the area and fears
another East London syndrome. There, it
transpired in Parliament in 1981, Security
Police had advised employers on union-bash-
ing methods. *DOM 16/1/84*
Union fears were compounded last week
with the arrest of a union organiser who had

SPEAKING of East London, it is worth noting
that the Swart Commission, which made radi-
cal recommendations to develop the Ciskei
economy through a policy of free enterprise,
made no mention of the banning of the South
African Allied Workers' Union (Saawu) in the
territory.

Saawu operates mainly in East London in-
dustry but most of its members live in Mdan-
tsane, in Ciskei. Saawu was banned by the
Ciskei Government last year.

While the report hinted that some form of
labour legislation appropriate to the terri-
tory's needs was necessary it failed to com-
ment on the prevailing situation.
Presumably its authors believe that you can
have free enterprise without freedom of
association.

BMW workers ~~down tools~~ (1404)

COM Mail Reporter 18/1/84
ABOUT 1500 workers at BMW's Rosslyn plant near Pretoria downed tools yesterday while negotiations for better wages were being held

mobile and Allied Workers' Union (Naawu) the workers have promised to go back to work today while negotiations continue

The statement said production on about 80 cars had been disrupted, but that they would have no problems in supplying customers

According to a joint statement released by the company and the National Auto-

Ford silent as PE workers meet

Post Reporter

A BLANKET of official silence surrounds a meeting attended by an estimated 1200 workers from Ford Motor Company last night in New Brighton

The issues raised were workers' grievances and speculation that a large number of workers would be retrenched, beginning tomorrow

Attempts today by the Evening Post to obtain official comment from Ford and the two unions said to be involved, the National Automobile and Allied Workers Union (Naawu) and the Motor Assemblers and Component Workers Union (Macwusa), failed

Mr Bob Kernohan, director of public affairs for Ford, declined to comment.

When specifically asked about the talk of possible retrenchments, Mr Kernohan still declined to comment

Informed sources in the motor trade said they found it hard to believe Ford would lay off workers at this stage, because the Sierra was selling very well

Workers at Ford are believed to have submitted a set of grievances to management on January 9, and a reply was due yesterday

Further representations were made by the workers to the management a week later, about a certain employee's alleged "anti-black attitude and poor human relations"

Last night the workers are reported to have reported that they are not against retrenchment. They gave the two unions

● Turn to Page 5

Silence on Ford workers meeting

● From Page 1

mandate to investigate the issue

The unions were asked to report back at a meeting to be held at the Holy Spirit Hall, Kwazakele, on Saturday afternoon

No comment could be obtained from Naawu today, and a spokesman for Macwusa declined to comment

The managing director of General Motors South African, Mr Lou Wilking, said today that according to current production schedules the company did not envisage any changes in their labour force complement

"We are hopeful this trend will continue throughout 1984," he said

No comment was available from Volkswagen on the company's labour position

20/1/83

140A

PAY NEGOTIATIONS Heavy metal

Pay negotiations in the metal industries were tough in 1983. But chances are that employers and unions may have even more difficulty reaching agreement in 1984. This is the view of some industrial relations practitioners, who predict that 1984 is going to be an extremely difficult year. Says one bluntly "I foresee labour unrest."

Last year, employers — represented by the Steel and Engineering Industries Federation (Seifsa) — first tried to postpone annual wage talks which are usually held towards mid-year. After protracted negotiations, agreement was finally reached on a 5%-7% rise from July 1 for the about 500 000 employed in the industries. The Metal and Allied Workers' Union (Mawu) which had demanded a 30% increase, refused to sign the agreement.

The industries continue to suffer badly from the recession, and Seifsa director Sam van Coller recently predicted that it was unlikely that there would be a recovery this year and said prospects for 1984 were "uncertain."

Unions can, however, be expected to press hard for improved wages this year. SA Electrical Workers' Association general secretary Ben Nicholson, who plays an influential role in the negotiations, is already arguing that there are signs of an upturn. "We are beginning to see a turn-around and, in a few months, things may look brighter," he says.

Some industrial relations managers believe that a major problem at this year's

negotiations may arise from the fact that while many companies are still going through a difficult period others are not doing too badly. If an employer wage offer is based on the ability of the least profitable companies to pay more, then there may be an increased effort by unions to persuade the more profitable companies to become involved in further negotiations at plant or company level.

BLACK TAX Explanations needed

220
FM 20/1/83

As the March 1 deadline for the introduction of the new tax structure to bring black taxation in line with that of whites approaches, both employers and trade unions are showing signs of nervousness.

Despite widespread support for the "harmonisation" of the PAYE system, there are clear indications that both sides are fearful that government has not made enough effort to disseminate information about it to workers on the shop floor. It seems that nightmare visions of a repeat of the misunderstanding over the Preservation of Pensions Bill in 1980-81 are troubling a great many people.

The Trade Union Council of SA (Tucsa) which represents close to half a million workers, while stating that it is not opposed to the system, has come up with sharp criticism of government's handling of the issue. The latest edition of the council's mouthpiece *Labour Mirror* makes that clear.

Commenting on a meeting held in Pretoria last year at which the former Com

missioner of Inland Revenue Mickey van der Walt addressed union and employer representatives on the issue, Tucsa says "Then shock came when, in reply to a questioner, he said that the government was taking no steps to publicise the new tax system in the black communities and was addressing all its communications on the issue through employers."

Tucsa states unequivocally that this approach is unacceptable. "Will they never learn?" it asks. "If the decision to tax black South Africans on the same basis as other race groups is based on sound and fair principles — as we believe it is — then the government should have the courtesy to explain their reasons to the community concerned."

"It is difficult enough to sell any form of taxation to full citizens of a community who share in all its privileges. How much more so is it going to be to put across this potentially explosive issue to a disadvantaged black community?"

Tucsa warns that the new tax system could become as big a headache for government as the pensions issue and warns that political agitators will exploit the situation. "Undoubtedly there will be those elements who will grasp at an opportunity to politicise the issue as was done with the preservation of pensions proposals a few years ago. And there will be many angry black people — particularly working couples — who will pay higher taxes under the new system."

"If the government is again opting to let beerhall agitators and political rabble-rousers be the sole interpreters of their financial legislation in the black communities, they have only themselves to blame if we have another fiasco similar to the 1980-81 pensions issue."

RURAL POVERTY Learning self-help

31
General

It is one thing to be concerned about the lack of jobs — but quite another to do something about it. The Africa Co-operative Action Trust (Acat), a non-profit making organisation, is making the effort in rural areas.

A branch of former agricultural equipment marketer "Von" van der Linde, Acat is supported by a number of business and professional men. They are helping people in the rural areas by teaching them the concepts of saving and how to make the transition from subsistence living to the cash economy.

Today Acat, which was launched in Kwa-Zulu in 1979, operates in the Transkei, Swaziland, Ciskei and Zimbabwe. It has established a board of trustees in each territory drawn from the local communities. Activities are co-ordinated by Acat South Africa, the parent body. Acat believes the problem is not primarily one of shortages.



Nicholson ... signs of a 'turn-around'

Ford retrenches 490 union upset

ARGUS
20/1/83
140A

Argus Bureau

PORT ELIZABETH — Nearly 500 workers have been laid off by the Ford Motor Company following retrenchments by the Sigma Corporation in Johannesburg yesterday

Ford's director of public relations, Mr Fred Ferreira, said in a statement today that the company saw no prospect of the present depressed market for car sales improving in 1984

As a result, 490 hourly-paid Ford workers had been retrenched and would be paid off today

FEWER CARS

He said Ford anticipated building fewer cars this year than it did last year and felt it could not economically work fewer hours instead of laying off staff

However, the general secretary of the powerful National Automobile and Allied Workers' Union (Naawu), Mr Freddie Sauls, said his union was unhappy with the way Ford had effected the reductions

"We received only one day's notice of the layoffs and have had no opportunity to consult our members on any possible action," he said

DEPARTURE

"This is a complete departure from normal practice at Ford, where in the past we have sat down with management and tried to find solutions to any problems they foresaw

"It appears that Ford has adopted a new strategy with respect to industrial actions which may be better designed to out-manoeuvre the unions but is definitely a

turn for the worse in industrial relations practice at Ford"

Mr Sauls said the next general meeting of the union was scheduled for next Thursday. He thought the layoffs had been timed to catch workers off guard and short of funds after the Christmas recess, and he did not expect any industrial action

Spokesmen for the other major vehicle manufacturers in the area, General Motors and Volkswagen, said they did not anticipate any layoffs in the immediate future

THE Ford Motor Company in Port Elizabeth announced today that 490 hourly paid workers in the city were being retrenched.

The news was released in a short statement from the company's director of industrial relations, Mr Fred Ferreira.

Production at Ford's Struandale plant ground to a halt today when about 50 workers on the main Sierra line refused to work in sympathy with the retrenched workers at Neave and Struandale.

Because they were not working, there was a ripple effect on the other lines and production stopped at Struandale.

At 1pm all the workers at Struandale were given their pay packets and sent home. Fewer than 100 of the workers at Struandale were among those retrenched. The rest were retrenched at Neave.

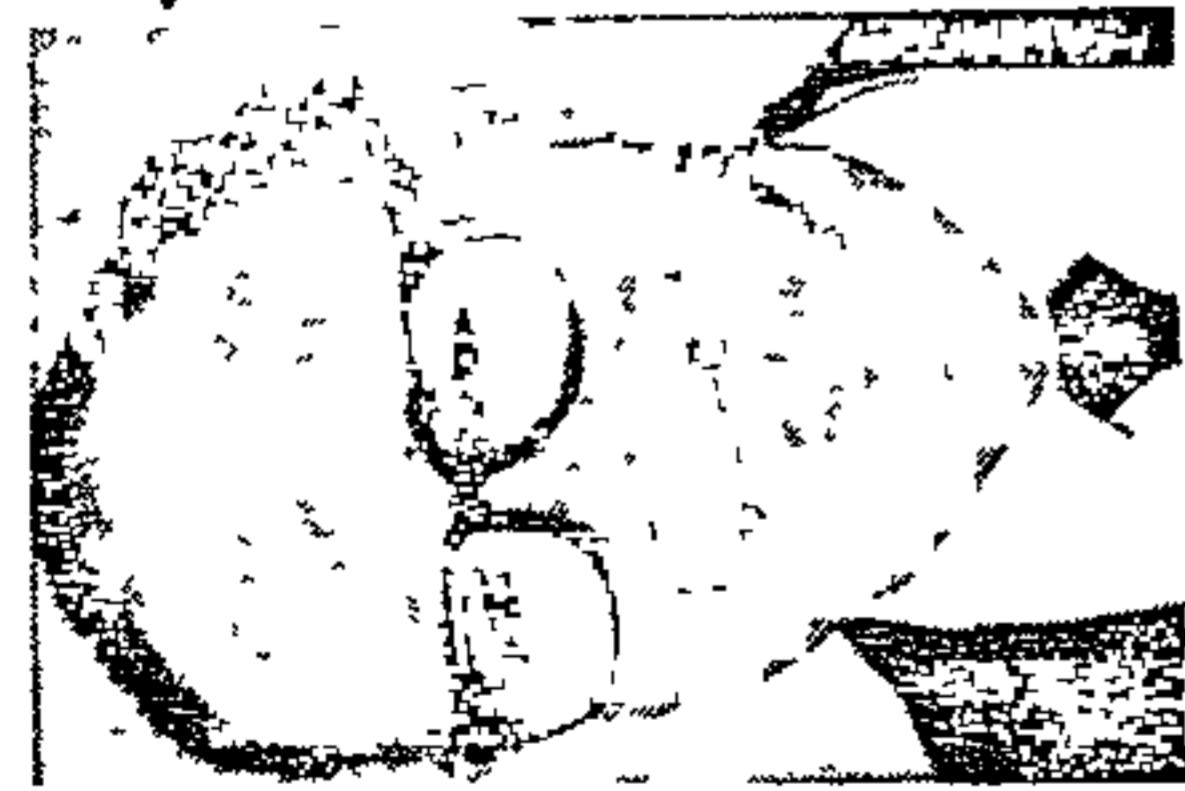
It is believed that workers held a meeting in New Brighton after leaving Struandale.

The closure at Struandale was confirmed this afternoon by Mr Bob Kerndhan, director of public affairs at Ford.

The official statement released earlier today confirmed a report in the Evening Post yesterday that a large number of workers would be retrenched from today.

In his statement on the retrenchments, Mr Ferreira said "This action has been taken because vehicle markets are anticipated to remain at low levels for at least the first half of 1984 and the company has, therefore, had to reduce its production schedules.

"Despite depressed mar-



MR FRED FERREIRA

ket conditions and, therefore, a difficult financial climate in 1983, Ford made no reductions in personnel.

"However, as no improvement is in prospect for 1984, we decided to reduce personnel by the minimal amount.

"We have considered a number of alternatives in order to prevent the retrenchment, including working extended short time at the end of last year. We have now reached the point where we can no longer absorb these penalties.

"We have consulted with the unions and they have been advised that retrenched workers will be given preference when positions become vacant."

Mr Freddie Sauls, secretary-general of the National Automobile and Allied Workers Union (Naawu), said the union had been told only on Wednesday afternoon by Ford

management that workers would be laid off today.

He said that in the past Ford management and the unions had sat down and discussed problems. But this time there had only been a brief statement that workers would be retrenched and there had been no consultation with the unions.

"It appears that Ford has adopted a new strategy over industrial actions. This is definitely a turn for the worse in industrial relations practice at Ford," Mr Sauls said.

The other two big Eastern Province motor manufacturing plants, General Motors South African in Port Elizabeth and Volkswagen in Uitenhage, have no plans to retrench workers.

Mr Lou Wilking, managing director of General Motors South African, said yesterday the company did not envisage any changes in its labour force.

A spokesman for Volkswagen said the company had a full complement of staff and no retrenchments were planned for 1984.

Today's lay-off at Ford comes about two months after Ford's director of vehicle sales and marketing, Mr Keith Butler-Wheelhouse, confidently predicted that passenger vehicle sales could exceed the 300 000 level this year.

● In Pretoria, the Sigma Motor Corporation retrenched about 120 salaried staff and 725 hourly paid workers yesterday.

Ford lays off 490 workers

By SHIRLEY PRESSLY

Handwritten notes:
 E. Post 20/11/84
 140A
 (circled numbers: 135, 142)

Ford lay-offs bring new model plant to standstill

By PHILLIP VAN NIEKERK

THE Ford Sierra plant in Port Elizabeth was closed down early yesterday after hundreds of workers downed tools in protest against the retrenchment of 490 colleagues

A company statement from Port Elizabeth said the retrenchments had been decided on because vehicle markets, which were quiet in 1983, were expected to remain at low levels in 1984

The retrenchments follow close on the heels of the laying off of 850 workers by auto manufacturers Sigma in Pretoria on Thursday

However, officials of both the National Automobile and Allied Workers' Union (NAAWU) and the Motor Assembly and Components Workers' Union (MACWUSA) accused the company of using the retrenchments to weaken the unions

A few hundred workers in several sections at the Sierra plant, formerly the Cortina plant, stopped work in protest against the retrenchments, after which the company closed the plant and paid the entire workforce of 1 500 early

Mr Fred Ferreira, the company's industrial relations director, said Ford had made no reductions in personnel in 1983, despite difficult market conditions

Replying to the union allegations, Mr Ferreira said.

"We have considered a number of alternatives in order to prevent the retrenchment,

including working extended short time at the end of last year. We have now reached the point where we can no longer absorb these penalties"

Mr Ferreira said unions had been advised of the move and had confirmed that retrenched workers would be given preference when positions become vacant.

This was denied by Mr Fred Sauls, NAAWU'S general secretary. In response to Mr Ferreira's assertions, Mr Sauls said the union had been advised of the impending retrenchments at the last moment

He said the union had been told there was no possibility of deferring them until the union had been able report back to their members

Both Mr Sauls and Mr Denis Nair, general secretary of MACWUSA, said the retrenchments had come soon after a strike by about 1 500 workers at the Sierra plant in December

They claimed that by the current retrenchments the company was "hitting back" at the unions

The last time Ford retrenched workers was in August 1982. At that time there were widespread strikes in the Port Elizabeth motor industry

Mr Nair said "Ford has a new approach as far as communication with the workers is concerned. In the past it was agreed that if there were retrenchments pending we should be informed but now they spring this on us at the last moment."

21/1/84
E Post

Ford workers hit at 'lack of consultation'

140A

By JIMMY MATYU

RETRENCHED Ford workers today strongly criticised the company's management for "failure to consult with their unions" before they were laid off on Friday

Some 500 African and coloured workers attended a meeting in Kwazakele today

It was organised by the Ford Workers' Committee

The workers rejected their retrenchment, speakers saying it was especially unfair as it coincided with parents having to pay school fees and for school books

They said in times of recession it was always the black workers who suffered most, they being the most prone to retrenchment

Reports were presented by the different Ford plants and workers claimed they were told of their retrenchment two days beforehand

They expressed shock that the National Automobile and Allied Workers' Union (Naawu) and the Motor Assemblers'

and Components Workers Union of South Africa (Macwusa) were kept in the dark by management

The committee's chairman, Mr R Bucwa, told the meeting workers were angry because management did not adhere to agreements it had reached with the unions. Instead it had bypassed the two unions

He said workers felt management had been trying to create mistrust and disunity among its workers and towards the end of last year this resulted in strained relationships between workers and management, especially at the Sierra plant

He said in this time discussions between management and the unions were held in an effort to avert a retrenchment of workers "Because of the situation (car sales) not improving, workers usually accepted retrenchment although not wholeheartedly," Mr Bucwa said

He said this time there was no such communication between the unions and the management. Instead retrenchment was first heard of by way of rumour

25/11/84
Car plant
Stow
closes after
140A
strike

25/11/84

Pretoria Correspondent

The BMW car manufacturing plant at Rosslyn, Pretoria, has been closed down indefinitely by a "wildcat strike" involving about 1 500 workers.

It is the second time this month that the BMW plant has been closed down by labour unrest.

The strike started yesterday after wage negotiations between management and National Automobile and Allied Workers' Union representatives ended in deadlock.

A statement by BMW management said production was halted after threats and acts of violence against black supervisory staff.

"The plant will remain closed until management is confident that the intimidation of fellow workers will not recur," the statement said.

1 500 workers strike at BMW Rosslyn plant

ARGUS

24/1/84

(140A)

~~1984~~
Argus Correspondent

PRETORIA. — About 1 500 workers at the BMW car-manufacturing plant in Rosslyn here went on strike today — the second in eight days — following a breakdown in negotiations for a pay increase.

The strike started a day after the negotiations between the plant management and National Automobile and Allied Workers' Union (Naawu) representatives ended in a deadlock.

A spokesman for the union said the workers were not happy when they reported the outcome of the negotiations yesterday. The management cited the economic climate for their "unwillingness" to meet the workers' demands.

It is the second work stoppage to hit the plant in a week. About the same number of workers refused to enter the workshop last Tuesday when they were unhappy about the 10c an hour across-the-board wage increase offered by the management.

The workers decided not to resume work until the dispute was settled. They returned to work the following day pending the outcome of negotiations between Naawu and the management.

The union spokesman said Naawu had been trying to reach the management to propose a new round of talks.

The BMW management could not immediately be reached for a comment.

Meanwhile, hundreds of OK workers at three branches in Johannesburg downed their tools yesterday in sympathy with 180 Sandton Hyperama workers who were dismissed last week after a strike.

'Poor people hardest hit' by incre

By BARRY STREEK

POOR and working-class people would be hardest hit by the latest increase in sales tax, trade unionists and academics said last night.

It would also force a new round of wage negotiations, said Mr Joe Foster, general secretary of the Federation of South African Trade Unions (Fogatu), the largest grouping of independent unions.

Mr David Lewis, general secretary of the General Workers' Union, said last night's announcement made it "quite impossible for unions to commit themselves

to annual adjustments in wages when the government is able to introduce a measure as drastic as this without prior warning and without negotiation."

Mr Lewis also said the "cost of military adventurism, sanctioned by a minority, is ultimately borne by a majority who have to pay for it".

Ms Laurine Platky, co-ordinator of the Surplus Peoples Project, said the decision would be "devastating" in resettlement areas.

"It means that a bag of mealie meal, the staple diet, is going to have to last five weeks instead of four weeks

"People barely survive in those areas and whole families live off old-age pensions — R114 every two months

"Now they are going to live on even less. What can you do on R57 a month for a whole family?" she said.

Mr Charles Simkins, a University of Cape Town economics lecturer, said the latest research by the Southern African Labour and Development Research Unit (Saldru) showed that the medium minimum wage — the effective income — for labourers and unskilled workers had dropped by 4,7 percent between January 1983 and De-

ember 1983. In that kind of context this one percent was an additional burden to bear. Moreover, between May 1982 and May 1983 — the latest figures — black employment had dropped by 1,8 percent and it had probably dropped further since then. This had made people worse off.

Mr Johan Marée, a lecturer in industrial sociology at the University of Cape Town said taxes were usually progressive, and people with higher incomes were usually taxed more. Sales tax, however, had

something of the opposite effect. It was not progressive. It started making the low-income groups pay more in tax. The burden also fell on low income groups to pay more for basic commodities. The whole approach of sales tax was to put a heavier tax on the poor and low income groups — and the more the government did this, the less it needed to increase the tax burden on the wealthy, Mr Marée said.

In his reaction, Mr Foster said the increase in GST would hit workers hard at a time of high unemployment and high inflation.

Mr Lewis said that in the midst of a severe recession the brunt of which had been borne by workers and their families, the government had in effect introduced a general price increase which would affect all those who were unemployed, as well as those who had been forced to stomach a decline in real wages through the period of the recession.

In Johannesburg, Mrs Leat Tutu, wife of Bishop Desmond Tutu, said she did not think the government had taken the lower income group into consideration at all when reaching a decision

1400R

'The hardest hit' by increase in GST

1400N
~~1400N~~
~~1400N~~

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"Now they are going to live on even less. What can you do on R57 a month for a whole family?" she said

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something of the opposite effect. It was not progressive.

It started making the low-income groups pay more in tax. The burden also fell on low income groups to pay more for basic commodities

The whole approach of sales tax was to put a heavier tax on the poor and low income groups — and the more the government did this, the less it needed to increase the tax burden on the wealthy, Mr Maree said.

In his reaction, Mr Foster said the increase in GST would hit workers hard at a time of high unemployment and high inflation

Mr Lewis said that in the midst of a severe recession, the brunt of which had been borne by workers and their families, the government had in effect introduced a general price increase which would affect all those who were unemployed, as well as those who had been forced to stomach a decline in real wages through the period of the recession.

In Johannesburg, Mrs Leah Tutu, wife of Bishop Desmond Tutu, said she did not think the government had taken the lower income group into consideration at all when reaching a decision

about increasing GST

"Most black people, and particularly domestic workers, will be extremely hard-hit by this

"If housewives worked together on issues such as these, we would possibly be more effective in staving off the government. We are too used to taking things lying down," she said

"The national president of the Black Housewives' League, Mrs Sally Motlana, said the increase in sales tax was "shocking"

She said "This will be the last straw for the black community. I think it would

have been advisable for the government to think of stopping the increase of tax on food, because people simply can no longer live like this,

She said the issue would be discussed at the next meeting of the Housewives' League

A spokesman for the Consumer Council said in a statement to Sapa in Pretoria that the GST increase from six to seven percent represented a greater rate of increase than the inflation rate itself

He described the decision as "most disappointing" and predicted that it would not be long before sales tax doubled from the initial four percent

24/11/87
140A

Second strike at car plant

Pretoria Correspondent

About 1 500 workers at the BMW car manufacturing plant in Rosslyn, Pretoria, went on strike today — for the second time in eight days — after negotiations for a pay increase broke down.

The strike started a day after the talks between the plant management and the National Automobile and Allied Workers' Union (Naawu) representatives ended in deadlock.

A spokesman for the union said today the workers were not happy when they reported the outcome of the negotiations yesterday. The management cited the present economic climate as a reason for its "unwillingness" to meet the demands of the workers.

REFUSED

This is the second work stoppage to hit the plant in a week. About the same number of workers refused to enter the workshop last Tuesday in protest against the 10c an hour, across-the-board wage increase offered by management.

They vowed not to resume work until the dispute was settled but returned to work the next day pending the outcome of negotiations between Naawu and management.

The union spokesman said Naawu had been trying to reach management to propose a new round of talks to solve the dispute.

BMW management could not be reached for comment.

● Hundreds of OK workers at three branches in Johannesburg downed tools yesterday in sympathy with 180 Sandton Hyperama workers who were dismissed last week after striking.

(140A) 2019
26/11/84

BMW talks in limbo as plant stays shut

By PHILLIP VAN NIEKERK

THE BMW plant at Rosslyn near Pretoria — where about 1 500 workers are out on strike over wage demands — remains closed until further notice

BMW shut down the plant on Tuesday after workers had downed tools for the second time within a week, rejecting management's offer of a 10c an hour across the board increase

A spokesman for the National Automobile and Allied Workers' Union said they had met with their shop stewards and general membership yesterday and that they would be attempting to re-open talks with the company

A BMW spokesman said there had been no further talks and the plant would not re-open "until we are satis-

fied our people will be safe when they report for work"

Meanwhile, members of the Metal and Allied Workers' Union downed tools at three Rand plants yesterday

A spokesman for Mawu said workers at Promac Plastics in Wynberg stopped work yesterday morning over the retrenchment of eight workers, but returned to their jobs in the afternoon

He said that at Reliable Products at Herrietaidale about 100 workers downed tools over the dismissal of three workers — but the dispute was settled within half-an-hour

The Mawu spokesman said about 400 workers were on strike at Powerlines in Springs over the dismissal of a union shop steward. The Mail was unable to obtain further comment yesterday

WORKERS OUT AT BMW

THE BMW car manufacturing plant at Rosslyn, Pretoria, has closed down indefinitely following a "wildcat strike" over wages involving about 1 500 workers.

This was disclosed to The SOWETAN by the company's spokesman, Mr Michael Brandt, who said that production at the plant was halted yesterday after "threats and acts of violence against black supervisory staff during a wildcat strike"

More workers were reported to be on strike over wages in the Transvaal yesterday, and labour relations consultants warned that 1984 seems set on a torrid course.

BMW's spokesman said "It would appear that some employees have been misled by their leaders into believing that unreasonably high wage increases could be expected because of the exceptional demand for BMW.

The plant will remain closed until management is confident that the intimidation of fellow workers will not recur.

By JOSHUA
RABOROKO

- About 300 workers at Vulco Latex Company in Industria went on strike yesterday over wage demands. The workers were told to leave the company's premises and to report for work today

The company's director, Mr S Lipschitz, said the workers made wage demands in the morning and the management was having discussions with the workers

- About 450 minework-

ers at Ucar Mine in Bophuthatswana went on strike again yesterday, after the Government had put pressure on the company, Union Carbide, not to talk to the National Union of Mineworkers (Num), which represents the miners

- Other strikes were at OK Bazaars Carlton Hotel, Promex Plastics in Wynberg, Reliable Products in Johannesburg and Powerlines in Springs. The strikes are over the dismissal and retrenchment of workers

140A

'Will mean further drop in workers standard of living'

TRADE Unions, women's organisations, consumer bodies and political organisations have reacted angrily to the Government announcement that General Sales Tax will be increased from six to seven percent

● The Retail and Allied Workers' Union said the GST increase would "contribute further to the degrading general living standards of the working class"

"We find it unfair that we should foot the bill for the State's incursions into other sovereign states," they said "Our problems will not be solved outside of South Africa. These problems are caused by a Government which does not represent the majority of South Africans"

CRITICISED

● The United Women's Organisation sharply criticised the Government for making life even harder for the underprivileged and called for the removal of GST on basic foodstuffs and for an increase in food subsidies

"We are paid poverty wages and cannot feed our children. The government should not consider increasing the price of people's foodstuffs," said UWO Secretary, Nonto Beko

● Senior vice-president of the Housewives' League, Mrs Lyn Morris, feared that the GST increase would lead to a new round of wage increases and inflation

IMPOSSIBLE

She said, "The Government should seriously think about taking tax off basic foodstuffs. Although they have repeatedly dismissed this as being administratively impossible, I don't see why Zimbabwe can employ such a system and not us"

● A FOSATU spokesperson said, "We strongly oppose this form of taxation since it affects workers the most. Workers do not benefit at all from expenditure like defence. The Government must cut all expenditure created by its apartheid system — like a three-house parliament"

Cape Times 26/1/87

BMW plant closes down

140A

Own Correspondent

JOHANNESBURG — The BMW plant at Rosslyn near Pretoria — where about 1500 workers are out on strike over wage demands — remains shut until further notice

BMW closed the plant on Tuesday after the workers had downed tools for the second time within a week, rejecting management's offer of a 10c across the board increase

A spokesman for the National Automobile and Allied Workers' Union (Naawu) said they had met with their shop stewards and general membership yesterday and that they would be attempting to reopen talks with the company

A BMW spokesman said there had been no further talks with the union and the plant would not reopen "until we are satisfied our

people will be safe when they report for work"

Meanwhile, members of the Metal and Allied Workers' Union (Mawu) downed tools at three Rand plants yesterday

A spokesman for Mawu said workers at Promac Plastics in Wynberg stopped work yesterday morning over the retrenchment of eight workers, but returned to their jobs yesterday afternoon

He said that at Reliable Products at Herrietales about 100 workers downed tools over the dismissal of three workers. A spokesman for the company said it was a "minor problem" and the dispute had been settled within half an hour

The Mawu spokesman said about 400 workers were on strike at Powerlines in Springs over the dismissal of a union shop steward

shoe factory at Loskop in KwaZulu. In the face of hostility from management and the "unhelpful" intervention of the KwaZulu government, the union, which is affiliated to the Federation of South African Trade Unions (Fosatu), decided to back off. While maintaining a presence in the plant, it is no longer organising.

NUTW general secretary John Copelyn, admits "We received a bashing in this one. In retrospect, perhaps, we made a mistake by going in there in the first place."

Management's reaction, says Copelyn, was negative. The union alleges there were threats and assaults on workers, though by whom is not clear, as well as two strikes, one of which was "extremely bitter and lasted four months in really the most pitiful of circumstances."

Bata broke the strike by firing strikers, paring the workforce from 550 to 250, hiring non-union labour and shifting production to factories at Greytown and Pinetown. When the KwaZulu government intervened on the strikers' behalf, Bata threatened to close plant permanently.

Says Copelyn "None of the rights of the Industrial Conciliation Act apply in the homelands. You can't get a conciliation board hearing. There's no way you can take on a multinational with no access to the factory and no meeting place."

The lesson in all this, Copelyn claims, is that homelands are not the place for strong trade union activity. Factories locate there because of the low wage scales.

INDUSTRIAL DISPUTES

Victory for Bata

FM 27/11/84

The National Union of Textile Workers (NUTW) has been, at least temporarily, repulsed in its attempt to unionise the Bata

BLACK POLITICS

UDF campaign opens

The anti-constitution United Democratic Front (UDF) seems to be successfully recruiting Transvaal support to boost its strength in other provinces. One sign of this was the impressive launch of its campaign to gather a million signatures for an anti-constitution petition.

The campaign was launched at a rally held at the Soshanguve Roman Catholic Church hall in Mabopane, Pretoria, on Sunday afternoon. About 2 500 people — mainly Africans, coloureds and Indians — packed the hall, its corridors and the area outside.

Most seemed to be from within the PWV area and they gave the UDF leaders, among them president Oscar Mpetha and publicity secretary Mdsiuoa Lekota, a rousing welcome.

Lekota told the crowd the campaign was intended to demonstrate to the world that UDF

- Rejects apartheid,
- Supports the struggle and unity of the people against the evil of apartheid, and
- Stands for the creation of a non-racial democratic SA free of oppression, economic exploitation and racism.

He stressed that the UDF rejected the

INDUSTRIAL RELATIONS

Frame loses a round

The National Union of Textile Workers (NUTW) has won the first round in its battle for recognition at the Frame group's Pinetown plant. But its struggle for recognition as the most representative union in the textile industry's biggest single employer is far from over.

Two legal issues, which will have a vital impact on deciding whether the union will emerge triumphant over the Tucsa-affiliated Textile Workers Industrial Union (TWIU), still have to be decided by the Supreme Court.

This week a Durban magistrate ruled that Frame must stop deducting TWIU subs from the pay of workers who have resigned from the TWIU. The NUTW is using the resignations to show that it is truly representative at the Frametex plant and that Frame should be forced to grant it recognition. Frame demurred on the grounds that it had no right to cancel stop-orders without instructions from the TWIU.

Describing the judgment as "a good one," the NUTW's legal representative, Chris Albertyn, said "This is just one more step in the union's struggle to be seen as the representative union."

But if the union thinks its chances of being recognised have been enhanced, it also knows it is not yet out of the woods.

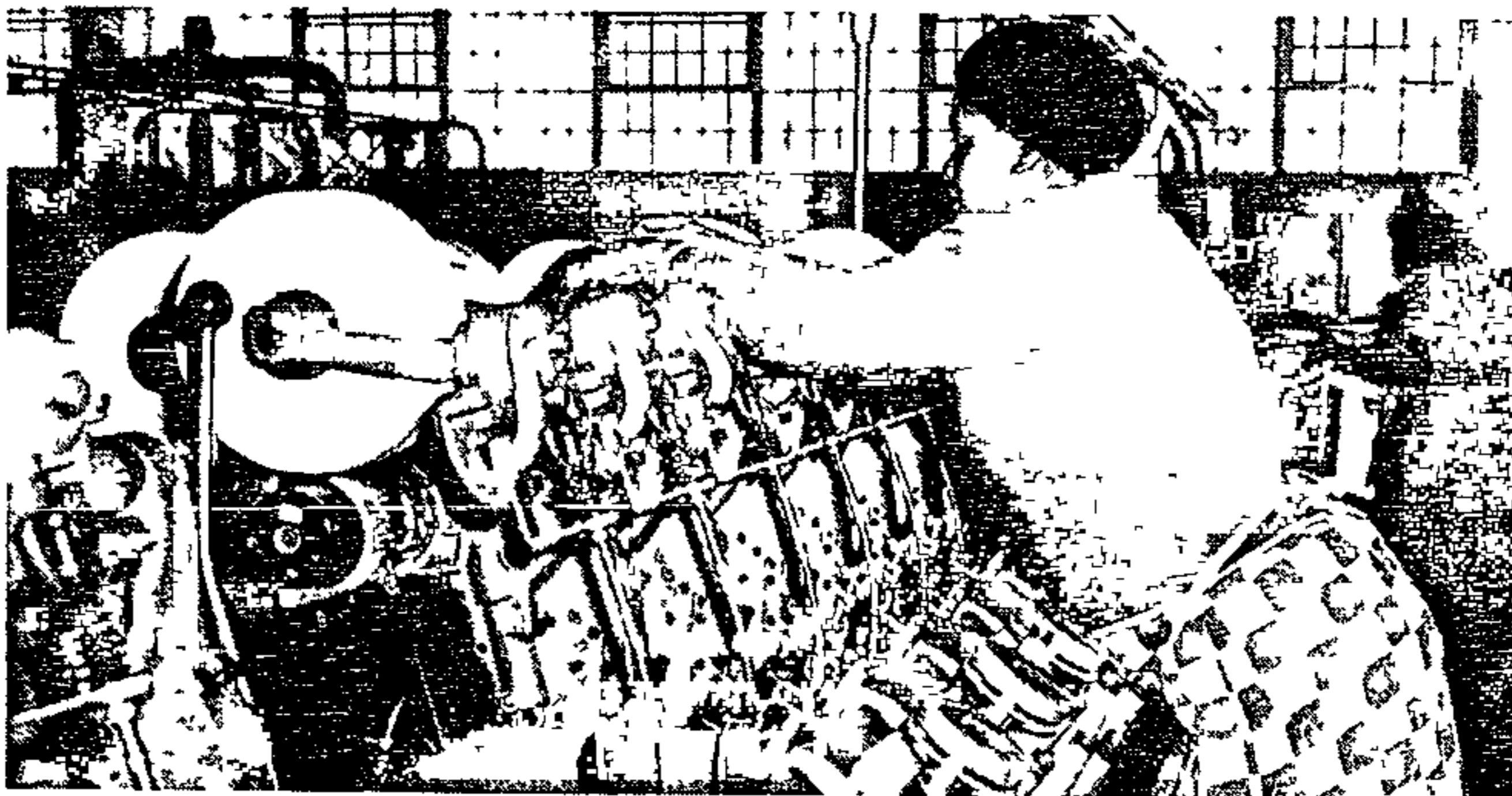
Late last year, when the Frame group was on the point of recognising the TWIU, the NUTW successfully applied for an Industrial Court hearing on the grounds that it was an unfair labour practice to recognise a union that had not yet proved its representation. Frame subsequently brought an application in the Supreme Court in an attempt to restrain the Industrial Court from hearing the matter. It claimed the court had no right to intercede in an issue of union recognition. The matter will be argued on Friday.

The second matter being heard by the Supreme Court involves retrenchment procedures and is not really germane to the recognition issue, though there are links. Frame claims that it should have the right to decide who should be retrenched, and when. The NUTW argues, in response to a recent retrenchment at Frametex, that retrenchments should be handled on the last-in-first-out basis to avoid discrimination. The Industrial Court has granted the union a reinstatement order.

Frame is now requesting that the Supreme Court review that judgment.

Most observers, while conceding that the endless round of litigation delays matters, maintain that if the NUTW is as representative as it says it is, Frame will eventually be forced to recognise it.

Says NUTW general secretary, John Copelyn "I'll say this for them they are putting up a good fight. But one of these days the workers will come out on strike and settle it in the streets. I'm sure they can."



Frametex worker ... recognition dispute

~~22/11/84~~ FM 27/11/84
* Crocker seems to feel he now has a formula to allay everyone's fears and to get a settlement underway. He could be right — but there is a long way to go before anyone can be sure.

METAL INDUSTRY IMF council revived

FM 27/11/84
In a move with major implications for the metal industry, new life is being breathed into the SA Co-ordinating Council of the International Metalworkers Federation. It is to hold a special conference in Johannesburg in March.

Lending weight to the conference, which will take place from March 12-14, will be the general secretary of the International Metalworkers Federation (IMF), Herman Rebhan. As the representative of some 14-15m metalworkers, the IMF is one of the largest employee federations in the world. In the last few years the IMF played a key role in some SA disputes by bringing pressure to bear on overseas suppliers and head-offices — most importantly during disputes at Volkswagen and Alfa Romeo.

The SA IMF Co-ordinating Council has been in existence since the early Seventies. It represents workers ranging from highly skilled to unskilled and cuts across the conventional union boundary lines. However, it has had a traumatic history — mainly because of the vastly disparate nature of its member trade unions. These included unions from the Confederation of Metal and Building Unions (CMBU), the Federation of SA Trade Unions (Fosatu), and unions which are now members of the Council of Unions of SA (Cusa). In 1981 the council became moribund when differences of opinion among the unions became insurmountable.

This was followed by the expulsion of the Amalgamated Engineering Union (AEU) and the SA Electrical Workers' Association (SAEWA) from the IMF in May 1982. The all-white AEU was expelled because it refused to open its ranks to workers of other races. The SAEWA received the chop because it was unwilling to accept the IMF's view that the practice of organising parallel unions for other races was unacceptable.

The SA IMF council has been operating again in an informal manner since the beginning of last year. According to informed sources, the time has been spent in rethinking organisational structures and strategies. The March conference is intended to signal the start of a new era which should have a significant impact on the metal industry.

The member unions of the reconstituted council are SA Boilermakers' Society, Engineering Industrial Workers' Union of SA, Radio, Television, Electronic and Allied Workers' Union, National Automobile and Allied Workers' Union, Federated Mining Union, SA Tin Workers' Union, Metal

and Allied Workers' Union, and the Steel, Engineering and Allied Workers' Union.

Some of these unions are not affiliated to any union grouping. Others belong to the Trade Union Council of SA (Tucsa), Fosatu, and Cusa. At a conservative estimate the SA IMF council now represents some 200 000 workers.

Several issues will come up for discussion at the conference. Among them:

- The structure and number of representatives each union will have on the council,
- Finding a conflict-resolving structure which will deal with matters such as demarcation disputes between council members,
- The appointment of a permanent secretariat to serve the council, and
- A commitment from all the unions involved to act together to assist each other with training and in making full use of the IMF's facilities.

Negotiations

One of the functions of the council will be to co-ordinate the various unions' claims for this year's metal industry wage negotiations. In the past the member unions have often worked at cross purposes. Unions representing skilled workers have tended to concentrate on the upper end of the wage scale, while others have given their attention to lower-paid workers. Last year, for example, the unions' demands ranged from 4% for the upper reaches to 30% for lower ranks. The council intends to narrow this gap in the interests of workers' unity.

"The SA council has never functioned in this way. It involves a new degree of co-ordinating which never existed before. There are also more potential members now than existed before," a union source told the FM.

BMW is

losing

R1,7m

a day

By PHILLIP VAN MEKERS

THE strike by about 1 500 BMW workers at the Rosslyn plant near Pretoria has entered its fourth day and the demand for higher wages remains unresolved

There is still no end in sight to the dispute, which began on Tuesday and is costing the company an estimated R1 750 000 a day in sales.

But a spokesman for the National Automobile and Allied Workers' Union (Naawu) said they were attempting to meet management on Tuesday

A spokesman for BMW said the company was "being held to ransom" by people demanding even higher wages

It had "every reason to regard such demands as unreasonable and not worthy of further consideration"

The company paid the highest minimum wage in the industry, R507 a month

And the depressed motor market made retrenchments and short working weeks the order of the day, elsewhere in the motor industry

He emphasised the company was not conducting wage negotiations with Naawu and the current wage increase had been announced last June

The Naawu spokesman said the workers were holding to their demand for R3,50 an hour — which they regarded as a "living wage" — though they were open to negotiation if the company wished to discuss the issue

He said 16 workers had been taken aside when they went to collect their pay yesterday and told to report for disciplinary hearings on Monday morning

After a general meeting yesterday, the workers decided they should not report for this hearing as this constituted "victimisation".

We pay well BMW

BMW paid its employees the highest wages in the motor industry, but it was being held to ransom by people who demanded even more, a spokesman for BMW South Africa has said.

He was reacting to a strike at the company's Rosslyn plant, which remained closed for the fourth successive day on Friday following a wild-cat strike last Tuesday

"Worker leaders have a duty to explain to their

members the economic facts of life. In our case, these facts are: Our employees earn a minimum wage of R507 per month, which is the highest in the motor industry and substantially higher than in most other industries.

"Secondly, due to the depressed state of the car market, retrenchments and short working weeks elsewhere in the motor industry are the order of the day," he said.

The spokesman said BMW was still investigating threats and incidents of violence during last Tuesday's strike

"The safety of a number of workers, in particular black foremen, was endangered by violent elements. We cannot re-open the plant until employees can be assured that those who intimidated them, have been brought to book," the spokesman added.

—Sapa

140A

PRESS STATEMENTS



MAWU PRESS STATEMENT ON TAXES

Despite the recession, most of the major companies in South Africa have succeeded in reporting tremendous profits for 1983

On the other hand, workers have suffered more and more – their real standard of living has dropped more and more as inflation, more dependants (through unemployment) loss of agricultural land and loss of livestock have forced workers to spread their money more thinly than ever. More families are falling below the breadline than before.

Now the Government has administered another terrible blow to workers and their families by increasing GST by a further 1 per cent.

The families on or below the breadline just can't afford it. There are so many other ways for the Government to collect the money it needs from those who can afford it: marginal taxes, taxes on profits etc.

But workers are not represented on the committees that recommend changes in taxes – and those who can afford to pay are represented, both directly and indirectly.

MAWU's National Executive Committee (NEC) meeting on 29 January, resolved that all MAWU members should be encouraged to put as the first part of any wage demand to employers that 1 per cent to make up for the GST increase. The NEC resolved that if workers have no voice in Government, they must speak where they do have a voice – at work.

The NEC also discussed the new 'equal' tax dispensation. The NEC noted that -

- 1 Although the tax paid will be equalised, the benefit of the money will not go equally to all groups in South Africa.
- 2 Some groups in South Africa have tax with representation, the majority do not. This is not equality.
- 3 The Departments responsible for UIF and other funds have proved totally inadequate to operate these funds. The tax changes will place huge responsibilities on the responsible department, and the NEC expects this to prove as inadequate and chaotic as other departments. Workers will in practice never get the benefit of rebates because of this, and because in any case most workers will not be able to fill in the assessment and other tax forms.

30 1 84 B Fanaroff, Metal and Allied Workers Union

ARGUL 30/1/84 1140A

Unions urged to help 'exploited'

Education Reporter
TRADE unions must challenge the "extreme" exploitation faced by black women workers, the University of Cape Town Summer School course on Women and Work has been told

Ms Adrienne Bird, education officer for the Federation of South African Trade Unions, said at the weekend that women were most vulnerable to retrenchment because of their "position at the bottom of the pile"

"Women are usually in the least skilled jobs and are the first to be retrenched in times of recession," she said

The legal system made no provision for materni-

ty leave, and this meant it was impossible for women to have long, unbroken service records

"The 'last-in, first-out' principle is used by unions when negotiating retrenchments. Because of broken service, women are in effect discriminated against"

Other problems faced by women included sexual harassment and "discriminatory medical aid schemes"

"Medical aid schemes often exclude pregnancy and contraceptives," she said

● Ms Hester van der Walt, a community health worker, said black nurses faced great dan-

gers in travelling to and from work at hospitals in "white areas", yet these hospitals would not open empty rooms in white hostels to them

Ms van der Walt said there seemed to be real parity only from the rank of matron upwards

African nurses still earned about R1 000 a year less than their white colleagues, although they all wrote the same examinations and did the same training courses

"Black nurses often work in overcrowded wards and have to deal with the worst casualties in our society — such as diseases caused by poverty and malnutrition, and the victims of violent assaults

BMW might seek new workforce

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Pretoria Correspondent

The management of the BMW plant at Rosslyn — closed after labour unrest — is considering hiring new production staff

"This might become necessary in the event of union leaders or the attitude of our current employees forcing us into a position where we have to dismiss a part of the labour force," said a BMW spokesman

The plant, which opened last November after a R100-million expansion, remained closed for the sixth consecutive day since a wildcat strike was staged

The strike by about 1 500 workers cen-

tres on dissatisfaction with a 10c-an-hour across-the-board wage increase introduced at the beginning of January

There have been allegations of violence and intimidation during the strike and the BMW management has refused to reopen the plant until those responsible have been dealt with

"The continued intimidation of black supervisory staff had necessitated special security precautions at the homes of people involved," said a statement

An inquiry into the allegations started yesterday and continued today. So far 15 people have been charged

A spokesman for the National Automobile and Allied Workers' Union (NAAWU) denied the allegations of intimidation and violence

"Violence and intimidation have never been condoned by this union and it has never been our method of working in the past," he said

He added that BMW was using the allegations to avoid the real issue of the strike — pay negotiations

BMW management and representatives of NAAWU were due to meet today to discuss the situation

194 (40A) (17) RDM 2/1/84

Joint action is planned

Labour Correspondent

THE Paper, Wood and Allied Workers Union shop stewards at five plants owned by Anglo American's Mondri Paper have formed a council to plan joint worker action on wages and pensions

According to a statement issued by the union yesterday, the council held its first meeting at the weekend and has already written to Mondri asking for wage talks and for discussions on the company's pension fund.

The council is the first attempt by PWAU to unite workers in different plants owned by the same company to plan common action An-

other union, the Metal and Allied Workers Union, has set up a similar council among Barlow Rand shop stewards

PWAU claims to have enrolled two-thirds of the Mondri group's workers — more than 2 000 people

The new council's letter calling for wage talks may also prompt conflict with Mondri, as the company is known to oppose wage bargaining with unions outside the official industrial council system

Mondri recently agreed to recognise PWAU, but this agreement does not give the union wage bargaining rights at the company

Mondri's managing director, Mr Reg Donner, was not available for comment yesterday

In its statement yesterday, PWAU said the council had met for the first time at the weekend "to discuss a joint approach towards management"

It said stewards had decided to have joint talks "after ludicrous wage increases were granted this year in terms of the industrial council agreement"

Another issue discussed at the meeting had been Mondri's group pension fund "about which workers have many complaints"

Mawu lashes out at increase in GST

140A ~~140A~~ s far 3/1/84

By Carolyn Dempster,
Labour Reporter

The Metal and Allied Workers Union has criticised the one percent increase in General Sales Tax coupled with the incorporation of blacks into the equalised tax system

At a weekend meeting of Mawu's national executive committee it was resolved that members should add an additional one percent to any wage demand put before management this year in view of the GST rise

"Despite the recession most of the major companies in South Africa have success in reporting tremendous profits for 1983," states the union

"On the other hand, workers' real standard of

living has dropped more and more with inflation, unemployment and the loss of agricultural land Families on or below the breadline just cannot afford the one percent added on to GST"

Because black workers have no political voice and are not represented on the committees instituting the tax changes the only area where they can voice their dissent is at work, says Mawu

The committee also discussed the introduction of the new harmonised tax structure on March 1 and noted

● Although tax paid will be equalised, the benefit of the money will not go equally to all groups in South Africa

● While some groups in South Africa have tax with representation, the majority do not This is not equality

● The departments responsible for unemployment insurance fund and other funds have proved unable to operate these funds adequately

The tax changes will place enormous responsibility with the relevant department and Mawu expects this to prove as inadequate as other departments

"Workers will, in practice, never get the benefit of rebates because of this, and because in any case most workers will not be able to fill in the assessment and other tax forms"

'2 000 illegal offices in Pretoria'

Pretoria Correspondent
Pretoria's accommodation problem is said to be aggravated by the illegal use of up to 2 000 houses as offices

This is the view of Mr Robbie Schilz, chairman of the city council's town planning advisory committee which meets tomorrow to finalise a report and recommendations to the city council

Mr Schilz said the

houses contravening the Town Planning Scheme and the Housing Act were all in the older city suburbs and many fell under the Rent Control Act

He said "The Government with the taxpayer's money was forced to build multimillion-rand housing schemes such as Schubart Park to ease the accommodation problem

"The use of houses as

offices was unfair on institutional and other property developers in the city

"It could create ghost areas occupied only from 8 am to 5 pm and vacant at nights and weekends"

The houses were not designed with neighbourhood security in mind

Some tenants saved 25 to 50 percent on rent

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Ford retrenchment talks continue

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Mall Correspondent

PORT ELIZABETH — Talks concerning the recent retrenchment of 490 workers by Ford Motor Company were continuing between management and union representatives, an executive member of the Motor Assemblers and Component Workers' Union of South Africa (MACWUSA), Mr Thomas Kobese, yesterday

Mr Kobese said Monday's informal meeting between officials of the National Automobile and Allied Workers' Union (NAAWU) and MACWUSA did not take place as MACWUSA general secretary, Mr Dennis Neer, had to attend to other matters

"Mr Neer is expected to back in the office today and we have to arrange another date now," said Mr Kobese

Representatives of Ford's industrial relations department telephoned MACWUSA's offices yesterday asking union representatives to attend another meeting with management as soon as union officials were available, said Mr Kobese

"The meeting, which will probably be held next week is a follow-up to the one last week when we asked management to reconsider the retrenchments, aired our other grievances and told management how workers generally felt about the retrenchments," he said

Labour Correspondent

TALKS aimed at ending the deadlock at motor company BMW's Rosslyn plant — which the company closed over a week ago after a wage strike by 1 400 workers — failed to settle the dispute yesterday

The company met the National Union of Automobile and Allied Workers, to which most strikers belong, at a Pretoria hotel. NAAWU accused BMW of go-

Talks fail to end BMW strike deadlock

ing back on an undertaking concerning wage negotiations and said workers would not return unless BMW agreed to negotiate

BMW spokesmen replied that the company was not prepared to reconsider a 10c an hour wage rise which, NAAWU charges, sparked the strike. It also said it was

unwilling to re-open the plant unless workers returned

In another development, the company issued a statement saying it was preparing to employ new workers because it might fire some of the strikers. BMW closed the plant after alleging that some of its staff had been subject to intimidation

On Monday, it said it had identified some workers who had been accused of intimidation and had summoned them to disciplinary hearings. If they were found guilty, they would be fired, it added. The plant would not re-open until these hearings were over

According to NAAWU, 19

workers have been summoned to appear at hearings. In the statement, BMW said firing some strikers might be necessary.

A union spokesman, Mr Brian Fredericks, said yesterday NAAWU was opposed to the hearings. "Simply picking out 19 workers in this way can only inflame tensions"

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Conflict looms as talks rejected

Labour Correspondent

CONFLICT between the Anglo American company, Mondi Paper, and Fosatu's Paper, Wood and Allied Workers Union threatened yesterday as the company said it would not deal with a new joint shop stewards council set up by the union unless the it joined the paper industry's industrial council

On Monday, PWAU announced that shop stewards at five Mondi plants had formed a council to plan joint worker action — the first such body set up by PWAU — and that the new council had written to Mondi asking for talks on wages and the company's group pension fund

The union — which does not belong to the paper industrial council — attacked recent wage rises negotiated at the council and suggested that it would press to negotiate wages directly with Mondi outside the council

But Mondi, which opposes wage bargaining outside the industrial council system, issued a statement yesterday ruling out talks with PWAU's joint council unless these were held under the auspices of the industrial council.

The company suggested that it was willing to consider dealing with the new council — but only if PWAU agreed to join the industrial council

It said it would only negotiate on issues common to all its workers with all the unions in the paper industry at the same time and said this could only be done through an industrial council

Mondi also charged that PWAU's claim to represent two-thirds of its workers had not yet been verified

Workers urged to combat GST rise

Labour Correspondent

THE Metal and Allied Workers Union (Mawu) has condemned the Government's decision to raise General Sales Tax — and is to urge union members to demand that employers raise wages to compensate for the 1% rise

The union has also expressed reservations about pending moves to tax black workers on the same basis as whites

In a statement Mawu said its national executive had resolved at the weekend "that all Mawu members should be encouraged to put as the first part of any wage demand the 1% to make up for the GST increase"

GST rises from 6% to 7% today

The executive had resolved that, because workers had no voice in the Gov-

ernment, where decisions on taxes were made, "they must speak where they do have a voice — at work"

The union argues that increased taxes should be raised from companies which, it says, made "tremendous profits" in 1983 despite the recession, rather than from workers who have "suffered more and more"

It said workers' "real standard of living has dropped more and more" Inflation, the need to support the unemployed, and loss of land and livestock had forced workers "to spread their money more thinly than ever"

"More families than before are falling below the breadline Now the Government has administered another terrible blow to workers and their families by

increasing GST by a further 1%," Mawu said

On the move to change the tax structure for blacks, Mawu said that "although the tax paid will be equalised, the benefit of the money will not go equally to all groups"

"Some groups have tax with representation, the majority do not. This is not equality," it said

It said the tax changes would also place "huge responsibilities" on the responsible department, and the union's executive feared workers, therefore, would not in practice receive the rebates to which they would be entitled

Most workers would also not be able to fill in their tax assessments and other forms and would be at a disadvantage

It's D-Day for car plant's 1 500 strikers

By Carolyn Dempster,
Labour Reporter

BMW is to decide today whether to fire the 1500 workers who went on strike at the motor manufacturer's Rosslyn plant in Pretoria last week

Talks between the National Automobile and Allied Workers' Union (Naawu) delegation and management deadlocked yesterday and the fate of 19 union members charged with intimidation and violence is still uncertain

A crowd of about 400 workers, reportedly Nissan employees retrenched last month, gathered at the gates of the BMW plant this morning seeking work

Mr Pierre de la Rey, communications manager for BMW, confirmed that application forms were given to the queues of waiting workers "in the event of a decision to dismiss the striking Naawu workers"

He said the fate of the 19 union members was a separate issue and a decision on whether to dismiss them was pending

"We met the union yesterday and they could not give us any assurances that if we reopened the plant they would help to prevent further unrest," said Mr de la Rey

"We strongly believe there is a political motive behind this whole thing and have come to the conclusion that there is enough evidence to prove this is not a normal dispute," he added

A spokesman for Naawu denied that there was any more to the strike than dissatisfaction over management's refusal to budge over its wage offer, which resulted in deadlocked negotiations last week

He also said the claims of "intimidation and violence" by certain union members were untrue

STRIKE TURN: BMW personnel are placed ...

UNDER GUARD

By
**ALINA
DUBE**

HOUSES of black BMW personnel living in Mabopane have been placed under guard.

Sources close to employees said security guards were posted after the safety of workers, particularly black foremen, was "endangered by violent elements."

Both the Rosslyn and the Ga-Rankuwa plants

were closed down as a result of the strike.

The public relations officer of the company, Mr Michael Brandt, confirmed that security guards were being employed to keep a close watch on some of management officials and foremen. He said threats of violence were made against them and that the company found it necessary to have security guards at their homes.

"No violence will be tolerated by us," he said.

Mr Brandt said BMW had identified a number of people accused by fellow workers of having been responsible for intimidating and assaulting employees who did not wish to participate in last Tuesday's wildcat strike at the company's Rosslyn plant.

"Evidence will be submitted and those found guilty will be dismissed

"We intend keeping the plant closed until offenders have been dealt with. Protecting the lives of loyal employees is a higher priority than resuming production immediately," he said

The strike, allegedly caused by some workers who were dissatisfied with their new wages (an average of R567 a month), was accompanied by violence directed particularly at black foremen.

Mawu considers a dispute over lay-offs

140A
Labour Correspondent

THE Metal and Allied Workers Union yesterday said it was considering declaring a dispute against Wynberg company Promex Plastics, a member of the Protea group of companies, for allegedly refusing to negotiate on retrenchments

A union spokesman, Mr

~~135~~ ~~137~~ ~~138~~ ~~139~~
Moses Mayekiso, said yesterday the company's 130 workers downed tools last Monday in protest against the retrenchment of eight workers, but returned after management agreed to meet the union on the issue

Promex told the union at yesterday's meeting it would not negotiate on the retrenchments, because

MAWU was not recognised by the company

Workers were due to meet last night, he said

The company refused to recognise the union last October even though it provided proof that it represented a worker majority, he said

"The fact that we are not recognised is, therefore, the

204 2/2/84
result of their attitude and is no reason to refuse to negotiate retrenchments"

A company source yesterday denied there had been a strike at the plant over the retrenchments

He refused to comment further, referring all queries to the company's managing director, who was not available

Legal action threat in BMW strike

By STEVEN FRIEDMAN
Labour Correspondent

RELATIONS between motor firm BMW and the National Union of Automobile and Allied Workers, which represents strikers at its Rosslyn plant, deteriorated sharply yesterday as both sides threatened the other with legal action

In key developments yesterday at the plant, which the company shut nine days ago after a wage strike by about 1 400 workers

● BMW said it was allowing a skeleton staff to begin work aimed at re-opening the plant, but said no date had been fixed for restarting production

Earlier in the day, NAAWU had written the company a letter asking when it would re-open the plant

● The company dropped notices by helicopter over three black townships in the area sharply attacking the union NAAWU charged the pamphlet was "defamatory" and said it might take legal action

● BMW said it had told NAAWU it reserved the right to sue it for damages resulting from the strike and to end its recognition agreement with the union

● The company later dropped a second pamphlet over the townships inviting workers and their wives to an "entertainment" at which free cold drinks would be served, videos shown and the strike discussed

A company spokesman said yesterday the decision to allow staff to begin maintenance work meant simply that the plant would be able to re-open as soon as management decided this was necessary. It did not necessarily mean that a re-opening was imminent.

He confirmed that BMW had dropped pamphlets over the townships accusing NAAWU of not representing the "true feelings" of workers and of not being in control of its members

It said it had done this after a meeting with the union on Wednesday at which NAAWU had been "unable to give any assurance that it could get workers back to work or end the continuing violent intimidation of workers"

"We decided that if we could not achieve a re-opening by talking to them, we would do so by talking directly to our workers," he said

But a NAAWU spokesman, Mr Brian Fredericks, said the pamphlet showed BMW was "totally out of touch with the feelings of their workers"

"They do not realise that our demands come from the workers and that pamphlets like these simply anger them further," he said. Mr Fredericks said NAAWU had "tried every means at our disposal to keep talks open but BMW has flatly refused to even discuss wages"

The company's spokesman reiterated BMW's refusal to negotiate pay until mid-year, saying this had been accepted by NAAWU in negotiations

Disenchanted strikers quitting union BMW

(140A) (140A) (140A) 3/2/84

By STEVEN FRIEDMAN
Labour Correspondent

WORKERS at motor company BMW's Rosslyn plant, closed early last week after a wage strike, are resigning from their union, the National Automobile and Allied Workers Union (NAAWU), in protest at its handling of the dispute, the company claimed yesterday.

But a NAAWU spokesman told Sapa the union had no knowledge of resignations.

And a meeting of about 1 400 workers has voted not to return to the plant until management guarantees that 19 strikers, who were summoned to disciplinary hearings for allegedly "intimidating" workers, will not be fired.

The company summoned the workers to appear at the hearings, after charging

that it had evidence they had assaulted or intimidated supervisory staff and said they would be fired if found guilty. NAAWU says this has angered workers and raised tensions in the dispute. BMW's statement comes in the wake of a sharp deterioration in relations between it and NAAWU, a union it recognises.

A meeting between the two sides on Tuesday led to this escalation of tension. In its wake, NAAWU attacked BMW for refusing to negotiate on pay, while BMW criticised the union for refusing to guarantee workers would return to work and that alleged "intimidation" would end.

The dispute flows from the workers' rejection of a 10c an hour wage rise granted by the company. Workers initially demanded a R1 an hour rise, but the union has since said this is negotiable.

BMW, which says it refuses to negotiate on wages until mid-year because NAAWU has agreed in negotiations that pay should only be negotiated then, closed the plant in reaction to the strike. The company has announced that staff have been appointed to prepare the plant for re-opening but says no decision has been taken to restart production.

In its statement, BMW said the first batch of resignations from people apparently disenchanted with NAAWU's handling of the current labour problems arrived yesterday. It gave no details of how many workers had resigned.

It added that, in terms of the company's agreement with NAAWU, workers wishing to resign from the union hand in their resignations at the plant and the company then passes them on to union headquarters.

Fosatu claims gains in safety

Labour Correspondent

THE Federation of SA Trade Unions says its union in the textile industry has made important gains in protecting the health and safety of workers — and that its metal and motor unions are also becoming involved in safety issues

But Fosatu also warns that a new Machinery and Occupational Safety Act passed last year may enable employers to supplant safety negotiations with union shop stewards and says it will strongly oppose this

These points are contained in Fosatu's annual report for 1983, which was released this week

Fosatu's increasing interest in health and safety comes at a time when this issue is emerging as a major bargaining point on the mines

It says it has been interested in health and safety issues "for some years" but found that bargaining on them was difficult "in an environment that still required a struggle for basic recognition rights"

Last year, however, it decided to encourage its unions to carry out health and safety campaigns

The new Act which Fosatu criticises in the report provides that employers must establish health and safety committees in their plants

Fosatu says it fears this may enable employers to nominate their own safety representatives and thus bypass negotiations with union shop stewards

It warns that it will take action if this occurs

In the textile industry, the report says the National Union of Textile Workers

has started negotiations at two large plants on a "comprehensive health and safety agreement"

It also gives details of a campaign by the NUTW to protect workers against "brown lung", a disease which, it says, is caused by exposure to cotton dust and could be fatal

Last year, a NUTW member became only the second worker in South Africa to be granted Workmen's Compensation after contracting "brown lung"

The report says the campaign has also prompted the Government's National Centre for Occupational Health to investigate "brown lung"

It adds that Fosatu's National Automobile and Allied Workers' Union and the Metal and Allied Workers' Union have also held a seminar on safety issues

2/2/84

Striking workers must 'sign'

156 186 140A 158

Some star

MORE than 300 sacked strikers at Vetsak, Isando, have been forced to sign documents undertaking not to go on strike again as a condition of re-employment.

This claim has been made by the Metal and Allied Workers' Union representing workers who said that they felt threatened by having to sign the forms which they regard as "a means to stifle our union activities".

The workers were dismissed by the company after they had been on strike in demand of the recognition of Mawu, increased wages and stop order facilities on Friday.

They were ordered to

leave the premises of the company and to report back on Monday.

Some of the workers have accepted the offer while others have gone to the union to help them in this regard

The company's spokesman said that three-quarters of the workforce had turned up for re-employment yesterday and "we are busy screening those we have taken"

BMW UNDER FIRE

THE National Automobile and Allied Workers' Union (Naawu) has accused BMW of adopting an attitude of non-negotiation before the central labour problem could be solved.

Speaking from Naawu offices in Pretoria North yesterday, the national secretary, Mr Fred Sauls, stressed that the company was responsible for the closure of the Rosslyn plant last week. For the company to have closed negotiations before the dispute was resolved was enough proof that management collaborated with other industries where retrenchments were the order of the day.

Strikers' fate still hangs in balance

By Carolyn Dempster,
Labour Reporter

The fate of the 1500 striking workers at BMW's Rosslyn plant was still hanging in the balance as the factory remained shut for the eighth day today

In the latest twist in the saga, helicopters distributing pamphlets reportedly attacking the National Automobile and Allied Workers' Union flew over three Pretoria townships yesterday

Later in the day thousands more pamphlets were distributed inviting the striking workers and their wives to a party at the Garankuwa Community Hall on Friday at 2 pm. Videos on soccer and music will be shown and free cooldrink and food has been promised, to be followed by a discussion on

the strike

The decision whether or not to dismiss the striking workers has not yet been taken, but BMW's communications manager, Mr Pierre de la Rey, said yesterday it was likely a "skeleton" staff would be employed to start up operations before the factory was placed on line once again

Now the union is threatening BMW with legal action, saying the first of the two pamphlets distributed in Mabopane, So-shanguve and Garankuwa was defamatory

A union organiser said workers would be advised not to attend the party which, he claimed, was nothing but a blatant attempt to sweet-talk workers into returning to work without negotiating wage demands

A final decision on the future of the 19

union members charged with alleged intimidation and violence has not yet been made

The dispute began when wage negotiations deadlocked last Monday. Naawu demanded a R1-an-hour increase across the board, while management refused to go higher than a 10 c increase. The lowest minimum wage is R2,50 an hour

Management has accused certain union members of intimidation and violence

Naawu assistant general secretary Mr Brian Fredericks also denied management allegations that there were "political overtones" to the strike

"If management is not prepared to recognise that the workers have legitimate needs, then it is behaving in a totally unrealistic way," he said

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140A

Star

2/2/84

Union says increase in GST 'blow' for workers

Mercury Reporter

THE 1 percent rise in general sales tax which came into effect yesterday had dealt a 'terrible blow' to workers and their families, says the Metal and Allied Workers' Union

In a statement released yesterday, the union said there were thousands of families living on or below the 'breadline' and could not 'make ends meet'

'There are so many other ways for the Government to obtain additional revenue rather than burdening the workers

'But workers are not represented on committees which recommend changes in taxes yet people who can afford to pay higher taxes are represented both directly and indirectly,' said Mr B Fanaroff, a spokesman for the union

At a meeting of the union's national executive committee recently it was decided that all of its members should be encouraged to put as the first part of any future wage demand to employers, the 1 percent to make up for the increase in GST

Suffered

Mr Fanaroff pointed out that in spite of the recession most of the major companies in South Africa had reported 'tremendous' profits for past year.

'On the other hand workers have suffered with a drop in their standard of living as a result of rising food prices and increased travelling costs,' he said

Following the increase of GST moves to help the consumer are being taken by several chain stores country-wide

Checkers will be subsidising one basic food item a week and slashing the price below cost.

The managing director, Mr Gordon Utian, said this action had been taken because of the recent price rises and the GST increase

'With drought, unemployment and the current recession, urgent action is necessary to help the people of South Africa,' he said

'We are not interested in retail wars. People cannot live on bread and milk alone, they need vital proteins, and we are going to help them in a meaningful way'

Mr Utian said the Minister of Finance had been contacted in an attempt to remove GST from basic foods — bread, milk, flour, sugar and maize meal.

'To date, he has merely acknowledged our message,' he said

The chain will subsidise one item, changing from week to week, in an effort to provide the opportunity for a healthy and balanced diet.

Chickens, bread and margarine are the first foodstuffs on which Checkers are cutting the price below cost

The items for the next Save-A-Rama will be announced each Wednesday

Mr Bob Bezuidenhout, regional manager for Pick 'n Pay Natal, said the food chain was looking to the Government to abolish GST on the five basic food items in accordance with the lower-income group

'It is only this group which is affected by GST,' said Mr Bezuidenhout.

'Although we do sell milk at cost and we don't make profit on the basic items we do not have any price reduction scheme at the moment.'

Increases

Managing director of Spar Natal, Mr Brian Beavon, said the company was concerned about the increase in prices and GST.

'We do run weekly promotions where we sell up to 20 products either at cost or below on an on-going basis,' said Mr Beavon.

The products included all the food categories

'In situations where we are faced with price increases we try to buy in against price increases and hold down prices to the public as long as possible'

Mr Allan Fabig, a director of O K Bazaars, said a spectrum of key products had been chosen where they were presented to the public at 'rock bottom' prices

'We have two basic foodstuffs such as bread and milk at below cost where we are watching the situation on a daily basis,' said Mr Fabig.

3/21/84 (140A) RDM
Row is growing over company lay-offs

Labour Correspondent

A WYNBERG company Promex Plastics, which faces a possible formal dispute called by the Metal and Allied Workers Union for allegedly refusing to negotiate on retrenchments, denied yesterday that it was unwilling to deal with the union

Mawu alleges that about 115 workers at Promex, part

of the Protea Holdings group, struck recently in protest at the retrenchment of eight workers

It says it persuaded them to return after management agreed to meet it on the issue, but that, at a meeting this week, Promex said it could not negotiate on retrenchments because it did not recognise the union

Mawu says it has approached Promex for recognition, but that this was refused, and says it may declare a dispute with the company

Yesterday a Promex spokesman denied there had been a strike at the plant

He confirmed that the company had been ap

proached by Mawu with a request to take back retrenched workers, and that it had refused to do this

"There is no way we can take them back. We have had to close down a section of our plant because of the recession. We kept people on as long as possible, but the situation has worsened and our books reflect this," he says

BMW workers sign 'ballot'

By Carolyn Dempster
Labour Reporter

192 (12) 140A (13) 3/2/84 stou
The whole BMW workforce gathered outside the gates of the company's Rosslyn plant this morning to find out whether management intends reopening the factory which has been shut for nine days

At a meeting called by the National Automobile and Allied Workers' Union yesterday, the 1 500 workers, who went on strike last Tuesday, resolved to respond to a management request to come to the plant

According to a union spokesman monitoring the situation at the plant this morning, workers were asked inside the plant and made to sign a declaration saying they were prepared to return to work under the conditions of employment stipulated by management

"The shop stewards told management this was unacceptable and are meeting them to find out what BMW's plans are about opening the plant," he said. However, according to a statement released by BMW, an overwhelming majority of plant workers voted in favour of returning to work under the ruling wage conditions and employment policies of the company

Hundreds signed the "ballot" indicating they were prepared to accept the ruling wage scales and poli-

cies of the company, said Mr Michael Brandt, public relations director

Once the workers had signed the form, the conditions would be binding on them, he confirmed

Small groups of workers were already performing maintenance and preparation work in the plant and management would decide during the course of the day when to resume full scale production

Naawu has refuted reports of union resignations "We have received at least 300 applications for membership from BMW workers since the plant shutdown last week," said a union organiser

BMW confirmed today that the resignations had come from the small group of employees performing maintenance work in the factory over the past two days

The union has also levelled accusations of an unfair labour practice at BMW for refusing to continue negotiating with the union

BMW announced on Tuesday this week that it was no longer prepared to negotiate with the union and would continue to liaise directly with the workers. Reasons given by management were that it felt the union no longer represented the interests of the workers

DISPUTES

Tensions in textiles

140A
FM 3/2/84
The strike at SA Fabric's Durban plant involving the National Union of Textile Workers (NUTW) indicates that a tough year in labour relations lies ahead for the textile industry in Natal

Tensions between employers and unions are building, with the NUTW, a Federation of South African Trade Unions (Fosatu) member, in the thick of the fray. Apart from the bitter recognition battle with the Frame Group (FM January 27), it has declared wage disputes at four other factories, including SA Fabrics.

Taking a positive view, the union's national secretary, John Copelyn, claims there is a good chance that some of the disputes will be settled before strike action is considered — though not at SA Fabrics where, he insists, management was "just itching for a confrontation" over wages.

However, he does see the plant-level wage deadlocks as indicative of hardening attitudes on both sides.

According to Copelyn "There is a widespread belief among employers that inflation is dropping to around 9% or 10%, and they are basing their increases on that assumption. Employees, of course, are far from convinced that that is the case."

Adding to the tensions is the imminent

introduction of the new system of taxation for blacks, which, says Copelyn, will have a severe impact on married women. He points out that at some plants 80% of the workers are women. Initial calculations show that, in some cases, their deductions could increase from around 50c/week to R2,80. "That's a lot of money for someone with take-home pay of around R25 a week," he says.

Putting the case for the industry, Stanley Shlagman, executive director of the SA Textile Federation, argues that it would be irresponsible for the unions to push manufacturers into an uncompetitive position *vis à vis* their foreign competitors through excessive wage demands. "That would do the industry and employees no good whatsoever."

Shlagman says that already the industry's competitiveness is suspect. The industry has had to deal with a number of adverse factors, including the recommendations of the Steenkamp committee. "We recognise that the industry must pay a fair wage, but, in the SA context, we cannot be forced into a situation where our main inputs are so out of line with those of our competitors that we go out of business," he says.



MWU's Paulus ... 'strengthen a fighting union'

Mercury (140A) 1977 5
day, February 3, 1984

Fosatu union wins textile factory ballot

Mercury Reporter

IN A ballot held at a Pinetown clothing factory yesterday, an overwhelming majority of the workers voted for the black-dominated National Union of Textile Workers to represent them instead of the Tucs-a-affiliated Garment Workers' Industrial Union

The ballot to determine which union had the majority support at James North (Africa) (Pty) Ltd, followed a clash between the two unions for recognition at the plant, a subsidiary of the U K-based company, Siebe Gorman Group

A spokesman for the Pinetown factory, which manufactures protective clothing for the mining industry, yesterday confirmed the result of the ballot but declined to say whether the Fosatu-affiliated union would be recognised at the plant

A total of 219 workers voted in favour of the National Union while 43 voted for the Garment Workers' Union. There were four spoilt papers and three abstentions

Mr Frankie Hansa, general secretary of the Garment Workers' Industrial Union, which represents 55 000 workers, said yesterday his union had objected to the ballot because it had a 'closed shop' agreement with the company

He pointed out that in terms of the agreement workers were bound to his union and could only terminate their membership once they resigned from the factory

Mr Hansa said his union had represented workers at the factory for many years and had not received any complaints against it

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RDM

BMW plant set to re-open

4/2/84

By STEVEN FRIEDMAN
Labour Correspondent

BMW's Rosslyn motor plant, which has been closed since early last week after a wage strike, is set to begin re-opening early next week

Workers returned to the plant yesterday to tender their services and were told to report for work on specified days next week

This indicates that the plant is to resume production in stages next week, with groups of workers reporting on different days. It is not yet clear when the plant will be fully operational again

However, the return to work does not mean the end of the dispute between the company and the National Automobile and Allied Workers' Union

A union spokesman said yesterday that NAAWU would now take legal action

against the company for allegedly "locking out" workers by closing the plant. It would also take action alleging that BMW had been guilty of an "unfair labour practice" by refusing to negotiate with NAAWU on pay

The dispute which closed the plant began when workers rejected a 10c an hour wage increase granted by the company and demanded a R1 an hour rise

Since the plant closed, BMW has refused to negotiate on pay, saying it had already agreed with NAAWU that wages would be negotiated in mid-year only

After a stormy meeting on Tuesday, BMW said it would not negotiate with NAWU on a return to work but would deal directly with workers

In a statement yesterday, BMW claimed that workers flocked to the plant yesterday

to take part in a company-organised ballot on whether to return to work "under the existing work conditions stipulated by the company"

This meant, it said, that they had voted to accept "the ruling wage scales and policies of the company"

BMW said groups of workers were already performing maintenance and preparation tasks and a decision on when to resume production was imminent

But a NAAWU organiser, Mr Brian Fredericks, said the workers' decision to return to the plant and offer their services was taken by about 1 400 BMW workers at a union meeting on Thursday and was communicated to the company in a telex from the union office

"By the time workers began arriving at the plant, the

company was well aware they had decided, under the auspices of the union, to return. No ballot was ever held," Mr Fredericks said

He said that, on arriving at the plant yesterday, workers were asked to fill in forms agreeing to work under existing wage rates and work conditions

They had not been prepared to sign these until they were advised to do so by NAAWU shop stewards, he added

Mr Fredericks also replied yesterday to a company statement claiming that workers were resigning from NAAWU in protest at its handling of the dispute

"It appears now that at most 15 out of 1 400 workers resigned. The majority remain strong and committed to their union," he said

Striking fabric workers to return

Mercury Reporter

4/2/84 Mercury 140A 197

STRIKING workers at S A Fabrics in Durban yesterday decided to return to work on Monday following the appointment of a conciliation board to resolve the dispute over pay, Mr John Copelyn, a spokesman for the National Union of Textile Workers, said last night. He said the company

had agreed to negotiate with the board and the workers had therefore decided to end their six-day strike.

In a statement yesterday, Mr N P Lourens, chairman of the company, confirmed that 350 workers had stopped work since January 26 and said that if the workers failed to return by Monday their

services would be terminated.

'The refusal to work relates to a dispute over recent retrenchments, due notice of which was given to the National Union of Textile Workers during December last year in accordance with a written agreement concluded in the latter part of last year.

'The union now claims that the refusal to work relates to a wage dispute. The company acting on legal advice has informed the union that it has breached the written agreement and is holding the union liable for any losses suffered by the company.

'The company has continued with production due to the full co-operation of its salaried employees and some of its wage employees.

'The company is attempting to communicate individually with all its wage employees urging each of them to return to work at their usual starting times on Monday, failing which their contracts of service will be regarded as having terminated without any further notice to anyone,' he said in the statement.

Strike-time is party time at BMW

5/2/84
C.P.R.S.
140A

IN WHAT must be regarded as one of the most determined efforts to break a strike, BMW in Pretoria have used their company helicopter to drop pamphlets over Mabopane and Garankuwa inviting workers and their wives to a party today.

The offer of free drink, videos and a chance to discuss the possibility of the plant re-opening is seen as part of BMW's effort to avoid dealing with the National Automobile and Allied Works' Union (Naawu).

Last week 1 500 workers downed tools when BMW refused to continue negotiations over workers' demands for a rand an hour increase

BMW closed the plant and demanded that 19 workers — six of them Naawu shop stewards — accused of "intimidation and violence" during the strike face a disciplinary hearing

Naawu responded by asking BMW to defer the hearing until the plant re-opened, maintaining that while workers were locked out any disciplinary procedures would constitute unfair labour practice.

BMW refused to defer the hearing and in turn accused Naawu of neglecting to assist its members

Talks between Naawu and BMW on

By BRIAN TILLEY

Tuesday ended in deadlock, with BMW claiming that Naawu no longer had control of the situation

The pamphlets from BMW's helicopter urge workers to "come to the main entrance of the plant where notices will be handed out daily" Approximately 900 workers at a Naawu meeting in Soshanguve welcomed the helicopter with stones and chants of "We are not afraid"

In their latest statement BMW maintain they reserve the right to



A BMW employee studies a pamphlet dropped on workers this week

terminate their agreement with Naawu and sue the union for damages in respect of the wage dispute, as their agreement with the union specified that salary adjustments would not be considered until June

Naawu are also contemplating legal action, claiming the BMW pamphlet distributed on Wednesday is defamatory

Meanwhile, BMW says it has begun receiving union resignations from some striking workers.

A company spokesman said the first batch of resignations from people apparently disenchanted with Naawu had arrived on Wednesday

(225) (51) (140A)

Laid-off workers paid out

FRAMETEX in Pine-
town has paid out more
than R9 600 to ten
members of the Na-
tional Union of Tex-
tile Workers.

The money - back-
pay from the time they
were retrenched last
year - comes after a
ruling from the Indus-
trial Court.

The court ruled that
an earlier order for
management to pay the
wages should not be
suspended.

words...

BOP Manpower Minister Rowan Cronje, a former member of Ian Smith's Rhodesian Front Cabinet, has apparently changed his tune about trade unions

The homeland's recent ban on SA-based trade unions is in glaring contrast with Mr Cronje's utterances at a conference of the Institute of Personnel Management last year.

He said at the time "Many people regard trade unions as a monster. I believe that a trade union is an essential and a most important part in the process of industrial stability and sound relationships"

In grand fashion he continued "In the field of industrial relations the obvious objective ultimately is industrial peace and harmony. However, if 'peace' means to an employer a humble, docile labour force, peace could never be a possibility"

Mr Cronje said that Bop's new industrial relations legislation would "actively encourage and assist with the establishment and training of these unions."

Trade unionists might be wondering if he rather meant "assisting in the neutralising and taming" of these unions

game and its misguided advances"

The Cusa statement also warned the giant multinational Union Carbide, which owns a number of mines in the homeland - including Ucar, which is refusing to grant NUM recognition - that it was "prepared to raise the issue at every local and international forum"

Cusa also alleged that the Bophuthatswana government had come to a deal with the white mine-workers of the Mine-work's Union, and warned that this would sow the seeds of discord and suffering among workers

It also slammed Mr Cronje for his "pious and sanctimonious utterances" in supporting the homeland ban

"For some time now we have been expecting the so-called government of Bophuthatswana to take this action," said Cusa

"Many of our members daily cross the road to work in so-called Bophuthatswana. Cusa has constantly maintained that this charade will

Don't come back, Ford boss told

~~140A~~ ~~140A~~ ~~140A~~
EASTERN Cape trade union leaders in the motor industry slammed the recent visit of Ford's World-wide Chief Executive Officer Mr Philip Caldwell of America to Port Elizabeth

C. Per 5/2/84
By MONO BADELA

The National Automobile and Allied Workers' Union (Naawu) and the Motor Assemblers' and Component Workers' Union (Macwusa) said they were not informed of his visit and also condemned the remarks he made

Mr Caldwell told reporters Ford could not manage labour affairs from 9 000 kms away, and left these with Ford management in South Africa. Naawu regional secretary Les Kettleidas

described this as surprising

"We believe there are principles which are basic to labour relations all over the world. This includes consultation with trade unions before workers are retrenched," he said

"Mr Caldwell's statement amounts to divorcing Ford's headquarters from labour issues at its subsidiaries"

Ticket inspector 'told me to strip'

BY BENITO PHILLIPS

A RAILWAYS ticket controller ordered a 14-year-old to strip and then assaulted her after querying her train ticket, an East London magistrate heard this week

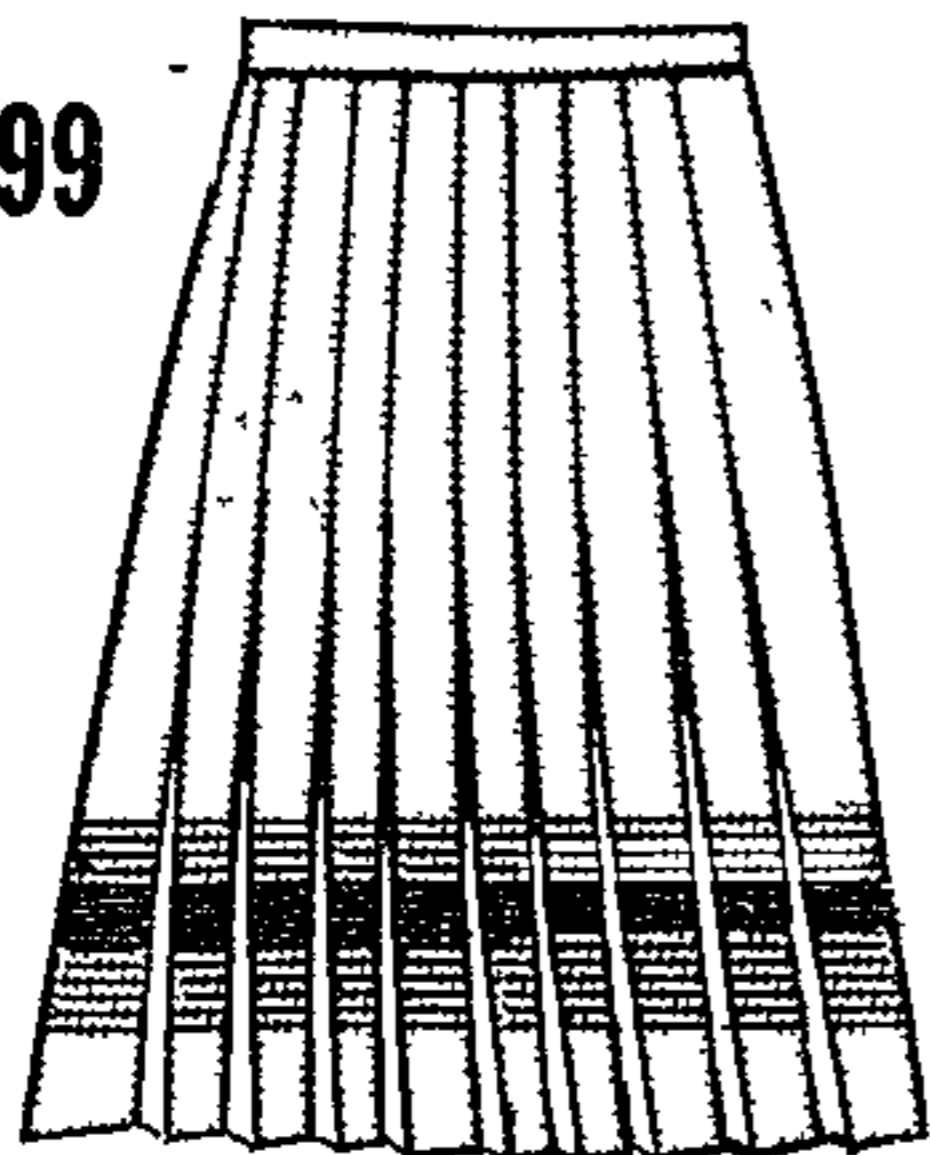
The controller, Carl Albertus van Rensburg, was fined R300 or 50 days for indecent assault

The girl told the court she had been taken into a second-class compartment by the controller, who said he wanted to speak to her about her ticket

CYRIL'S "THE SKIRT KING"

151A MARKET STREET JHB, 2000.

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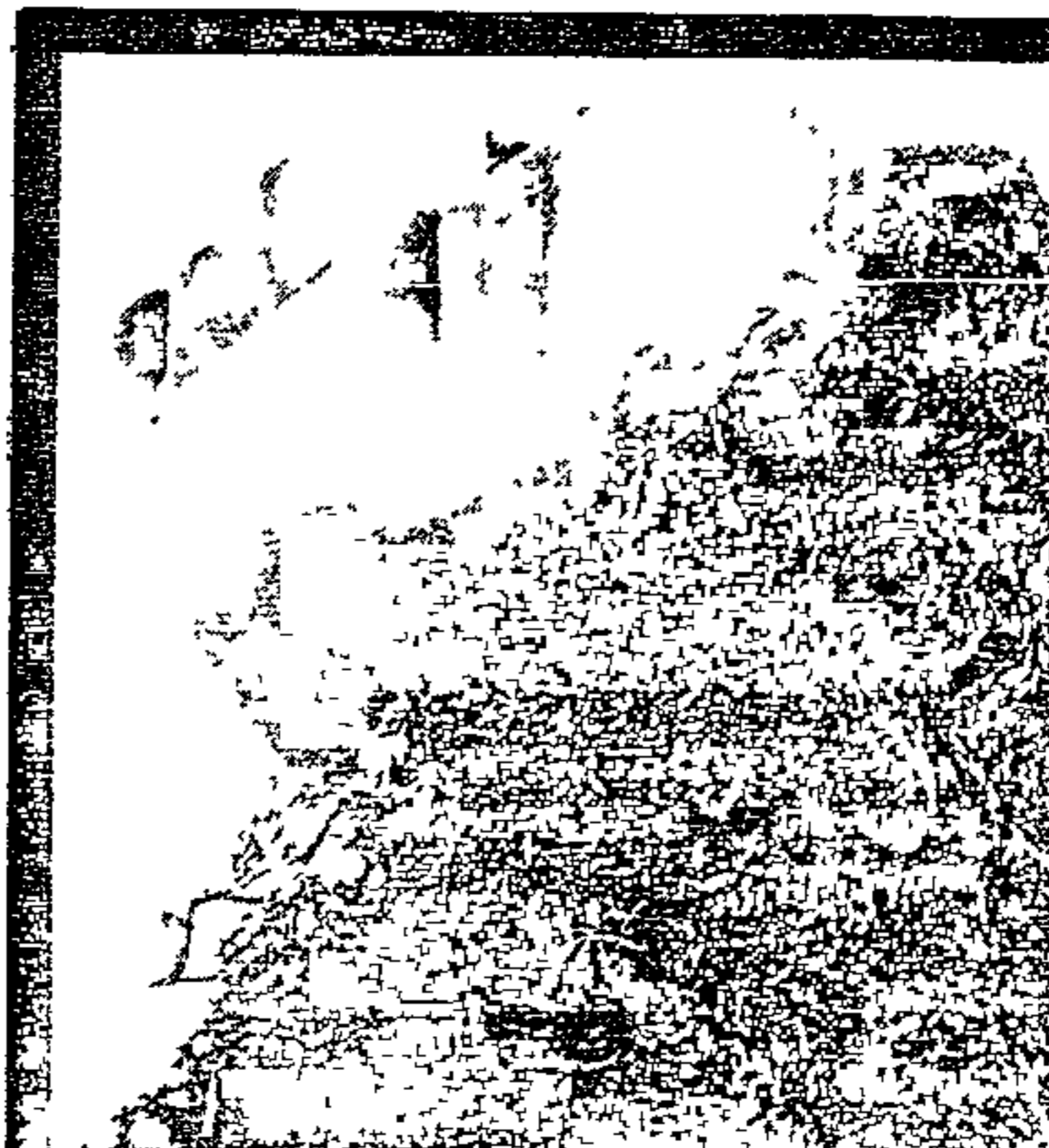
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R&A

140A

2/7/84

Delay tax plan, pleads Fosatu

By STEVEN FRIEDMAN
Labour Correspondent

THE country's biggest emerging union group, the Federation of SA Trade Unions, has asked the Government to delay including black workers in the same tax system as whites, warning that this could cause unrest

Fosatu says some black workers are refusing to fill in tax forms — which they must now do

It says workers were not

consulted about the change and are therefore 'extremely suspicious' of it

And the Trade Union Council of SA has also slammed the Government's handling of the tax change because the black community was not consulted

Last week, Fosatu met a senior Inland Revenue official, Mr Clive Kingon, to discuss the change, which comes into effect next month

This followed a telex from Fosatu to the authorities, urging that the move be delayed

Yesterday Fosatu's general secretary, Mr Joe Foster, said Mr Kingon agreed to inform his superiors about the request

He said, however, that Mr Kingon had warned that a postponement was unlikely

"He said any delay would have to be until the beginning of the 1985 tax year and that the Government was unlikely to agree," Mr Foster said

"He also said employers were very keen to see the change implemented soon," Mr Foster added

He said that one of the key

causes of worker suspicion was that tax forms were being handed out by employers

"And workers are suspicious of anything handed out by employers", Mr Foster added

Fosatu also feared workers would not know how fill in their tax forms so as to claim the rebates to which they were entitled

Mr Kingon was not available for comment yesterday

Until now blacks have been subject to a different tax system to whites

This has meant that lower-

paid black workers have paid more tax than whites

The new system will bring all wage earners under the same tax system and thus mean that many black workers will pay less tax

Married black women and some higher-paid black workers will, however, pay more tax

"They have been planning this for five years and only at the last minute do they talk to us — and then only after everything has been decided," Mr Foster said

Cape Times 7/2/84 (140A)

Fosatu: Suspend new black taxation deal

By RIAAN DE VILLIERS
Labour Reporter

THE Federation of South African Trade Unions (Fosatu), representing more than 100 000 workers, has called on the authorities to suspend the equalization of black income tax which is due from March 1.

Similar to many employers, Fosatu fears the change-over in taxation of blacks could lead to labour unrest similar to that in 1981 over proposed preservation of black pensions.

However, indications are the authorities are unlikely to postpone the scheme, in terms of which blacks will pay income tax on the same basis as other population groups.

In practice, most black workers will pay less tax than before. However, unrest is feared on the grounds that the scheme is being implemented too quickly and has not been adequately explained to workers, who are suspicious of any changes in their deductions.

Following an executive committee meeting a week ago, Fosatu sent a telex to the Department of Inland Revenue saying the immediate implementation of the scheme and the practical problems involved could have "serious con-



Labour

sequences for the labour movement"

It urged the authorities to consider suspending the scheme to enable "further discussion and consultation to take place".

Fosatu also sent a copy of the message to the Federated Chamber of Industries, asking it to support its call.

As a result, top tax officials met Fosatu representatives in Johannesburg on Friday. Mr Joe Foster, general secretary of Fosatu, said yesterday that the officials were told the scheme was being pushed through too quickly and could spark off problems.

Workers were "very suspicious" of the new tax system and Fosatu believed unrest was possible, especially in Natal.

Officials agreed to refer the appeal to higher authorities, but said it was "unlikely" that the scheme would be postponed, Mr Foster said.

Mr C Schweppenhauser, Commissioner of Inland Revenue, yesterday confirmed that tax officials had met with Fosatu. He had not yet received an official report of the meeting but said Fosatu's appeal would be referred to the Minister of Finance, Mr Owen Horwood.

However, he added that Mr Horwood had announced the scheme last year already and the department had launched a "big publicity campaign" to make details of the scheme known.

Dr Johan van Zyl, director of the Federated Chamber of Industries, said the FCI was "sympathetic" to Fosatu's request but felt there was little to be done about the matter in practice.

He said the FCI had also met with tax officials and had asked that the scheme should be postponed to July 1.

Dr van Zyl said the situation was "very sensitive" and many employers feared labour unrest.

However, the officials had replied that a postponement was not possible as new tax tables would have to be worked out, he added.

Labour unrest cost BMW R1,6-m in lost production

Pretoria Correspondent

The labour unrest at BMW's Rosslyn motor plant cost the company about 800 cars or R1,6 million in income

Employees are back at work after a stoppage, the result of a pay dispute, which shut the plant for 10 days

Workers were dissatis-

fied with the increase of 10c an hour across the board offered by management and demanded an increase of R1 an hour

The plant resumed production when the employees decided to accept the company's existing wage scale and employment conditions

Management and

workers also resolved a dispute over the manner in which workers would return

Mr Pierre de la Rey, BMW's public relations officer, said the 19 workers charged with intimidation would be retried and the National Automobile and Allied Workers' Union (Naawu) had been invited to the hearings

Women are exploited

(140A) Sowetan 255 135

Feb. 1984

By SINNAH KUNENE

South African trade unions have been urged to challenge the extreme exploitation faced by black women workers

This issue was the highlight of a summer school course on women and work at the University of Cape Town recently, and it has also a constant feature in the official journal of the Garment Workers' Union of South Africa (GWUSA)

Miss Adrienne Bird, education officer for the Federation of South African Trade Unions, says women are most vulnerable to retrenchment because of their position at the bottom of the pile. The legal system has made no provision for maternity leave and this makes it impossible for women to have long unbroken service records, she says

"The last-in, first-out, principle is used by unions when negotiating retrenchments and because of broken service, women are in effect discriminated against," she adds

Other problems faced by women include sexual harassment and discriminatory medical aid schemes concludes Ms Bird. As for sexual harassment at the workplace, unions in this country take up very few, or no cases at all, states the GWUSA journal

The editorial states that unions may be dealing with very few cases involving sexual harassment, but this does not mean that it does not occur because if the issue could be taken up, they could be well shocked at the extent of

it Unions in other countries are beginning to take up the issue. The British Trade Unions Congress defines it as repeated and unwanted verbal sexual advances, sexually explicit derogatory statements or discriminating remarks made by someone in the workplace which are offensive to the worker involved and interfere with the worker's job performance in due course

According to the editorial, surveys in England reveal a stag-

gering proportion of women with such encounters — up to 75 percent in one instance. A study of British female managers produced a figure of 50 percent. It is also reported that a majority of women, at least 50 percent choose to answer sexual harassment by leaving their jobs

All the surveys say that women have found that complaints either to management or through their unions have not ended the harassment

Mrs Lucy Mvubelo, general secretary of the

general secretary of the National Union of Clothing Workers' (NUCW) whose union recently signed an agreement on a four months confinement leave for its members, with the GWUSA, says the clothing industry seemingly have not such problems as sexual harassment. Although she admits that there could be many unreported cases, these would be very very few as their industry is mainly female

Sexual harassment begins when the advance is persistent and causes distress. Examples of sexual harassment of an

extreme sort are
• Workers being told to come for a job interview after hours when there

are no other workers in the factory,
• Sexual abuse and swearing

Sowetan 7/2/84 (140A)

Row over sacked workers

A WYNBERG, Johannesburg company has confirmed that it refused to discuss the retrenchment of eight workers with their union, but has denied that its workers went on strike late last month.

The SOWETAN last week quoted officials of the Metal and Allied Workers' Union (Mawu), that the management of Promex Plastics had refused to discuss the retrenchment of eight of their members by the company and that workers were threatening to re-

By JOE THLOLOE

sume the strike they had for a few hours on January 23.

A union official said that the 130 workers had agreed to go back to work after the company had agreed to discuss the retrenchments with the union.

When the meeting between the union and the company did take place,

last Wednesday, the company refused to talk about the eight

The managing director of the company, Mr B Sidders, says the company and the union have a date, February 20, when they will discuss the recognition of the union.

"For now, there is no procedural agreement between us and the union. We have not even seen their constitution."

Mr Sidders says that although there is no formal procedure the company did talk to the union and explained why the eight workers were retrenched.

"Although one of our plants was shut down on December 1, we kept the workers on the payroll for an extra six weeks hoping that sales would improve in January," Mr Sidder says

BMW, ^{ROM} 8/2/84
workers
end ^{140A}
dispute

Labour Correspondent

BMW'S Rosslyn plant returned to full production yesterday, after a shut-down of nearly two weeks, when the company and the National Union of Automobile and Allied Workers Union signed an agreement ending their dispute

But tension between them remains high, and yesterday NAAWU labelled the shut-down a "lock out", saying it was still considering legal action against BMW

The plant was closed after a stoppage prompted by worker rejection of a 10c an hour pay rise

NAAWU pressed for negotiations on wages, but BMW said it had agreed with the union that pay talks would take place in mid-year

During the shut-down, BMW accused strikers of "intimidating" supervisory staff and summoned 19 of them to disciplinary hearings

The key features of yesterday's agreement are that NAAWU will now submit proposals on wages and conditions which will be negotiated

But the union has agreed that any wage rise negotiated will not be introduced before July 1

The two sides have also agreed that workers accused of "intimidation" will appear at a hearing at which union shop stewards will be present and that none will be fired except as a result of such a hearing

A company statement yesterday noted, "that the existing wage structure would not be changed before July 1"

Business Day

BMW gets back into gear after pay dispute

By SIMON WILLSON

PRODUCTION started again yesterday at BMW's strike-hit motor assembly plant near Pretoria.

The Rosslyn factory was shut for 10 working days by an industrial dispute.

It is estimated to have cost BMW at least R17m — the value of the 800 cars that would normally have been produced during the closure

Rosslyn, the only plant outside West Germany that manufactures BMWs, was closed by the company on January 25 after some workers allegedly threatened supervisors with violence during a pay dispute

A company spokesman said yesterday that the 10 days' lost production would delay launch of the latest variants in the 3 Series range — the 318i and the 323i

Since the 3 Series appeared late last year only one model — the 320 — has been produced Others were scheduled to make their debuts this month and next month

The 3 Series has proved to be the company's best-selling

marque with more than 2 000 units taken in its first three months on the market

Waiting lists already range between three and six months and the spokesman said yesterday that these were bound to lengthen BMW is looking at ways of making up the backlog but is reluctant to speed production line in case quality suffers

Before launch of the 3 Series BMW was ranked ninth among manufacturers with sales of 905 units The December national car sales figures showed that the company had risen to seventh place with 1 517 sales

The spokesman said that the dispute would prove worthwhile in the long run Expectations of higher pay being conceded by the company under duress had proved unrealistic A new agreement had been signed between the company and the trade union involved — the National Automobile and Allied Workers' Union (Naawu) — governing this financial year's pay rates

The union also recognised the company's right to take disciplinary action against workers who went on strike

Union set to go to court

140A By Eugene Saldanha

The National Automobile and Allied Workers Union (Naawu) is considering legal action against BMW in Rosslyn, despite an agreement reached yesterday which brought to an end a two-week dispute at the Pretoria plant

The threat of legal action arises from a claim by Naawu that BMW defamed the union's leaders in certain official statements, and that the company "refused to deal with a representative union and instead chose to deal with union members in an unequal face-to-face situation in the plant"

The Rosslyn plant returned to full production yesterday after being shut-down since January 24 after the workers' rejection of a 10c-an-hour pay in-

crease. Naawu asked the company to enter into negotiations for wage increases, but BMW said it had previously agreed with the workers that pay talks would only take place during the middle of this year

The parties have also agreed that the company will not dismiss any workers without an impartial inquiry at which Naawu shop stewards will be present

In a letter to BMW, Naawu states that the dispute arose "because of wages and working conditions which are the result of unilateral decisions by management after consultation with a puppet Works Council".

A BMW statement said the company had reached agreement with Naawu that the existing wage structure would not change before July 1

CME Trunks 9/2/84

~~1404~~ 1404

Trade unions in 124 strikes during 1983, says Fosatu report

Labour Reporter

DESPITE the recession, unions affiliated to the Federation of South African Trade Unions (Fosatu) were involved in 124 strikes last year — as many as in 1982

This has emerged from Fosatu's annual report for 1983 which was released to the press this week

However, Fosatu says most strikes were shorter last year than in 1982, with the exception of strikes in the metal industry in the Transvaal which were "probably longer"

According to the report, total paid-up membership of Fosatu-affiliated unions rose from 68 886 to 80 961, and signed-up membership reached 106 460

The largest union is the Metal and Allied Workers' Union (Mawu) with 20 000 members, followed by the National Automobile and Allied Workers' Union with 18 000 and the National Union of Tex-

tile Workers (NUTW) with 13 000

Mawu was also involved in by far the most strikes (53) followed by the NUTW (18) and the Chemical Workers' Industrial Union (17)

According to the report, Fosatu affiliates have organized 489 factories and have signed 285 agreements with employers

In 1983 the economic recession bit deeper in South Africa and, as always, it was workers who suffered most, the report said

"However, the unions have not only survived but have grown stronger," it adds

In a review of major organizational issues during the year, the report says Fosatu had considerable success in changing retrenchment practices

Previously, employers generally told workers on pay day that they need not report back to work, and this practice was used again as the current recession started However, Fosatu unions mobilized

around a series of demands relating to retrenchments

Workers showed in 1982 that they were prepared to go on strike in support of these demands, and strikes continued in 1983

Strikes and union successes in the Industrial Court eventually had an effect and the environment started to change

"There is no doubt that one aspect of labour relations has been changed and, although retrenchments took place, the unions won a major achievement in protecting workers," the report says

As could be expected in a recession, wages were a "major problem" Wage bargaining proved "tough and long" as workers tried to protect themselves against inflation and fight for a living wage, and many strikes were over wages

Generally, however, wage settlements were lower than in 1982, the report says

DISPUTE GOES TO COURT

Sutton
9/2/84
16/89

THE dispute between African Cables and the Engineering and Allied Workers' Union (EAWU) over the sacking of 700 workers will be brought

before the Industrial Court next month.

Lawyers acting for EAWU and the sacked workers, Mr William Lane, told The SOWE-

TAN, that management, in an attempt to reach an outside settlement with EAWU — who have threatened to take them to court — had opted to re-employ a hundred of the 700 sacked workers.

The workers were sacked two months ago when they confronted management, demanding an explanation about the alteration in their four-day working shift to five days.

ROY 9/2/89
Feeling
against
tax
plan
grows

By STEVEN FRIEDMAN
Labour Correspondent

UNION resistance to the Government's move to include black workers in the same tax system as whites gathered yesterday as eight union groups with a membership of well over 250 000 workers issued a joint statement calling for the withdrawal of the new system — which comes into effect on March 1 — to be delayed in the short-term and withdrawn in the medium term "until a just and equitable system" of taxing black workers was found.

The statement follows an earlier call by the country's biggest emerging union group, the Federation of SA Trade Unions (Fosatu), for the new system's delay.

Other unions which signed the second biggest emerging union group, the Council of Unions of SA, are the Commercial, Catering and Allied Workers Union, SA Allied Workers Union, Motor Assemblers Union, General Workers Union of SA, General and Allied Workers Union and Orange-Vaal General Workers Union.

The new tax system will scrap the Black Taxation Act, under which blacks were taxed in terms of a different system to whites, and subject most black workers will pay less tax under the new system but some groups, such as married women and some higher-paid workers, will pay more.

In their statement, the unions say inclusion in the "devastating effect" on workers. They rejected the present tax system "as it perpetuates the inequities of the apartheid system of taxation without representation".

The unions said they also rejected it because it "discriminates against married women" and would place a further burden on migrants already from foreign countries who have had to pay tax in their own countries. The unions also charged that the State "is not geared to respond to the tremendous administrative network required to handle the implementation of the new tax rebate system".

● See Editorial comment

RAM 9/2/84 144

Bar on church hall use aimed at us, says union

Labour Correspondent

THE Orange-Vaal Administration Board has warned three churches in its area they could lose their premises if they allowed their halls to be used for "non-church" activities — and was yesterday accused of doing this to prevent trade unions using the halls.

Unions frequently use church halls for their meetings and, in many cases, say these are the only venues available in the townships for worker meetings.

Yesterday, the board's chief director, Mr D Ganz, confirmed that the warning had been issued — but denied it was aimed at unions.

He said the Board warned the churches — in Sebokeng, Sharpeville and Bophelong townships — after their halls were used for political meetings by groups opposed to the recent black local authority elections.

Mr Ganz added that groups such as unions might be allowed to use church halls for meetings — but only if they obtained permission from the new black town councils in their areas.

A spokesman for the Black Allied Workers Union, Mr Cosmos Thokoa, said yesterday that the board's bar on the churches making their halls available for non-church meetings had been conveyed to them in a letter from the board.

This warned that allowing these meetings

could lead to the cancellation of the church's lease and the withdrawal of its right of occupation.

Mr Thokoa said BAWU saw the move as "an attempt to prevent unions recruiting" and branded it "unchristian".

He said church buildings were erected with money donated by workers. This money had been earned by workers through their "sweat and toil".

Workers were "not only Christians on Sundays" and the holding of union meetings in church halls formed part of workers' Christian commitment.

The ban was "embarrassing — particularly in view of the fact that South Africa is a Christian country," he added.

Mr Ganz said yesterday the letters were sent to the churches last month.

He said the leases the churches held specified that their buildings be used for church activities only and the letters had merely restated the existing legal position.

"We sent the letters to these churches because all three allowed their buildings to be used by non-church groups for political meetings which were designed to disrupt the recent elections," he added.

While the move was not aimed at unions, the terms of the lease meant that any non-church group which wanted to use church halls would have to obtain permission.

RDM 10/2/84

Mills, union on clash course

(140A) (140A) (140A)

By STEVEN FRIEDMAN
Labour Correspondent
THE Paper, Wood and Allied
Workers Union (PWAU)
and Anglo American's Mondri
Paper seem headed for a
clash over the union's de-
mand to bargain wages with
Mondri

Yesterday the PWAU is-
sued a statement saying
Mondri had not yet replied to
a union letter demanding
wage negotiations. It said it
had asked for a reply by Mon-
day and warned it would con-
sider action.

In a replying statement,
Mondri said it would respond
to the letter — but indica-
tions are that it will refuse to
bargain over wages directly
with PWAU.

The union, which claims to
represent a worker majority
at five of Mondri's six mills,
recently announced that it

had formed a joint shop ste-
wards council. This had
brought together worker
leaders at the five plants
which had asked for negotia-
tions on wages and the com-
pany's group pension fund.

It is understood that
PWAU demanded a R3 an
hour minimum wage. Ac-
cording to the union, mini-
mum pay at Mondri mills
ranges between R1,38 and
R2,02 an hour — a claim on
which the company would
not comment yesterday.

Mondri replied that it would
only talk to the new council
under the auspices of the in-
dustry's industrial council
and with other unions in the
industry.

PWAU has so far rejec-
ted joining the council and
says the other paper unions
represent only white artisans
— about 5% of the workforce.

(140A) (124) (148) ~~145~~
~~320~~
BLACK TAXATION
Urgent union call ~~924~~
F M 10/2/84

In a significant move, trade unions representing 300 000 workers have banded together to call on government to delay the implementation of the new equal taxation system for blacks and whites. The "harmonisation" of tax is due to come into effect on March 1.

The unions and union federations behind the call are the Federation of SA Trade Unions, the Council of Unions of SA, the Orange-Vaal General Workers' Union, the General Workers' Union of SA, the SA Allied Workers' Union, the Motor Assembly Component Workers' Union of SA and the General and Allied Workers Union.

"We have seriously considered the implications of the new tax system," their joint statement says. "We urgently call on the State, in the short term, to delay the implementation of the system and in the medium term to seriously withdraw the implementation until a just and equitable method is found which will not have the devastating effect as the present system on working incomes."

The unions say they reject the new system for the following reasons:

- It perpetuates the inequities of the apartheid system of taxation without representation,
- It discriminates against married women,
- It places further burdens on migrant workers who may have to pay taxes in SA and also in their own countries, and
- It places intolerable burdens on workers originating from the homelands who have to pay additional levies in such area.

Addressing themselves to employers, the unions say "We call on employers to lend their protest and delay implementation of this system. We know that the State is not geared to respond to the tremendous administration which will be required to handle implementation."

The unions say they agree that an integrated tax system which benefits all workers should be looked into on condition that it is a just and equitable system.

HEALTH

Loop's heart view

South Africans are altogether too blasé about their health. The latest charge is that they are ignoring all the warnings about the contribution to coronary heart disease made by fatty diets, cigarette smoking and high blood pressure. The white male population is particularly at risk, according to US heart surgeon Floyd Loop, who has been visiting this country.

Loop is chairman of the Department of Thoracic and Cardiovascular Surgery in Cleveland, and his hospital performs 3 500 by-pass heart operations a year. That's more than any other hospital in the world.

"Heart disease is the Western world's biggest killer," says Loop, "and despite medical and surgical advances, much of the change necessary to reduce the incidence of heart disease has to come from increased public awareness."

In the US, much of the population is aware of the facts. The result has been that the heart attack rate has been cut by 25% since 1968. A switch from animal fats to vegetable oils, reductions in amounts eaten, cutting down on smoking, and more exercise are factors which have contributed to the improvement.

"SA lags behind in this awareness," says Loop. So it has "the highest frequency of attacks likely to occur between the ages of 50 and 55."

Despite SA's reputation as a great outdoors nation, the muscles developed and maintained during sport-playing years and military service often turn to fat once people switch to armchair sports.

Loop says stress is an overrated cause of heart disease. "It is very difficult to make any generalisations about stress because it affects different people in different ways. However, in as much as it could lead to people smoking and raising their blood pressure, then it is a factor."

Women are no longer exempt from the scourge. What has, until recently, been only a man's disease is becoming increasingly common among women. Whereas men have cut down their smoking dramatically in the US, the rate (of disease) is smaller among women and their chances of developing coronary disease are higher than before," says Loop. The old saying that the best things in life are bad for you seems true. But the choice would seem to be cut down now, or risk the possibility of death — or of open-heart surgery and a dramatic change in lifestyle.

UNION MATTERS

Cutting the cloth

The National Union of Textile Workers (NUTW) has won the first round in its battle with the Garment Workers' Industrial



Clothing workers ... targets of two unions

Union (GWIU). The stakes are supremacy in the Natal clothing industry. Industrial Court action which the NUTW now intends to launch could well signal new moves in the conflict.

A ballot to determine which union had majority support was held last Thursday among workers employed by protective clothing manufacturer James North Africa in New Germany. The NUTW got an overwhelming majority. The union, which is affiliated to the Federation of SA Trade Unions (Fosatu), garnered 219 votes to the Tucsa-affiliated GWIU's 43. This was the culmination of rivalry between the two, which began last year.

The GWIU, which is the sole union member of the Natal clothing industrial council, operates a closed shop in the areas falling under the council's jurisdiction. According to NUTW general secretary John Copelyn, his union has in the past organised clothing workers falling outside this area. Last year, however, the union signed up a number of clothing workers in the New Germany area, including the James North Africa workers, and applied for membership of the industrial council. The application was rejected on the grounds that the union did not have enough representation in the industry.

The GWIU's response was to change its constitution late last year to enable it to expel any members who joined another union. Because of the GWIU's closed shop, this meant that the jobs of workers within the industrial council jurisdiction who joined the NUTW were at risk. The closed shop prevents employers from employing

non-GWIU members — and if they do, they can be prosecuted by the industrial council under criminal law. The GWIU's action was clearly designed to discourage workers from joining the NUTW, and employers from employing those who did.

In the interim, attempts by the International Textile, Garment and Leather Workers' Federation to reach some kind of compromise between the rival unions proved futile. Matters came to a head at James North Africa.

Recognition

Commenting on the NUTW's victory Copelyn told the *FM* "Our recognition agreement with James North Africa, which has already been signed, will now come into force. We intend to break the GWIU's legal hold over workers. Initially we will appeal to the Industrial Court against the refusal of the industrial council to grant us exemptions for the (James North Africa) factory. We will also resist any attempt by the GWIU to expel workers from the industry because they join us. We regard that as an unfair labour practice."

GWIU general secretary Frankie Hansa says "Any organisation expects its members to be loyal. In view of that we decided to change our constitution."

A James North Africa spokesman indicates that the company will continue to employ the NUTW workers. "We now know which unions our staff would like to have," he says. Copelyn has indicated that his union will in future consider organising more clothing workers within the GWIU's area.

Chopper used to tame a strike

12/2/84

140A

S. Times

By Angus Macmillan

BMW used unorthodox tactics — including showering a union meeting with leaflets from a helicopter and asking workers to a soccer match — to bring the militant National Automobile and Allied Workers Union to heel this week

Workers returned to the production lines without a single concession from the company

Other methods used by the luxury car manufacturer to secure a settlement varied from delivering letters "on the economic facts of life" to workers' homes and the presentation

of an audio-visual in a Ga-Rankuwa hall

After management consultation with shop stewards, workers signed an agreement accepting the company terms. The main clause was that wages would not be increased before July — BMW's traditional time for increases

The National Automobile and Allied Workers Union (NAAWU), which has been behind several successful strikes in the Eastern Cape, is up in arms over the company's tactics and is may go to court over what it calls an illegal lock-out, and possible defa-

mation

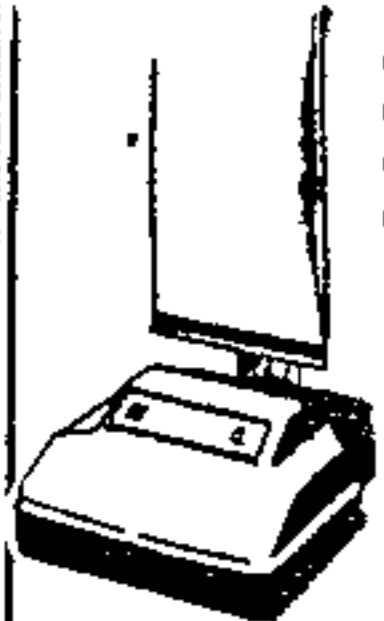
According to BMW communications manager Pierre de la Ray, the car plant was closed in the last week of January because some workers were threatened with violence

The dispute arose over dissatisfaction with a management offer of a 10c an hour pay increase. Workers wanted R1 an hour more — or about 40% — says BMW. BMW workers earn R570 a month on average

NAAWU spokesman Taffy Adler says BMW pegs wages unilaterally, merely consulting a puppet workers' council. He claims that the increase

offered was less than that granted by other motor companies. He says of the company's tactics "God knows what anthropologist they consulted, but they really dropped to the depths of naivety offering cold drinks and dropping pamphlets"

But Professor Roux van der Merwe of the University of Port Elizabeth's industrial relations department says "Management should do its damndest to put its point across to workers. BMW has been innovative, but must realise that winning a battle does not necessarily mean winning the peace"



- Weight only 5 kg
- Large reusable paper dust bag
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PRICES EXCLUDE GST

Pay row — strike looms

RDM 15/2/84
140A

company would not increase its offer above 25c an hour

"The Paper, Wood and Allied Workers' Union is demanding an increase of 32c an hour. This will bring the minimum wage up to R1,98c an hour by July

By PAT SIDLEY

ABOUT 250 workers at Nampak's Kliprivier paper mill could strike legally after a dispute over 1984 wages ended in deadlock this week

The workers, who belong to the Paper, Wood and Allied Workers Union, will meet later this week to decide what to do

A statement from the union said deadlock had been reached in a dispute over 1984 wages

"After numerous meetings, and after mediation, the

"Now that the dispute procedure is exhausted, either party is entitled to take 'appropriate action'"

A spokesman for Nampak confirmed the statement

Mr John McGahey, the group personnel manager, said there had been eight negotiating meetings and three meetings at which mediation had taken place

The union and the company had failed to reach agreement during this time

MATTER OF FACT

250 000 tax

Pretoria Bureau

THE Commissioner for Inland Revenue has intensified the hunt for more than 250 000 "tax delinquents" who have not yet submitted their returns for the 1982/83 financial year

"We are prosecuting as fast as the magistrates' courts can handle the cases," the chief director of operations for the Commissioner's Office, Mr S Albertyn, said yesterday

"Up to 300 a month are coming before the courts in Pretoria, and 200 a month in

POLITICAL comment in this issue by R A Gibson Benjamin Pogrand Peter Bunkell newsbills by Michael Stent headlines and sub-editing by Paul Holroyd cartoons by David Anderson all of 171 Main Street Johannesburg

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WATERINA

Protest strike

at factory ends

Mercury 16/2/84 (140A)

Mercury Reporter
WORKERS at Vynide in Pinetown, a subsidiary of the giant AECL, returned to work yesterday after a one day protest strike against wages agreed to by the Central Industrial Council

The Pinetown company's workers were protesting against the greater increases given to people on higher grades

These were 32 c for workers on the G grade compared with 14 c for A grade workers, according to Mr Siphon Cele, a spokesman for the Chemical Workers' Industrial Union

The company made a final offer of another 2 c on the A grade and 1 c on the B grade. If it was not accepted the offer was to

be withdrawn

'We accepted the offer because it was better than nothing and decided to go back to work.

'It was just a protest strike'

Vynide regional manager Barry Arnold said 'The strike was only a partial one. Only the union members, about 140 out of a total work force of about 190 went out on strike

'The union wanted a redistribution of the wage package in favour of the unskilled workers, which we felt would be penalising the skilled workers

'We managed to reach a mutually beneficial agreement'

told

explosion

Mr M J Reynders, presiding magistrate, prevented Mr Kuny from proceeding with aspects of the cross-ex-

left as a result of "at the mine" and had not known the mine would re- or be closed down. Swanepoel, under examination by Mr ... decided that on the of the explosion had been contraven- the Mines and Works ations for blasting at four areas in the of the mine hit by the

amination after objections by Mr R Dunn, for Mr Swanepoel, and Mr P Strydom, for Iscor, that they were irrelevant

Mr W Roos, acting shift boss, said he had been on duty with Mr Bezuidenhout on the night of September 5 but had been unable to detect gas He, too, believed Mr Bezuidenhout's report was false

The inquest is proceeding

Blow for 'closed shop' as union is recognised

140A

18/11/84

RAM 16/2/84

By STEVEN FRIEDMAN
Labour Correspondent

THE "closed shop" in the Natal garment industry has suffered a major blow with the decision of a multinational company, James North Africa, to recognise the Federation of SA Trade Unions' (Fosatu) National Union of Textile Workers — despite the fact that the company's workers are forced to belong to a rival union

A company statement says it took this decision after holding a secret ballot in which 81,4% of its workers opted to be represented by NUTW and only 16% by the Garment Workers' Industrial Union (Natal) — affiliated to the Trade Union Council of SA (Tuksa)

The "closed shop" has thus far enabled the Tuksa union to maintain a monopoly over worker membership by compelling all workers to belong to it.

Recently it changed its constitution so workers who joined other unions — even if they remained members of the Tuksa union — could be expelled and lose their jobs

The ballot followed an attempt by the company to win exemption from the "closed shop" to allow workers to resign from the Tuksa union, which was refused by the industry's industrial council, on which the Tuksa union sits

An exemption was also sought allowing the company to deduct stop orders on behalf of NUTW members, which the council does not allow, but this was also refused

A further application — by the NUTW to join the council — was also refused because it was not sufficiently representative

James North's agreement is the first step in an NUTW strategy to challenge the Tuksa union's hold over the industry by recruiting factory-by-factory and then demanding recognition

The NUTW's general secretary, Mr John Copelyn, said yesterday the union now planned to organise in bigger factories and then grow to a size where it could demand a seat on the council and thus end the Tuksa union's closed shop

It is also planning industrial court action to challenge the refusal of exemptions from the closed shop and from the ban on stop orders

A James North adviser, Mr Geoff Heald of Stellenbosch University's Graduate Business School, says the union's strategy "represents one of the most serious challenges to the closed shop principle in South Africa today"

The company statement adds that the agreement raised the question of whether the closed shop in the Natal clothing industry was not "doomed to irrelevance"

In explaining the company's action, James North said it had been subject to pressure from both unions and decided to show its neutrality by organising a secret ballot in which both sides had taken part

The result implied that the company had an obligation to recognise the NUTW

The company also claimed it had faced threats of legal action from both sides, although Mr Copelyn said yesterday the only legal action his union had threatened against James North had concerned retrenchments

The Tuksa union is believed to be considering legal action



Rosenberg, Lee Welner, Tracey van den Henschool, Kensington, Johannesburg

led for son, 4

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the judge said he had was said about Engel- small circumstances that Engelbrecht two years as a prisoner

at evidence that Engel- of dagga and alcohol abuse thinking process to the level aded intelligence and the brain damage, and that impulsive outbursts and in-

'Jealous wife set husband on fire'

DURBAN — A 49-year-old woman wept in the Durban Magistrate's Court yesterday as she told how she threw methylated spirits on her husband and set him alight after finding him kissing his sister-in-law

Mrs Iris Kruger pleaded not guilty to a charge of assaulting Mr Carel Paul Kruger with intent to do him grievous bodily harm

Mr Kruger told the court that he and his wife were with his brother and sister-in-

Minimum pay offer sparks new strike

Labour Correspondent

IN A sequel to the first-ever national legal strike by 8 000 AECI workers last month, workers at a Pinetown vinyl plant owned by the company struck for 24 hours on Tuesday in protest at a company wage offer, a Chemical Workers' Industrial Union spokesman said yesterday

The legal strike was prompted by the rejection by workers of an AECI offer bringing minimum pay to R363 a month, and the AECI Vinyl workers struck in protest at a similar, but slightly higher offer, he added

for comment yesterday According to the union spokesman, AECI Vinyl last year agreed to negotiate wages with the CWIU after it had recruited a majority of workers at the plant

However, when negotiations began, it had maintained that its wages were set in accordance with the industrial council agreement for the explosives industry, to which AECI is the sole employer party

This meant, he said, the company was insisting the union accept the wages negotiated at the council and was to bargain with it

RAM 16/2/84

140A 18/11/84

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The legal strike was prompted by the rejection by workers of an AECI offer bringing minimum pay to R363 a month, and the AECI Vinyl workers struck in protest at a similar, but slightly higher offer, he added.

However, like the legal strikers, the AECI Vinyl workers returned without the company increasing its offer and by doing so have finally accepted it.

AECI Vinyl employs about 200 workers, according to the CWIU.

The company's industrial relations chief, Mr Bokkie Botha, could not be reached

for comment yesterday.

According to the union spokesman, AECI Vinyl last year agreed to negotiate wages with the CWIU after it had recruited a majority of workers at the plant.

However, when negotiations began, it had maintained that its wages were set in accordance with the industrial council agreement for the explosives industry, to which AECI is the sole employer party.

This meant, he said, the company was insisting the union accept the wages negotiated at the council and was not willing to bargain with it.

Last month's legal strike was prompted by a deadlock on the explosives council between AECI and the SA Chemical Workers' Union over the company's R363 offer. The defeat of the strike meant the company was offering CWIU the same amount as a minimum.

RAM 16/2/84 140A 183

Unions question MPs' pay rises

Cart, Times
17/2/84 Labour Reporter

LEADING trade unionists yesterday reacted sharply to the latest pay rise for members of Parliament

Mr Joe Foster, secretary of the Federation of South African Trade Unions (Fosatu), said the move demonstrated that most workers had no control over what MPs did

"MPs can vote themselves increases and nobody can say anything about it. I'm sure that if the majority of the people in South Africa were properly represented in Parliament, these increases would not have occurred," he added

The latest pay rise of 12 percent for MPs — which follows an increase of 27 percent in July last year — will

1407
take their earnings up to about R34 000 a year, much of it tax-free

Mr Piroshaw Camay, secretary of the Council of Unions of South Africa (Cusa), said the increases were "completely unacceptable" to workers

"Employers are telling us that wages have to be kept below the inflation rate and are offering paltry increases of 7 percent to 8 percent as a result"

Mr Lief van Tonder, president of the Trade Union Council of South Africa (Tuksa), said the increases came while employers were telling workers to moderate wage demands

"The increases are that much more difficult to understand because the people who are giving the advice are not setting an example themselves"

Now a KwaZulu pledge for learner teachers

'I will not denigrate Inkatha'

city Pers
19/2/84

The KwaZulu Government is demanding that all first year teachers, who were students at Ngoye University last year, sign a far-reaching loyalty pledge.

The introduction of its new pledge follows a recent uproar over a lecture for students holding Thursdays from the KwaZulu Government.

The pledge follows a recent uproar over a lecture for students holding Thursdays from the KwaZulu Government. The introduction of its new pledge follows a recent uproar over a lecture for students holding Thursdays from the KwaZulu Government.

The pledge continues "I undertake that I shall never in word or

directly or by implication, vilify, denigrate or in any way speak in contempt of the Inkatha liberation movement and its leadership at various levels in and outside KwaZulu schools, in public or in private. Neither shall I at any time refer to the honourable the Chief Minister by his name, be it in private or in public.

"I shall not in any way undermine the education campaign of the black child in KwaZulu for whatever pretext. On the contrary, I shall go all out to do my best in the interests of his education irrespective of the adverse conditions that exist in most KwaZulu schools as a result of socio-political situation beyond the control of the KwaZulu Government. I shall resist activities and political machinations and movements calculated to create chaos and unrest to divert students from their single-minded devotion to their studies.

"I undertake to teach any subject I am qualified to teach. In the case of good citizenship, I undertake to use all the means available to equip myself to teach it if I am required to do so.

"I fully understand that any action on my part contrary to this declaration will render me liable to any disciplinary action which the department may deem appropriate."

'SACC aided growth of BC'

THE SOUTH African Council of Churches had taken an active role in promoting black consciousness, the Eloff Commission found.

It said in its report on the SACC, released this week, that the domination of black Christians in the member churches of the SACC had led to the emergency of liberation or black theology.

This theology, it said, had a close relationship with black consciousness and "black power" and led to a political involvement.

Through SACC's "strategies of resistance", this had led to the display of sympathy and solidarity with, and at times even the granting of aid to, those who in some way or another come in confrontation with the state or its institutions, such as striking school teachers, militant black consciousness movements and militant black trade unions.

The commission believed "the potential of black liberation theology is to evoke extreme opposition to all things white, to create an intense confrontational climate, and to instill in the minds of its adherents a spirit of revolt."

"The deep religious undertones of black consciousness, with its message of liberation, may drive its adherents into a desperate struggle in which many value systems are rejected and in which peaceful co-existence may be seriously impeded," the commission said.

and dumb children stand out from blind America - he's due to performance for the So and Dumb school on I give some of the school which needs a classroom shortage show at the Jabulani and for that you'll be by dancing girls, Selena as well as Theta and

Migrants await fair deal

MIGRANT workers are keenly awaiting a judgment which will determine under what conditions employers can re-trench them at the end of their contracts.

The Metal and Allied Workers' Union (MAWU) and 12 union members have asked the Industrial Court to rule that employers have to follow "reasonable and fair" procedures if bosses decide not to renew migrant workers' contracts because they want to cut down on staff.

Until now employers have merely been able to

refuse to renew a migrant workers' contract.

But MAWU argues that the Industrial Court should rule that migrant workers should have the same treatment as other workers facing retrenchment.

Howard Danzell

Migrant workers should have proper warning that their contract is not going to be renewed, there should

Migrant workers in the metal industry have been amongst the worst affected by retrenchments.



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Bid to settle pay dispute at fabrics plant

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~~197~~
Mercury 22/2/84

Mercury Reporter

A NEW bid to resolve a dispute over pay between the management and workers at SA Fabrics in Durban will be made today at a meeting of a conciliation board appointed by the Minister of Manpower

About 350 workers at the plant at Rosburgh went on a 10-day strike earlier this month in support of their demand for more pay. They returned to work after the appointment of the conciliation board.

But the workers decided to boycott all overtime work pending the settlement of their dispute with the management, according to a spokesman for the Fosatu-affiliated National Union of Textile Workers.

The union spokesman added that if today's wage talks broke down workers would consider further possible strike action.

The workers demanded an increase of 16 percent spread over the year and rejected a company offer of a 4 percent increase for the first six months. They also refused to collect their pay during the work stoppage.

A spokesman for SA Fabrics yesterday described the conciliation board meeting as normal procedure and added that it was not company policy to divulge any information concerning workers' pay to the media.

Three hours of talks end strike at Kohler Plastics

Labour Reporter

Kohler Plastics yesterday decided to re-open its Robertville plant and reinstate the entire workforce of 220 at the end of this week.

The decision was made after three hours of negotiations with representatives of the Metal and Allied Workers Union.

The plant was closed on Monday and the 220 workers were dismissed after a strike over re-trenchments which resulted from the extension working shifts.

In a statement, released yesterday, the company said it advised the works council of the change in shifts in mid-December. The plan to change from a 45-hour two-shift, five-day week to a 40-hour four shift, seven-day week was designed to enable the plant to work continuously.

When workers arrived on Monday to start the new shift, 46 were told they were being re-trenched because of the rationalisation programme. When the night

shift started, another 22 were told they were being re-trenched. At this stage the entire night shift left the plant in support of their colleagues.

The strike continued yesterday morning when all of the workers were dismissed and the plant was closed.

Union representatives met management under the auspices of the National Industrial Council for the Metal Industry and the dispute was resolved. The workers are to return on the four-shift system on Friday.

By Carolyn Dempster
Labour Reporter

Massive retrenchments in the motor industry since the beginning of the year have resulted in a backlash from the National Automobile and Allied Workers' Union

In the latest issue of Fosatu Worker News, mouthpiece of the Federation of South African Trade Unions, NAAWU accuses the motor industry of putting profits before the livelihood of people

More than 2 000 workers have been retrenched since December, 500 at Ford, 850 at Sigma and 700 at Datsun-Nissan. Mr Freddie Sauls, general secretary of NAAWU, said that insecurity fuelled by retrenchments did not ease industrial relations, and discussions on the issue needed to be handled with sensitivity

"We are formulating proposals to ensure that workers in auto plants will not be at such

Motor industry accused of putting profits before people

a disadvantage through factors over which they have no control," he states

"Agreements need to be made to buttress workers against the financial risks of working in this industry, and decent severance and unemployment pay arrangements must be made"

There was also a substantial difference in the way companies handled the retrenchments. In the case of the Sigma layoffs, the company began talks with NAAWU as early as December over the possibility of retrenchments and the policy of last-in, first-out with a week's notice and one to three

months' severance pay was followed

In contrast, states NAAWU, Ford informed the workers that they were to be retrenched two days before retrenchments took place

Mr Fred Ferreira, industrial relations manager at Ford, said that the retrenchments were "a factor of the current economic situation". A total of 490 workers had been laid off this year, but he refused to comment on NAAWU's allegations that workers were not given due notice

"We have a separation clause in our contract with

NAAWU and advised the union well in advance of the retrenchments," he said. It was not possible to say whether Ford would be retrenching more workers, as it depended on the economic situation

Mr F F Lemmer, human-resources director for Sigma, said that the assumption made by the union was not necessarily true in respect of profits before people. Sigma had to "curb losses" as a result of the economic downturn and it was primarily economic trends that had led to the situation

"We are not responsible for the drought, the high inflation

rate or the position of the rand," he said. In response to criticism that the motor industry should have planned for the effects of the recession, Mr Lemmer said that the situation was in a constant state of flux

"In 1983, the economists predicted an upturn in the first quarter of 1984. Then it became the second quarter and now mention is being made of 1985.

Worker News also describes the recent shutdown by BMW at its Rosslyn plant as a vivid example of union-bashing

Methods used by BMW, including distribution of anti-union pamphlets from a helicopter in Pretoria's three black townships, were a clear attempt by the company to undermine NAAWU. The effects of the tactics used by management in the strike and subsequent shutdown would undoubtedly contribute to a worsening in worker-management relations, adds the union newspaper

RDM 24/2/84 (140A) 183 220

4 000 recruited brings 'a breakthrough at Sasol'

By STEVEN FRIEDMAN
Labour Correspondent

THE Chemical Workers' Industrial Union (CWIU) says it has achieved a major breakthrough by recruiting 4 000 workers — a majority of unskilled and semi-skilled workers — at Sasol's Secunda plant.

The CWIU, affiliated to the Federation of SA Trade Unions (Fosatu), says Sasol has granted it "stop order" facilities whereby union dues will be deducted from workers' pay. It says it will now seek recognition at Secunda.

The union says it will hold recognition talks with Sasol soon.

A spokesman for Sasol confirmed yesterday that talks were planned, but said the granting of "stop orders" to the union had not yet been finalised. He said "administrative details" still had to be sorted out before this was done.

He also confirmed that the CWIU had members at Sasol

If the CWIU reaches an accord with Sasol, it will give emerging unions their first foothold at the key Secunda complex. It would also be the biggest advance yet for these unions in State and semi-State enterprises.

The CWIU says its Sasol recruiting drive has more than doubled its Transvaal membership. It believes it now "stands on the verge of massive expansion".

However, observers believe that recognition talks between the CWIU and Sasol will be tough and could develop into a major test for both sides.

The company's position is strengthened by the fact that Sasol is an "essential service" in terms of labour law and its workers cannot strike legally.

The CWIU says it began

organising workers at Sasol more than a year ago

During the recruiting drive, the union says, it approached Sasol for facilities but was told it could not have "stop orders" until it had recruited a majority of workers.

A union representative said yesterday that, since the CWIU recruited a majority, Sasol had granted it "stop orders" and the first ones had been processed this month.

The union says it will now seek a "full recognition agreement" at Sasol.

Sasol's spokesman said a meeting would be held shortly "to discuss the union's request for stop orders". He said "a number of things still have to be cleared up" before the union is granted these.

At the meeting, Sasol would also discuss with the CWIU its policy on union recognition, he added.

RAM 25/2/84

Workers settle row over pay

140A 152

By STEVEN FRIEDMAN
Labour Correspondent

A DISPUTE between a Natal textile company SA Fabrics and the National Union of Textile Workers — which led to one of only three legal strikes by black workers since the Government's labour reforms were introduced — has been settled, a union statement announced yesterday

The dispute was prompted by a union demand for a staggered 16% wage increase, to be introduced in three instalments between January and July SA Fabrics replied with a 4% wage offer

A formal dispute was declared and on January 26 workers struck legally at the plant. During the strike, the company threatened to sue the union and cancel its agreement with it, and also retrenched some workers

Workers returned to work when an official conciliation board was appointed to settle the dispute.

In its statement yesterday, the union said the settlement meant workers would receive an 8% wage increase backdated to January

It said the agreement had come after two full days of negotiations and was adopted after a general meeting of union members agreed to accept it yesterday

According to the statement, a key point in the agreement is that further wage negotiations will take place in order to agree on a July increase

It added that 12 workers retrenched during the strike would be reinstated "immediately" and a detailed recognition and procedural agreement had been signed by the two sides

In exchange workers had agreed to work overtime for up to three months to minimise delivery hold-ups prompted by both the strike and a recent fire at the plant

LABOUR WEEK**By STEVEN FRIEDMAN**

RSM 27/2/84

140A

~~140A~~

It also wants shorter hours, limits on overtime and an agreement providing for temporary lay-offs instead of retrenchment

Once again, employers are likely to want to keep increases extremely low.

But unionists say there may be a crucial difference this year. Whereas in 1983, other metal unions accepted a low employer offer — and were denounced by MAWU for doing so — there are signs that this year most want to push for large rises

Growing pressure on worker living standards — increased by GST and bread price rises — is the prime reason, despite the continuing recession.

So there is a real prospect of a more united union push for large increases this year.

But one factor could hamper this. Key local unions in the International Metalworkers' Federation say IMF unions — of which MAWU is one — agreed to submit joint wage demands this year.

But they argue that by announcing its demands, MAWU has made this more difficult and has left the others with a choice between simply endorsing its demands or repeating last year's divisions.

Despite this, unionists insist there is enough common ground among them to formulate common demands.

The recession means the balance of power will be with employers, who have been taking a tough line on wages this year.

But there is a greater danger now that the squeeze on workers could prompt them to take action to defend their real wage levels — whatever the employer response.

Plastics workers return

Sowetan 28/2/84

ABOUT 220 dismissed workers at Köhler Plastics at Robertville on the West Rand, have agreed to return to work tomorrow following a strike over retrenchments of colleagues at the plant.

The workers, members of the Fosatu-affiliate, Metal and Allied Workers' Union (Mawu), all agreed to return after three hours of negotiations between the union and management under the auspices of the National Industrial Council.

In a statement to The SOWETAN yesterday management said that the company had earlier announced that it was going to retrench certain workers on a last-in-first-out basis in order to "rationalise production".

Union reacts to attack by Pwawu

Satu defends its closed shop policy

THE South African Typographical Union (Satu) has reacted strongly to attacks levelled at it by the Paper, Wood and Allied Workers' Union (Pwawu) in a report in The SOWETAN on December 21, 1983.

Pwawu issued a statement to The SOWETAN after 700 workers had been exempted by the printing industry from belonging to Satu, which enjoys a closed shop agreement with Kohler Corrugated in Brakpan and Printpak in Industria, Johannesburg.

The 700 workers referred to are employed at these two concerns.

According to a statement issued by Pwawu, it claimed that a flood of workers wanted to leave Satu to join Pwawu. Pwawu also claimed

- Satu does not represent workers or fight for their interests,
- Satu's apartheid branches and Tucsa's policies do not appeal to the workers,
- Satu's so-called benefits are difficult to obtain and largely illusory, and
- Workers want a union, not a benefit society.

In its response, Satu pointed out that after publication of the statement by Pwawu they had written to the union by registered post, without having had the courtesy of a reply. Satu has 47 000 members. Pwawu has applied on behalf of 700 members from the closed shop and the Industrial Council has granted this exemp-

tion. No individual workers have applied to leave Satu.

In a statement Satu said

"Satu has been in existence for more than 85 years and fighting for the interests of all workers, even when black workers were prohibited by law from joining Satu. The most recent agreement concluded, provides for a 20 percent wage increase in 1983, 16,67 percent in 1984 and a further increase of 15 percent in January 1985," Satu said.

Benefits

"Hours of work and benefit funds are equal and in most cases superior to any benefits that any other union in the country may have to offer. Its benefit funds are negotiated by a democratic process of member request, its rules published in the relevant Government Gazettes, available also to anyone on request, its funds properly audited and open to inspection," they added.

"Satu still has separate branches which," the Union says, "is a carry-over of the old Industrial Conciliation Act and which is not easy to dismantle overnight because of financial and other implications. Its administration is however completely multi-racial and open to inspection. The reference to Tucsa's policies is not relevant at all and space will not permit us to respond."

"Our system of negotiation by member mandate and feedback is prescribed in our constitution and open to inspection. Closed shops are an internationally recognised practice and in the South African context perfectly legal. Closed shops are not forced on workers, but negotiated by majority request of all parties to an industrial council agreement," the statement said.

"Satu, in consequence, never forced black workers to belong to the union when legislation changed to permit them to be unionised. Satu went even further and at the executive committee meeting of the Industrial Council held in Durban on 20 March 1980, Satu stated categorically in response to employers' questions, that the closed shop will not be forced on black employees working in the industry at that time.

"Those employees were given the freedom of choice. The only condition being that new entries into the industry should join the Satu in terms of the closed shop agreement operating in the industry. The fact that exemptions were granted to the workers of Printpak and Kohler Industries proves that the Satu, depending on the circumstances are prepared to grant exemptions in certain cases to workers who do not wish to belong to them," they added.

Workers disrupt Pinetown factories

Own Correspondent

PINETOWN — Strikes and labour unrest continued to disrupt production at two Pinetown factories today

At Smith and Nephew, almost the entire 600-strong labour force downed tools on Tuesday over a pay dispute

At Ninian and Lester, 120 of the 1 000 workers — mainly in the circular knitting and warping department — stopped work because of objections to the shift system. They have been fired for refusing to return to their jobs

A spokesman for Smith and Nephew said the labour force came to the factory each morning and assembled in an orderly fashion on the recreation field inside the factory premises

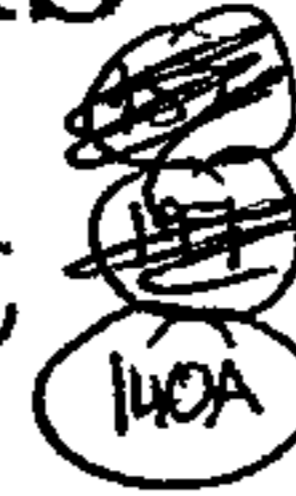
"We prefer to have them there than blocking the road"

The workers from Ninian and Lester have been told to collect their pay later today

A group of about 40 is alleged to have attempted to intimidate workers still on the job at the factory this morning. They then moved off into Pinetown

N. Mercury 3/3/84

Union calls for urgent strike talks



Mercury Reporter

THE National Union of Textile Workers has called for an urgent meeting with the management of a Pinetown textile factory in a bid to avert the escalation of labour unrest following the dismissal of about 80 striking workers

The workers, who were protesting against the shift system at Ninian and Lester Ltd, were fired this week for taking part in an illegal strike

However, most of them have refused to collect their pay yesterday afternoon because they refuse to accept their dismissal

Mr D Driesdale, the company's managing director, last night confirmed that only a few of the dismissed workers collected their pay yesterday

Stoppage

Mr Isaac Ndlovu, the union's branch secretary, said yesterday that the NUTW called for the meeting to appeal for the reinstatement of workers for the sake of industrial peace

Meanwhile, the work stoppage by about 600 workers at another textile factory — Smith and Nephew (Pty) Ltd — where production has been disrupted — entered its fourth day yesterday with still no indication when the workers would return to work

Mr G K Johnson, the company's personnel manager, said no ultimatum was given to the workers, but if they still failed to return by Monday the company would be forced to review its stand

The workers downed

tools on Tuesday morning in support of their demand for an across-the-board increase of R12 50 a week and called for the scrapping of the productivity bonus scheme which, they claimed, discriminated against some

Mr Johnson said 'The company's practice is to settle such issues through the process of collective bargaining and we have requested the NUTW to assist us in getting the workers to return to work so that negotiations can continue

The company was willing to increase current wage levels by 13.7 per cent

'In effect, the increase for the lowest paid workers represented a rise of R8 55 per week in basic pay and a further increase of R2 25 per week in productivity bonus,' he added

PRESS STATEMENTS



5th March 1984

140A

PRESS STATEMENT BY THE
FEASIBILITY COMMITTEE MEETING
TO DISCUSS THE NEW FEDERATION.

SALDRU
SCHOOL OF ECONOMICS
U.C.I.

A meeting of the Feasibility Committee was held on 3 and 4 March 1984.

The view of the majority of organisations was that since it was decided in April 1983 to form a federation, little progress had been achieved. This was because some Unions taking part in the talks are not ready or able to join a federation. The federation planned will be a federation of industrially demarcated Unions, with the eventual aim of having one Union for one industry. It follows that Unions which are not demarcated along industrial lines or which have not yet formed industrial Unions, are not ready to join a federation. It was decided to ask these Unions to attend the meeting as observers, until such time as they are properly constituted along industrial lines. These Unions did not accept the offer of observer status and left the meeting. However there is no hostility towards those unions and the offer to rejoin the talks as observers or as industrially constituted unions still stands.

Considerable progress has been achieved in the talks and further meetings are planned in the near future.

RDM S/3/86 □ □ □ ~~140A~~

140A

A KEY battle over bargaining rights is coming to a head in the paper industry

For some time, Fosatu's Paper, Wood and Allied Workers' Union has been trying to bargain wages with employers outside an official industrial council

Two companies have agreed, but major firms like Anglo American's Mondi Paper continue to refuse

Now PWAU has declared two disputes with Mondi — one over wages and the other over its refusal to bargain outside the council

Mondi says it wants to bargain at the council because this is the only way it can negotiate with all unions in the industry
PWAU says unions on the council represent skilled workers only

If the disputes are not settled, PWAU can strike or go to the industrial court

Either way, Mondi is a major force in the industry and the outcome at its mills could decide whether the industrial council will continue to be a major force.

Workers still out on strike

Sanet
6/3/84
140A

STRIKES at two textile factories in Pinetown continued yesterday with the entire workforce at Ninian and Lester downing tools to protest against last week's dismissal of 80 of their colleagues.

About 80 workers were dismissed at Ninian and Lester last week "for participating in an illegal strike and failing to return to work at the times arranged with the union", a spokesman for the company said.

The dismissed workers were told to collect their pay late on Friday. However, it was reported yesterday that only a few workers did so.

The branch secretary of the National Union of Textile Workers, Mr Isaac Ndlovu, said yesterday the workers were angry at the dismissal of their colleagues. He said they were hoping to hold a meeting with

LABOUR SCENE

workers yesterday.

Meanwhile the work stoppage at Smith and Nephew entered its fifth day yesterday. The personnel manager, Mr G K Johnson, said there had been no change in the situation.

Workers there went on strike last week in support of a basic increase of R12,50 across the board. They also called for the scrapping of the productivity bonus scheme which, they claimed, was unreliable and discriminated against some workers — Sapa.

ROM 6/3/84 (143A) (R12)

New agreement for tyre workers

Labour Correspondent

FOSATU'S National Automobile and Allied Workers Union and the Firestone tyre company have reached an agreement at the company's Brits plant which makes minimum wages there the highest in the industry, the union announced yesterday.

This is an unusual development because Brits is a "border area" where wages are generally much lower than in the cities.

The union now says it plans to press for wage increases in the Eastern Cape, Natal and Transvaal tyre industries

It announced yesterday that it had joined the industrial council for the Eastern Cape rubber and tyre industry in an attempt to boost wages in the area

This is the second official industrial council the union has joined. It also belongs to

the council for the East Cape motor assembly industry.

According to a union statement yesterday, the Brits agreement will raise pay at the plant by 25c an hour, bringing the minimum to R2,37 an hour.

It said this "stands in sharp contrast" with the R1,38 minimum negotiated at the Eastern Cape industrial council before NAAWU became a member.

In one Natal plant, it added, the minimum was R1,31 an hour.

NAAWU said its decision to join the Eastern Cape industrial council meant that this council would now be representative of the majority of workers in the industry for the first time.

Firestone's managing director, Mr Peter Morum, was not available for comment on the wage agreement yesterday.

Union dispute after 'undertakings broken'

ROM
6/3/84
140A

Labour Correspondent

THE Metal and Allied Workers Union has declared a dispute with Kohler Plastics at its West Rand plant after alleging the company broke undertakings to take back about 400 striking workers.

This follows a deadlocked meeting between MAWU and the company yesterday in which the union again tried to secure the reinstatement of the strikers, who have been off work for nearly two weeks.

The company, by Gencor, says it is recruiting new workers and that strikers who want their jobs back must apply for them in the same way as other work-seekers.

MAWU says workers reject this, charging that it will mean that many will not be re-hired. Only 14 strikers have re-applied for their jobs.

The dispute follows a strike last month over re-trenchments and Kohler's decision to introduce a new shift system. Kohler fired the strikers.

The two sides met at the metal industrial council to settle the dispute and, after the meeting, Kohler issued a statement saying it had agreed to reinstate the workers provided they returned to work the next day, a Friday.

It said workers agreed to accept the new shift system.

MAWU alleges that, after this Kohler sent it an agreement to sign which contained different work conditions to those agreed to at the council.

The union says it asked the company for an extension of the return-to-work deadline so its lawyer could study this agreement and that the company agreed.

But when workers re-

turned to work the next Tuesday and offered their services, they were told by Kohler the deadline had passed.

MAWU says workers refuse to apply in this way because they believed Kohler planned to rehire some of them but not others.

"We believe Kohler is guilty of an unfair labour practice. It attempted to go back on the agreement reached at the council and then went back on its undertaking to extend the return-to-work deadline.

"We also believe the new shift system may have been introduced without informing the industrial council as the law requires," a MAWU spokesman said.

A Kohler spokesman said yesterday that the company believed the settlement agreement contained "fair conditions of employment".

Tyre firm's wage hike

THE National Automobile and Allied Workers (Naawu) and Firestone South Africa have concluded wage negotiations covering the company's operation at Brits.

Mr T Adler, Naawu's Transvaal regional secretary, said the wage settlement gives workers an across the board increase of 25 cents an hour, bringing the minimum rate to R2,37 an hour.

"This is the highest minimum in the tyre manufacturing industry," he said.

Naawu, he said, has recently been admitted to the industrial council for the tyre and rubber industry for the Eastern Cape. This council will now be representative of the majority of workers in the industry for the first time.

140A

Source: B/S/AC

Motor union in key wage deal at Brits plant

7/3/84 By Jo-Anne Collinge

Workers at a Brits tyre factory will be paid the top minimum wage for the industry in terms of an agreement negotiated with Firestone South Africa, says the National Automobile and Allied Workers' Union (NAAWU)

"The settlement gives the workers an across-the-board increase of 25c an hour, bringing the minimum rate to R2,37 an hour. This is the highest minimum in the tyre manufacturing industry and stands in sharp contrast to the current minimum Eastern Cape rate of R1,38 and the minimum applicable in the Dunlop factory at Ladysmith — R1,31 an hour," Naawu stated this week.

The union pointed out it had not been party to setting the Eastern Cape wage as it was not at that stage a member of the Industrial Council for the Tyre and Rubber Industry in the Eastern Cape.

It announced it had recently been admitted to the council, saying "The council will now be representative of workers in the industry for the first time. Naawu will now take steps to ensure that the council's agreement more fully represents the needs and aspirations of our members — something which was not the case when a minority union sat alone on the council."

The unrepresentative nature of industrial councils is a legacy of defunct labour law which permitted only registered unions to be party to councils and which excluded black unions from registration.

Motor
company
fires
workers

By ALINAH DUBE

Sowetan 7/3/84

TWENTY-FOUR workers have been fired from the BMW Rosslyn plant near Pretoria, according to the company's Public Relations Officer, Mr Michael Brandt.

The dismissals came as a result of disciplinary hearing after a strike for better pay by about 1 200 workers, a month ago. About 200 employees were identified by management as having been responsible for the labour unrest at the plant. It was then decided that inquiries be held to establish what action to take against such people.

Mr Brandt refused to discuss the matter further because of an agreement his company has with the National Automobile and Allied Workers' Union (Nawu). He said a joint statement would be made.

A spokesman for Nawu confirmed that some of the workers had been fired from work after inquiries were held. He said, however, the union would meet BMW soon to review the situation. "I would not like to go into details as we have an agreement to always make a joint statement," he said.

1 000 textile workers still striking

Mercury
7/13/84
140A

Mercury Reporter

STRIKES and industrial unrest continued to plague two large Pinetown textile factories yesterday where more than 1 000 workers had downed tools since last week, seriously disrupting production

At Ninian and Lester more than 500 workers are striking in support of the reinstatement of their 80 colleagues who were sacked last week. The company has agreed to reinstate all but 10, but the workers are still considering the offer

Mr Isaac Ndlovu, branch secretary of the National Union of Textile Workers, said after talks with management that the 10 workers had been refused their jobs because they were allegedly involved in the intimidation of workers

A company spokesman last night confirmed that talks had been held with the NUTW and added that there had been no change in the company's stand 'The talks were inconclusive,' he said

The management of a surgical supplies company, Smith and Nephew (Pty) Ltd, where about 600 workers are on a pay strike, have requested an urgent meeting with Mr Johnny Copelyn, general secretary of the National Union of Textile Workers, to help resolve the dispute

The company's personnel manager, Mr Kelvin Johnson, yesterday confirmed that a telegram had been sent to Mr Copelyn requesting a meeting with him. The meeting is expected to take place this morning

Although the work stoppage at the factory entered its sixth day yesterday, the company still withheld giving any ultimatum to the workers. Mr Johnson said it was company policy to first exhaust all avenues of peaceful negotiations before taking any drastic action.

'However, the company will be forced to reconsider its stand if the workers still fail to return to work this week,' he added

Mawu workers strike ^{Sweet} 8/13/84

ABOUT 300 workers at a Boksburg firm downed tools yesterday demanding higher wages, after negotiations between their union and management deadlocked.

The entire work force at Dever Metals, near Dunswart railway station, are demanding an increase of 50 cents per hour.

Workers said they had been negotiating through their union, the Metal and Allied Workers' Union (Mawu).

RDM 8/3/84

Split in big metal unions demands

Labour Correspondent

UNIONS representing artisans in the giant metal industries have drawn up demands for this year's pay negotiations — but do not believe unions should push for large wage increases this year, artisan union sources said yesterday

This means the unions, who are represented by the Confederation of Metal and Building Unions, are likely to take a different approach to other metal unions, who have already announced plans to push for large wage increases

The Metal and Allied Workers Union has announced it will push for a 66% rise and Mr Ike van der Watt, general secretary of the SA Boilermakers Society, has said unions have no option but to push for "substantial increases".

Mr Van der Watt is also chairman of the South African committee of the International Metalworkers Federation, whose unions meet tomorrow to attempt to draw up joint wage demands.

He has been pressing for all metal unions to draw up similar demands, but the likelihood of this was reduced by MAWU's decision to release its demand.

The CMBU's position could make such a joint stance even less likely.

Indications are that employers, represented by the Steel and Engineering Industries Federation (Seifsa), intend to resist large increases strongly.

CMBU sources confirmed yesterday the Seifsa would consider the confederation's demands at its council meeting on Monday.

Mercury 8/3/84 (140A)

One strike ends as workforce at second factory continues protest

Mercury Reporter

ABOUT 600 striking workers at a Pinetown surgical supplies factory, Smith and Nephew Ltd, yesterday decided to end their week-long strike and return to work today, according to a spokesman for the workers.

But the strike at another Pinetown textile factory, Ninian and Lester, continued as the entire workforce of more than 500 protested against the com-

pany's refusal to reinstate all the workers who were dismissed last week for taking part in what has been described as an illegal strike

The Smith and Nephew decision follows urgent talks between the management and Mr Johnny Copelyn, general secretary of the Fosatu-affiliated National Union of Textile Workers, earlier yesterday

The workers, who have

been on strike since last week in support of their demand for more pay, were later addressed by Mr Copelyn and other union officials

Mr Kelvin Johnson, the company's personnel manager, could not be reached for comment yesterday, but in a statement to the Mercury earlier he said 'The company's practice is to settle such issues through the process of collective bargaining and

we have requested the NUTW to assist us in getting the workers to return to work so that negotiations can continue'

He said the company offered to increase current wage levels by 13,7 per cent

'In effect, the increase for the lowest paid workers represented a rise of R8,55 a week in basic pay and a further increase of R2,25 a week in productivity bonus,' he added

The workers demanded an across-the-board increase of R12,50 a week and the scrapping of the productivity bonus scheme.

According to a spokesman for the NUTW, Ninian and Lester agreed to reinstate only 70 of the 80 dismissed workers 'The other workers are not prepared to accept the offer and are sticking by their demand that all 80 be reinstated'

The 12,5% fare increase for second-class, not applicable on the Soweto suburban run, represents about R5 in hard cash on most runs while the 7,5% rise for first-class accounts for about R4, according to Hammersma

A weekly third-class ticket from Naledi, the furthest point from central Johannesburg on the Soweto run, now costs R2,40 and a monthly ticket costs R9,90. From the beginning of next month, when the new fares are introduced, commuters will pay R2,80 for a weekly and R11 for a monthly ticket.

A first-class monthly ticket on the suburban service from and to Naledi will rise from R31 to R34 and a weekly ticket from R8,30 to R9,20.

At the moment a ticket for a long-distance trip (eg Johannesburg to Durban) costs R20 for third-class, R40 for second and R57 for first. The new fares will be R23,50, R45,50 and R62 respectively.

UNIONS

Naawu's progress

Firestone and the National Automobile and Allied Workers' Union (Naawu) have signed a wage agreement covering the company's plant at Brits.

According to the union, the settlement

gives workers an across-the-board increase of 25c/hour and brings the minimum wage at the factory to R2,37/hour. Naawu says this is the highest rate in the tyre manufacturing industry and is in sharp contrast to the current minimum wage agreement reached by the Industrial Council for the Tyre and Rubber Industry in the eastern Cape — R1,38/hour.

Naawu points out that it was not a party to the industrial council agreement, but says it has now been admitted to the council. Its admission, it says, means that the union representatives on the council will for the first time, represent the majority of eastern Cape workers in the industry.

The union has obviously set its sights on the eastern Cape and Natal as areas for expansion — despite resistance from established unions — and particularly on the Dunlop factory in Ladysmith. Naawu claims the minimum rate at the Dunlop works is R1,31/hour — an amount it contrasts with the minimum negotiated at Firestone's Brits plant.

The unions says it will "now take steps to ensure that the agreement (in the eastern Cape) more fully represents the needs and aspirations of our members, something which was not the case when a minority union sat alone on the council."

"In addition, together with our sister unions in the Federation of SA Trade Unions (Fosatu) which are involved in the

tyre and rubber industry Naawu will be looking at ways of improving conditions for our members in (both the Transvaal and Natal). In addition to the wage increase negotiated at Firestone, the company and the union are continuing their discussions related to the implementation of a new grading structure which will replace the current incentive payment scheme."

Fosatu unions have strong representation in both the motor and motor-components industries. The Naawu statement indicates that they will be taking a tough line with both rival unions and managements.

SWAPO ~~221~~ FM 9/3/84 Confused approach

Swapo's attitude towards the SA-Angolan ceasefire continues to be confused — and sometimes contradictory.

A Swapo source in London, who did not want to be named, said "Obviously we are not going to do anything in this delicate situation to disrupt the disengagement on Angolan territory. But there is no ceasefire in Namibia and the armed struggle has been the key element in producing the negotiations which led ultimately to the agreement on Security Council Resolution 435. The armed struggle cannot stop until 435 is implemented."

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Bus strike forces 40 000 to walk

140A Stew
9/3/84
Own Correspondent

DURBAN — A snap Durban Transport Management Board bus drivers' strike forced about 40 000 workers from the Pinetown and Ntuzuma areas to trek long distances to work today

The strikers have been told to return to their jobs or face dismissal and prosecution under the Riotous Assemblies Act

Mr Alan Bray, the deputy general manager of the DTMB, said the strike had started over a "power struggle" between pro- and anti-Transport and General Workers' Union factions

The union men had apparently decided to stop work in an attempt to force the management to take sides

Mr Bray said it was not clear yet how many drivers were involved, but 145 buses on the Clermont run, 65 on the Ntuzuma route, which operates through kwaMashu, and another 23 at Klaarwater had failed to take to the road

Later this morning about 40 drivers had returned to work.

There had been no violence but "a bit of militance" after a meeting of union supporters last night

The DTMB had been told shortly after midnight that the strike would take place

Vaughan'
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 27th Feb - 17th March
 Friday - 8.15 p.m.
 Saturday - 6.00 p.m.
 2 p.m. (10th and 17th March)
 AND BISTRO BOOKINGS
 (9 a.m. to 2 p.m.)

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No Indian homeland

THE Government considered the establishment of an Indian homeland 'an impractical idea' and had not instituted an investigation into the possibility of such a homeland, the Prime Minister said yesterday in reply to a question by Mr Daan van der Merwe (CP Rissik)

Mr Botha said if Mr van der Merwe could furnish him with the proposed borders for an Indian homeland, calculations could be made on how much it would cost - (Sapa)

Pinetown workers down tools, demand more pay

Mercury Reporter

THE entire workforce at a New Germany company manufacturing household appliances downed tools yesterday, demanding more pay

A spokesman for the workers at Pineware (Pty) Ltd said they had asked for the minimum wage to be increased from R1 58 an hour to R2 an hour,

but their request had been rejected by the management

'The workers are obviously angry and decided as a form of protest to down tools. The entire work force of blacks, Indians and coloureds have refused to work till their pay demand is met' he said

The striking workers were later asked to leave

the company premises by the management

Representatives of the Metal and Allied Workers' Union were still holding talks with the workers late yesterday and were unavailable for comment

A spokesman for the company said 'We would not like to comment on the situation at our factory at this stage'

Rich and exotic concert fare

THE unconventional programme for this week's Natal Philharmonic Orchestra symphony concert was rich and exotic but by no means indigestible. The variety of styles was such that opinion is likely to be divided on what, if anything constituted the highlight or central point

Ravel's *Sheherazade* is seldom heard in Durban. A beautiful, evocative set of three rhapsodic songs, the intricate and atmospheric orchestration kept the NPO and David Tidboald on their toes

Barbara Knox has just the right type of voice and brought a controlled and fluid vocal line to Ravel's sensitive prosody, with clear, expressive words. It was a great pity that, through poor lighting her face was invisible to a large section of the audience and that a badly placed microphone literally cut her in half

Ravel's *poeme choreographique La Valse*, which he described as a homage to Johann Strauss is very difficult but also very rewarding. The music ebbed and flowed swayed and whirled about the City Hall in the most delightful way

Tessa Uys gave a graceful, stylish performance of Mozart's *Piano Concerto in C Major* in which the slow movement was particularly enjoyable. It is deceptively simple and, if played a fraction too slow, it drags

MUSIC: Symphony Concert
- Durban City Hall

But Miss Uys, David Tidboald and the NPO had the mixture just right

Having said that, there was the uncomfortable feeling that Miss Uys, like other pianists, found the piano a problem, particularly the upper registers which seemed to have no 'give'

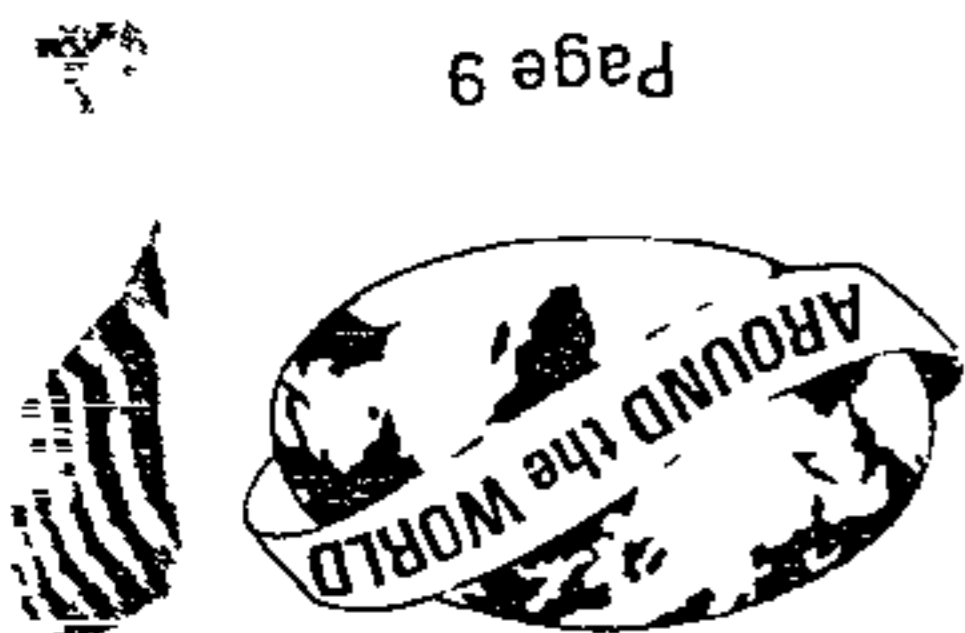
The orchestra also seemed at times too weighty in the outer movements. Balance can be a difficult business

Bizet's delightful and spirited *Symphony in C Major* was not given what it deserved. It was rushed and sounded tense, even in the slow movement. Something seemed to be lacking in the first violins that was there in previous concerts. The tone and ensemble are not what they have been. The wind section, too, was bedevilled by intonation problems

Perhaps these small quibbles arise from the fact that this concert is two thirds of the way through a very heavy season, which has made enormous demands on an orchestra with great potential and a promising future but which almost inevitably is having some awkward experiences while expanding its repertoire

Anthea Johstone

Assurance



ONE
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Dream
 destroyed
 by
 violence



Weather

Page 4
 Cloudy, warm

DURBAN, SATURDAY

Registered at GPO as a Newspaper No 36 675

Deadlock in talks with striking bus drivers

N. Mercury 12/3/84
140A

Mercury Reporters
THOUSANDS of workers from Pinetown and Ntuzuma were again expected to be without Durban Corporation transport today following a deadlock in negotiations between striking bus drivers and the Durban Transport Management Board
DTMB general manager Marshall Cuthbert had warned that the drivers would face instant dismissal if they did not return to work today

But the 55 percent of Durban Corporation drivers, on strike since Friday, are expected to continue their work stoppage today unless a Works Committee, a rival negotiating body, is abolished by the DTMB

Angered

According to the Transport and General Workers' Union branch secretary, Mr John Mawbey, the board agreed to sign an agreement with the workers

yesterday allowing for union recognition but reneged when it was established that the committee would have to be abolished

'This angered the workers even more and they are determined to continue the strike until the committee is abolished,' he said

He stressed that there had been no intimidation or violence during the strike and that there some drivers were still driving

'Members of the affiliated Federation of South African Trade Unions (Fosatu), which has a strong following in Pinetown, have apologised to commuters on the drivers' behalf'

Mr Cuthbert said although what the union had proposed over the telephone had sounded reasonable, when the final typescript of the proposed agreement had been seen late yesterday, negotiations had broken down

Clauses insisting on the

dismissal of the leader of the 'rival faction' — those drivers still working and who did not belong to the TGWU — and on the abolition of the Works Committee had been 'too much to live with', Mr Cuthbert said

The striking drivers had been given 48 hours' notice on Friday, and this would be effective today.

'But I don't want to be ruthless about this. Those drivers who report for their shifts will not lose their jobs,' he said

140A

Police move in to talk as strikers ignore ultimatum 156 drivers sacked in bid to end Durban bus chaos

Mail Correspondent
DURBAN. — A total of 156 striking Durban Corporation bus drivers was fired yesterday after ignoring an ultimatum to return to work, Mr Marshall Cuthbert, general manager of the Durban Transport Management Board (DTMB), announced yesterday.

He said new staff was being recruited to replace the dismissed drivers, following a three-day strike which disrupted bus services for thousands of commuters.

The drivers on the green-line service went on strike on Friday, demanding the scrapping of a works committee — a rival negotiating body to the Transport and General Workers' Union.

The South African Police dispersed the fired drivers when they congregated at the Clermont depot shortly after

midday yesterday. They were warned they were no longer employed by the Durban Corporation and would be arrested and charged with trespass if they failed to leave the premises.

Confirming this, Mr Cuthbert said the police had arrived at the depot and told the dismissed workers they had broken the law by taking part in an illegal strike.

They were also told summons would be issued against them and they were

ordered to leave the premises or be arrested.

"All of them left without incident I must compliment the police for the tactful manner in which they handled the situation," said Mr Cuthbert.

He said notices calling for replacement staff were displayed at the depots and the response had been "very good".

He said among those who applied for the jobs were some of the dismissed work-

ers.

"Each application will be considered on its merit," he said.

Mr John Mawbey, branch secretary of the Transport and General Workers' Union, said the workers had refused to accept that they had been dismissed.

"We were very close to reaching an agreement with the DTMB at talks over the weekend, but the DTMB was still unwilling yesterday to negotiate a few minor

amendments to a clause to pave the way for a settlement.

"The clause concerns the removal of the existing works committee, which has severely antagonised our members," he said.

Workers from Clermont, Kwadabeka, Klaarwater and Ntunzuma have been left stranded and forced to walk long distances to their jobs since the strike began on Friday morning.

He said the DTMB could not accept the demand that only TGWU members represent the running staff and that the existing works committee, which had roughly equal support, be abolished.

Many have taken "special taxis" costing workers about R5 to get from Pinetown to Durban.

According to Mr Cuthbert, the strike has cost the DTMB between R25 000 and R35 000 a day.

156 bus drivers fired, new staff taken on

N. Mercury 13/3/84 Mercury Reporter ~~140A~~

A TOTAL of 156 striking Durban Corporation bus drivers have been fired after ignoring an ultimatum to return to work, Mr Marshall Cuthbert, general manager of the Durban Transport Management Board, announced yesterday.

He said new staff were being recruited to replace the dismissed drivers. The work stoppage started on Friday morning, disrupting bus services for commuters on some of the green-line services routes.

Commuters in the Pinetown and Ntuzuma areas will once again be faced with transport problems today as the corporation service there is still disrupted.

The strikers were demanding the scrapping of

a works committee — a rival negotiating body to the Transport and General Workers' Union.

After being dismissed, the drivers congregated at the Clermont depot and were later ordered to disperse by the South African Police.

They were warned they were no longer employed by the Durban Corporation and they would be arrested and charged with trespass if they failed to leave.

Confirming this last

night, Mr Cuthbert said the police had arrived at the depot and informed the dismissed workers they had broken the law by taking part in an illegal strike. They were also told summonses would be issued against them and were ordered to leave the premises.

'All of them left without any incidents. I must compliment the police for the tactful manner in which they handled the situation,' he said.

Dismissal

Mr Cuthbert said notices calling for replacement staff were displayed at the depots and the response had been 'very good'.

He said among those who had applied for jobs were some of the dismissed workers. 'Each application will be considered on its merit,' he added.

Mr John Mawbey, branch secretary of the Transport and General Workers' Union, said the drivers had refused to accept their dismissal.

'We were very close to reaching an agreement with the DTMB at talks over the weekend, but the DTMB was yesterday still unwilling to negotiate a few minor amendments to a clause to pave the way for a settlement.'

'The clause concerns the removal of the existing works committee which has severely antagonised our members,' he said.

Many commuters yesterday claimed they had been forced to take 'special taxis' costing about R5 from Pinetown to Durban to get to work.

Mr Cuthbert said the strike had cost the DTMB between R25 000 and R35 000 a day.

~~13/2/84~~ ~~UOA~~
All
return
to work

Mercury Reporter

WORKERS at a New Germany company manufacturing household appliances ended their one-day strike over pay and returned to work yesterday following an ultimatum by management.

A spokesman for Pineware (Pty) Ltd yesterday confirmed that all the workers who downed tools last Friday were back at work. He declined to say whether their pay demand had been met, but confirmed that none of the strikers had been penalised.

The entire workforce at the Pinetown-based factory downed tools in protest against the company's refusal to increase their minimum wage from R1 58 an hour to R2 an hour.

The strikers were later ordered to leave the company premises and were given an ultimatum to return to work by yesterday or face dismissal.

The Fosatu-affiliated Metal and Allied Workers' Union, yesterday declined to comment.

13/3/86

Union official arrested while trying to settle strike

By STEVEN FRIEDMAN
Labour Correspondent

A KEY official of Fosatu's Paper, Wood and Allied Workers Union, Mr Jeremy Baskin, was arrested yesterday outside a Johannesburg factory where he had gone in an attempt to settle a strike

His arrest follows those of two other union leaders in the past few weeks. Several unionists were also arrested in January after arriving at plants to intervene in strikes

Mr Baskin was arrested yesterday morning and, by

late yesterday afternoon, was still being held. A police spokesman who confirmed the arrest said, however, he was due to be released on bail

According to the spokesman, Mr Baskin has been charged with holding an illegal meeting

Recently Mr Skakes Sikhakhane, the general secretary of the Food and Beverage Workers' Union was arrested outside a Potchefstroom plant where he had gone to settle a dispute

And the chief shop steward of the Commercial, Catering and Allied Workers' Union, Mr Robert Mkhize, was arrested under the Intimidation Act last week. Both men are facing charges

According to a spokesman for the union, Mr Baskin's arrest followed a strike at an Amalgam factory, Transvaal, over union recognition

He said Mr Baskin went to the plant yesterday morning after learning of the strike and had found both West Rand Administration Board police — who were asking for

workers' pass books — and SA Police

Mr Baskin was, however, the only one arrested, he added

He said the strike started because workers had been sacked for belonging to the union

According to the paper workers' union spokesman, the plant's 85 workers approached management on Saturday to request recognition of the union

Management responded by calling workers together and asking who the union s

leaders in the factory were, the spokesman said. They had not replied but management then fired 11 workers who it identified as union leaders

On Sunday four night-shift workers, all members of the union steering committee at the plant, were fired, he added, and workers then downed tools

According to the spokesman, the company is refusing to negotiate with the paper workers' union. Comment from the company could not be obtained yesterday

RDP 143/84

Strike at ~~15~~ (140A) ~~270~~ 'end of the road'

PINETOWN. — It is "the end of the road" for 156 illegally striking Durban Corporation bus drivers, the chairman of the Durban Transport Management Board, Mr Marshall Cuthbert, said yesterday

The strikers, a faction of the Transport and General Workers' Union, were demanding that their union represent all drivers employed by the corporation

The strike has stranded thousands of commuters in the Pinetown and Ntuzuma areas

There was no point in the drivers asking for another meeting with the DTMB, Mr Cuthbert said

"They are saying this is still a live issue. We are saying there is no further issue, it is the end of the road and they are no longer in our employ."

The sacked drivers, who could be charged under the Riotous Assemblies Act for staging an illegal strike, were cleared from the Clermont bus depot yesterday by police — Sapa

Union official

1941 1947 1953
in court

Jan 14/3/24
An official of the Paper, Wood and Allied Workers' Union (Pwawu), Mr Jeremy Baskin, made a brief appearance in a Johannesburg Regional Court yesterday charged with convening an illegal gathering.

His appearance follows a strike on Monday at an Amalgam factory, Transporly, over union recognition

Eighty-five workers are on strike

Mr Baskin was not asked to plead and the case was postponed to April 11.

RAM 15/3/84

Workers in fifth month of protest

140A
~~187~~

Labour Correspondent

MEMBERS of the Metal and Allied Workers Union (Mawu) at Defy Corporation's plant at Vulcania, Brakpan, have been staging an overtime ban since October last year in support of wage demands, it was revealed yesterday

The ban is still in force and last week workers also staged a demonstration in the company grounds in support of their demands.

This is believed to be the longest overtime ban yet by black workers

Defy is one of the few companies in the metal industries which has agreed to negotiate directly with Mawu on wages and work conditions

The dispute which prompted the overtime ban began almost a year ago and centres around worker demands for a 25c an hour increase. The company has offered a 7c rise

Mawu originally demanded a 50c rise, but has since scaled down its demands, while the company originally said it could offer no increase at all.

According to informed sources, negotiations between Mawu and Defy began last March when the company told the union it could not pay any increase and suggested that wage talks be postponed until October

In October, the company repeated its March stance and workers then launched a ban on overtime

Talks between the two sides on the wage issue are still in progress

● Meanwhile, the Paper, Wood and Allied Workers Union announced yesterday it is to take legal action against Johannesburg plastic bag manufacturers Transpoly, which fired its entire workforce after a strike earlier this week

A union official, Mr Jeremy Baskin, was arrested outside the plant

Striking drivers may return to work

N. Mercury 15/3/84
140A

Mercury Reporters

ALL the striking bus drivers of the Durban Transport Management Board may return to work today after agreement was reached late last night between officials of the board and the Transport and General Workers' Union.

In a terse statement issued after a marathon meeting, Mr Marshall Cuthbert, general manager of the board, said: 'Management has reached agreement with the union which protects the rights of both union and non-union members of staff.'

But, Mr John Mawbey, branch secretary of the union, said the board's proposal had not yet been accepted by the union.

He said they would be told the details of the proposal early this morning.

Details of the proposed agreement were not available to the Press last night.

Mr Mawbey was optimistic that agreement could be reached, and the six-day dispute ended.

A spokesman for the union said it appeared that more than 156 drivers were affected.

Mr Cuthbert said the board would retain the additional 31 drivers hired since Tuesday.

Bus services in the western areas were disrupted as the drivers went on strike and demanded full recognition rights for the union and the scrapping of the Works Committee — a rival negotiating body.

The DTMB refused to accede to their demands and subsequently dismissed the drivers for taking part in what it described as an illegal strike.

The drivers refused to accept their dismissal.

N. Mercury 15/3/84
Protest against Easter work planned

Mercury Reporter

WORKERS in Durban shops are planning to protest against a move by the Durban Chamber of Commerce to have April 21 — Easter Saturday — declared a normal trading day for shops in central Durban.

The Commercial, Catering and Allied Workers' Union — representing thousands of shop workers — has called a meeting of shop stewards today to decide on a line of action.

Shop workers interviewed by the Mercury yesterday said they were not happy about working on April 21 as it would disrupt their Easter long

weekend 'We work pretty hard all the year round — why can't we, too, have a break sometime,' said a sales assistant in a large West Street department store.

Mr James Aikman, assistant general manager of the Durban Chamber of Commerce, yesterday confirmed that the Chamber recommended to the Durban City Council that it allow shops to remain open on Easter Saturday.

He said most local authorities on the Natal coast had amended the trading by-laws to enable shops to remain open on Easter Saturday. It was time the Durban City Council did the same.

Sacked *N. Mercury* drivers taken back

16/3/84

140A

Mercury Reporter

BUS services in western areas, including Clermont and Ntuzama, were back to normal yesterday after 156 sacked bus drivers were reinstated

This was confirmed yesterday by Durban Transportation Management Board general manager Mr Marshall Cuthbert

Drivers on the board's green-line services who had been fired for taking part in what was described as an illegal strike, were taken back following talks between the board and the Transport and General Workers' Union

This followed a signed agreement between the board and the union recognising union and non-union employees, Mr Cuthbert said. Staff hired to replace some of the dismissed workers would be retained, he added

He also confirmed that 11 of the board's buses were stoned in Clermont on Wednesday night, but denied that commuters had boycotted the bus service in protest against the dismissal of drivers

Damage was caused mainly to windows of buses, but all buses were back on the road yesterday

Mr John Mawbey, branch secretary of the union, said the union was very pleased that the matter had been settled

'At the meeting with the board, agreement was reached which will lead to negotiation of a full recognition agreement with the union,' he added

~~CONFIDENTIAL~~
Fm
16/3/84

ou... however efficient the SFFA may be in obtaining oil supplies its record so far as this is known is decidedly spotty when it comes to getting involved in deals that lead to unfavourable publicity

Not only was it the organisation that purchased the stolen oil from the Salem (albeit in all innocence), but it is also one of the prime defendants in the mysterious case before the Transvaal Supreme Court in which largely overseas interests are suing Sasol, the SFFA and others

Although the Minister is not involved in the case, he is being represented in court by lawyers appointed by the State attorneys who are empowered to "intervene" if the interests of the Department of Mineral and Energy Affairs require it

The identities of the plaintiffs are known, but the interests they represent remain a mystery Maurice Sellier, in whose name the case is being brought, is said to be a British barrister — but his name does not appear on the British bar list Nor is Trade and Technology Holdings (Ltd), a company involved in the case, listed by the British companies' office

Lawyers point out that the Sasol/SFFA case is not the only one involving huge sums of money being heard in absolute secrecy by SA courts The case in which Johannesburg businessman Taki Xenopolous is suing free-spending Italian expatriate Marino Chiavelli for some R70m is being heard in the same secrecy

The opposition does not object to secrecy necessary to protect SA's fuel supplies But, in the light of the Salem case and of talk surrounding the court cases, there is inevitably the suspicion that secrecy is cloaking inefficiency — or worse

INDUSTRIAL RELATIONS

Natal tax strike

1400 320

Industrial relations in Natal are steadily worsening Durban is experiencing its first strike related to the new Black Tax Act, striking bus drivers have crippled the city's transport services, and further labour unrest is looming in the textile, clothing and leather industries

Since the beginning of the year, there have been almost a dozen strikes in the Durban/Pinetown/Hammarsdale complex. The textile industry appears to be the hardest hit and employers fear they are in for a tough year

Industry's main worry at the moment is that the strike over the new Black Tax Act, at Union Flour Mills (UFM) in Mobeni, could precipitate a rash of similar strikes Managements are worried about the similarities between the strike and the pension disturbances of 1979 Employers complain that government has not done enough to prepare the ground for the changes and has left the burden of explaining the new tax laws to them

Taking the optimistic view, the Natal



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 - be able to join and meet regularly with a study group of 7 to 10 students

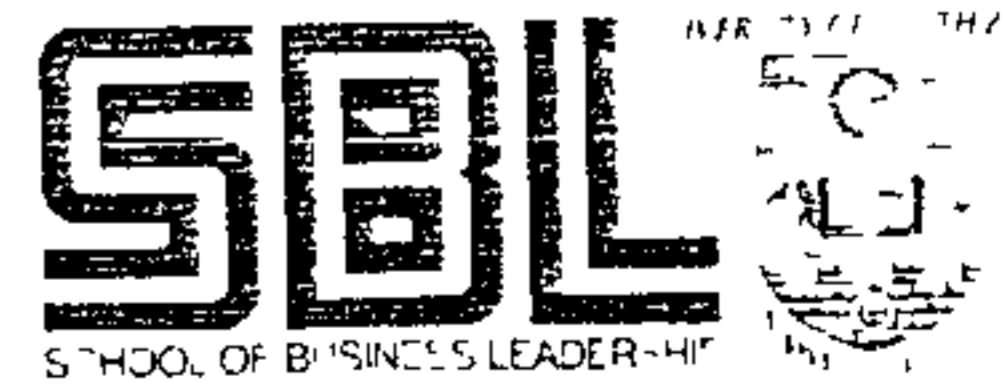
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Full details and entry form may be obtained from

The Associate Director
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PO Box 392 Pretoria (010)
Tel (012) 28 1771

CLOSING DATE FOR ENROLMENT APRIL 13 1984

SCHOOL OF BUSINESS LEADERSHIP



BARKER McCORMAC 1362

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320 (152) FM 16/3/84

(11A)

Chamber of Industries says it is hoping that the UFM strike will be a "one-off" which will be contained and speedily resolved

A company spokesman tells the FM that the stoppage occurred after personnel officials from head office travelled to Durban to explain the new Act to employees. Workers refused to sign IRP2 tax forms, saying they had already paid enough tax. As a result, the company was forced to tax them all at the rate for single people. When the workers saw the size of the deductions in last week's pay packets, they came out on strike. A deadline was set for them to return to work, and those who failed to do so were dismissed.

The chronology of the strike certainly suggests there was a failure of communication somewhere along the line. Nonetheless, some employers claim black politics and inter-union strife are keeping tension high in Natal labour circles. Moreover, as the substance of the disputes often does not concern employers directly (as in the case of the Tax Act), they feel powerless to offer meaningful mediation. "Why else would we have a problem here?" asks a UFM official. "We've had no problems at any of our other plants."

One explanation could be the plant's troubled labour history. Some time ago, it signed a recognition agreement with the South African Allied Workers' Union, but the relationship has not been a happy one. There have been four work stoppages at the factory in the past eight months.

The theory that black militancy and inter-union rivalries are making themselves felt on the shop floor at the expense of industry is gaining ground. The strike by Durban bus drivers is certainly rooted in union discord. The Transport and General Workers' Union is seeking to replace an anti-union works committee.

Current speculation has it that, as SA reaches accords with its neighbours, "other forces are bound to internalise the struggle" — meaning that internal political forces will come into play, including strike activity for political ends. The stand-off between unions which actively support the United Democratic Front and those linked to the Federation of SA Trade Unions (Fosatu) — which Natal employers see as avoiding political involvement — is also suspected of playing a part.

With Natal at the interface of black politics, and with issues like the Black Tax Act and the recession providing large scope for the build-up of grievances, employers are preparing for further unrest.

NEW HOUSE ELECTIONS

Party posers

FM 16/3/84 (11A)

Nomination day for elections to the coloured House of Representatives and the Indian House of Delegates in terms of the new constitution is expected to be Monday,



Labour's Hendrickse ... looking at the Indian house

July 16 At least one cross-ethnic surprise could be in the offing.

Freddie Peters, national secretary of the coloured Labour Party, says the election campaigns will begin in earnest after that. "For the moment we are concentrating on voter registration," he says. The elections are scheduled for August 22, the coloured people will elect 80 candidates and the Indians 40.

The Department of Internal Affairs has drawn up rules to govern voter registration and the compiling of voters rolls. Officials were due to outline the procedures to representatives of political parties and community leaders at a seminar in Pretoria this week.

Details of how the delimitation of constituencies is being conducted were also expected to be outlined. The Electoral Act of 1979 is being amended through the Electoral Act Amendment Bill now before Parliament, to bring electoral law into line with the new constitution.

Nevertheless voters who were registered under the Coloured Persons Representatives Act of 1964, or under the Electoral Act for Indians of 1977 will be eligible.

As 669 913 coloured people and 365 782 Indians are registered in terms of the old Acts government should to a substantial degree, be able to frustrate a "don't register" campaign by the anti-constitution United Democratic Front.

The real contest will remain one between those who advocate boycotting the new constitution and politicians who wish to use it to extract further reform measures from the government. On that score, victory or defeat will be decided by the size of the poll.

An intriguing political prospect arises

from Labour Party hints that it might contest the election for the Indian chamber using Indian candidates in addition to the coloured house.

At the moment this remains no more than a vague prospect although Labour leaders have expressed interest in the idea. *Prima facie* such a move would be a contravention of the Prohibition of Improper Political Interference Act — but it would be difficult for government to enforce the Act against those it wants in the new deal.

But if the Labour Party can contest both the Indian and coloured elections what is to stop the Progressive Federal Party from entering the lists — possibly by fielding coloured and Indian candidates who if not actually members of the PFP can declare themselves to be in alliance with it and bound by its principles?

That is a prospect that government would find considerably less palatable than that of Labour Party members of the Indian house.

THE UNITED STATES

Oil mergers

The shark-feeding frenzy that has America's big oil firms devouring each other continued unchecked last week. The only limitation on the struggle has been Wall Street's capacity to provide cash for the participants to buy each other out. Now Washington is getting alarmed.

In what was the third multi-billion dollar merger proposal in less than a month for America's reshuffling oil industry, Mobil Corp last week made a \$5.7 billion bid for Superior Oil. Unlike the other recent mega mergers Mobil conducted its negotiations

US PRESIDENTIAL ELECTION

Super Tuesday's confusion

America's "Super Tuesday" presidential primary elections failed to give a clear indication of who will oppose Ronald Reagan in November

Our Washington correspondent writes that three weeks ago the political forecast was that by March 13 fully one-third of the 3933 Democratic Party delegates to its nominating convention in July would be committed. Everyone was to have had a pretty good idea of the nominee

A week ago, the bright burning comet that is Senator Gary Warren Hart (see *Newsmakers*) of Colorado swept victoriously through the sparsely-populated, but symbolically important early party preference contests in New Hampshire, Vermont, Wyoming and Maine

Hart's call for "new leadership and a fresh start" generated excitement among Democrats. And it appeared that Super Tuesday would mark the point where he gained a decisive lead over Walter Mondale, the Jimmy Carter vice-president whose early front-runner status is now in doubt

It didn't happen. With official returns not likely to be certified for another week, this was the situation at the time of going to press

On Tuesday there were 511 delegates up for grabs in nine states. There were primaries (public ballotings) in the southern states of Florida (123 delegates), Georgia (70), Alabama (52), and the New England states of Massachusetts (100) and Rhode Island (22). And there were caucuses (party meetings to nominate delegates) in the states of Washington (61), Oklahoma (43), Hawaii (19) and Nevada (15)

In addition Democratic Party members in two other categories, American Samoa and the so-called Democrats Abroad clubs in 29 foreign countries picked uncommitted delegations

Finances

In terms of winning votes Hart did better than anyone expected a fortnight ago — when he had planned not to contest the Super Tuesday races at all but to concentrate his thin financial resources (\$15 000 a day in campaign fund receipts) on the big northern state contests in April

Hart led Mondale in Florida, Massachusetts, Rhode Island and Nevada. The trouble is that these wins do not necessarily translate into delegates. In Florida, for example, Hart fielded delegate candidates in only one-third of the contests. So Mondale effectively captured most of that populous state's delegation

Mondale was victorious in Alabama and

Georgia — despite the defection of large numbers of black voters who voted for Jesse Jackson. As the campaign moves to the northern states (Illinois, Ohio, Pennsylvania and New York) next week, Mondale may begin to regain ground thanks to heavy union and urban-liberal support

What does Super Tuesday tell us? A month ago there were eight Democratic contenders for the nomination. Now, effectively, there are two: Mondale and Hart. Two others who remained in the race, George McGovern dropped-out and John Glenn may withdraw after the vote in Illinois next Tuesday

Super Tuesday also demonstrates that a good big man can still defeat a good little man. The Mondale organisation is fuelled by a Democratic Party hierarchy (of which organised labour is an unofficial but active part) which wants him for several reasons

One is that Mondale has a claim on their loyalties by long service to the party in the US Senate and as vice-president. He is also an orthodox Liberal with strong anti-Pentagon, big welfare and strong regulation-of-business credentials. Finally, Mondale can be counted upon to help Democrat congressional and senatorial candidates as well as

MS VICE-PRESIDENT?

Uncertainty about the meaning of Tuesday's Democratic Party presidential primary results set campaign aides for both frontrunners talking about one move that would pep up the lacklustre race — a woman vice-presidential nominee

According to our Washington correspondent, no major American party has ever had one, although several feminist parties have fielded candidates. And, in the Seventies, black congresswoman Shirley Chisholm was entered as a candidate for president, though more as a token of her race than her sex

American women will make up 52% of the vote next November, and Ronald Reagan is the least popular candidate among women who consider themselves "non-political"

"I am sure a woman will be on the shortlist of vice-presidential possibilities," says Charles Manatt, the Democratic Party's chairman. Among those who might be considered are San Francisco Mayor Dianne Feinstein, and congresswomen Patricia Schroeder of Colorado and Martha Griffiths of Michigan

the thousands running for local and state offices — even if he fails to unseat Reagan

Super Tuesday also showed how bored Americans — or at least Americans who are Democrats — are with the campaign in general, and with Mondale in particular. It was George Wallace, the old segregationist turned integrationist Governor of Alabama, who summed up the mood as only he could: "The whole damned thing was a mile wide and an inch deep. Some of the places they (the presidential candidates) went in Alabama, I used to draw bigger crowds when I'd stop to fill up my car's gas tank"

It is also clear that many Democrats are now going to pay closer attention to Hart and ask whether they really want to go into battle behind him in November

That prospect understandably worries party professionals. Many think that voters will find Hart's "neo-liberal" mix of pro-Pentagon and free-enterprise policies so indistinguishable from those of Reagan that he will drag down other party candidates as well — just as his old mentor, George McGovern, did against Richard Nixon in 1972

But Hart has won delegates in a region he was going to bypass a month ago. His campaign fund flow has soared to \$80 000 a day. The media hang on his every word — sometimes to his detriment. His crack about shooting down a Czechoslovakian airplane if it violated US air space (only if the crew was wearing military uniforms) was added to the string of gaffes that are being tolerated as beginner's blunders — for now

Finally Super Tuesday's results mean that Hart and Mondale must press on. On through the heavy industrial state primaries of April and May. And they may still be slugging it out in California as late as June and — a horrifying thought for the party professionals — the contest could end up being decided on the convention floor

METAL UNIONS Forging worker links

Worker clout in the giant metal industry received a boost this week when 10 metal trade unions representing some 200 000 workers met to revive the SA Co-ordinating Council of the International Metalworkers Federation (IMF)

Present at the conference was Herman Rebhan, general secretary of the IMF, which represents 14.5m metalworkers worldwide

The SA council is composed of unions

with widely differing ideologies drawn from three different union federations as well as some unaffiliated unions. The federations are the Federation of SA Trade Unions (Fosatu), the Council of Unions of SA (Cusa), and the Trade Union Council of SA (Tucsa).

Member unions are the SA Boilermakers' Society, Radio, Television, Electronic and Allied Workers' Union, Engineering and Allied Workers' Union of SA, Engineering Industrial Workers' Union of SA, National Automobile and Allied Workers' Union, Federated Mining Union, SA Tin Workers' Union Metal and Allied Workers' Union, and the Steel Engineering and Allied Workers' Union.

Also participating was the Tucsa-affiliated Motor Industry Combined Workers' Union (Micwu). Although it is not an IMF member, the Micwu has already applied to join the world body. Its application is expected to be accepted when the IMF meets in Dublin in June.

The council's revival comes after a year of careful planning following on its collapse in 1981 due to irreconcilable differences between member unions. The possibility of a revival occurred in 1982 when the IMF expelled the all-white Amalgamated Engineering Union and the SA Electrical Workers' Association because of their support for apartheid.

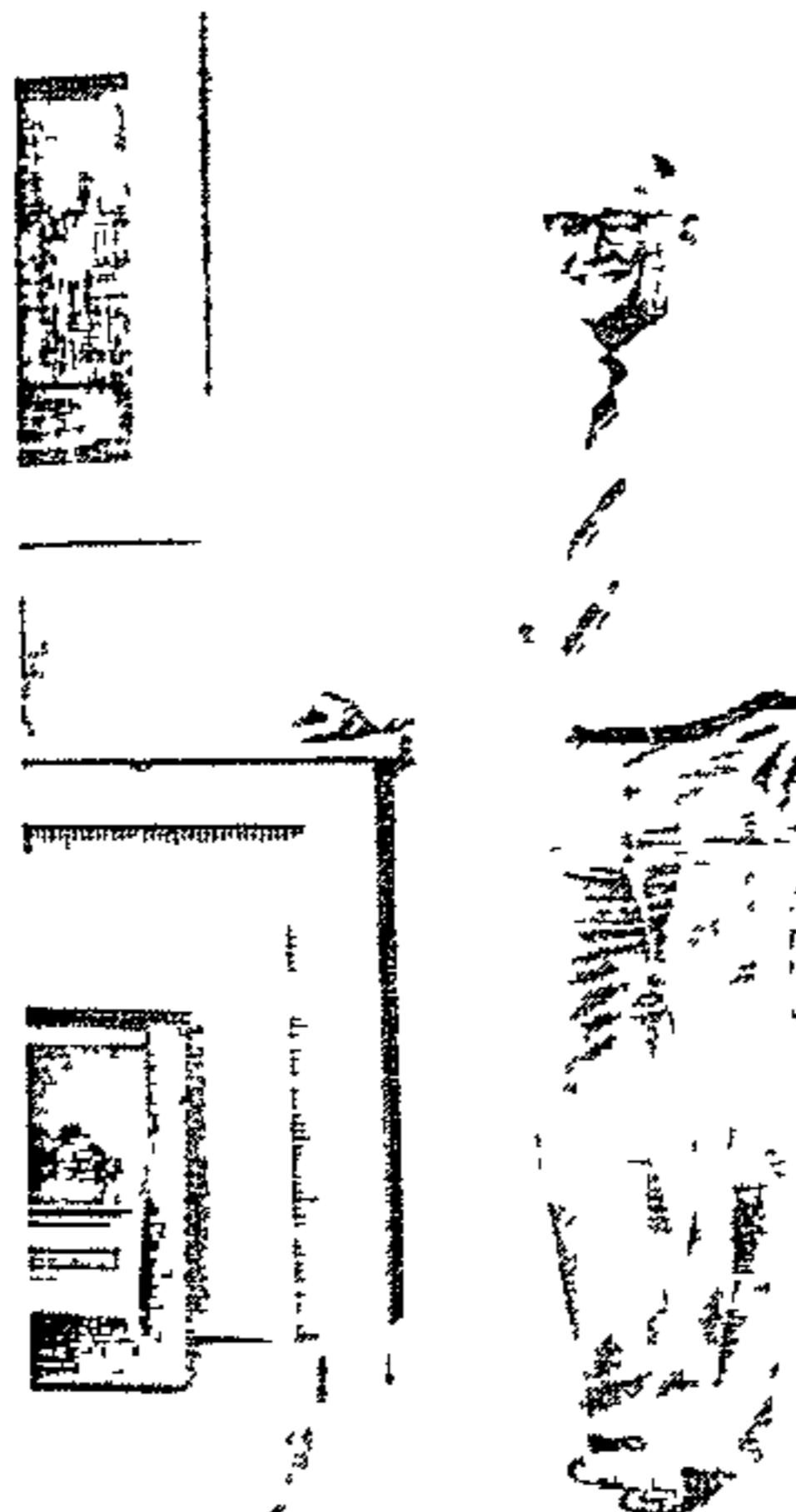
The IMF, which has its head office in Geneva, Switzerland, has similar councils in England, the US, Germany, Japan and the Far East, the Caribbean and several African countries.

Said council chairman Ike van der Watt: "We are very optimistic with the way things have been going. There is no doubt that there are a lot of major problems to be sorted out but I am convinced we have reached a position to place the IMF SA Co-ordinating Council on a much firmer footing than in the past. We will also be creating a full-time secretariat for the IMF in SA. It is essential to have this if we are to be in a position to deal with the problems facing us in a realistic and professional manner."

Negotiations

According to Van der Watt, one of the aims of the council will be to co-ordinate union demands in negotiations with the metal industry employer body — the Steel and Engineering Industries Federation of SA. The 1984 negotiations are scheduled to take place in the next few months. These talks, which affect 400 000 workers, set the tone for wage bargaining in many other industries.

However, the council's aim will not be achieved at this year's negotiations. Moves for co-ordination have already been frustrated by the decision of the Metal and Allied Workers' Union (Mawu) and the Steel, Engineering and Allied Workers' Union of SA to break ranks with other council unions and demand a R2,50/hour minimum wage



Van der Watt ... 'no wage unity this year'

Next year could see united action

"As far as the wage talks in the engineering industry are concerned the possibility of unity is virtually impossible this year," Van der Watt says. "At this stage we are still in a position where we are trying to

RURAL FOUNDATIONS

The Urban Foundation (UF) is broadening the scope of its work. Natal director Alan Mountain is to head a study to establish whether the private sector can make a bigger contribution in helping rural communities.

By nature of its mandate Mountain says, the UF has been obliged to concern itself primarily with urban problems. "But the development spectrum starts in the rural areas and ends in the urban areas. For that reason it is important that we address ourselves to the question of rural development as well."

Mountain reckons his investigation will take about two years. He will be replaced as Natal director to allow him to concentrate on his new task. He plans to study all aspects of rural development with particular reference to the creation of economic opportunities with the aid of the private sector.

The study will be a national one, but Mountain says he will be based in Natal where "the problems of rural development manifest themselves most vividly."

create something. You cannot expect miracles overnight.

The IMF council's revival is also expected to lead to unity talks in other industries.

National Automobile and Allied Workers' Union (Naawu) official Brian Fredericks tells the FM that council unions active in the motor industry will be meeting in May to discuss joint action. Unions involved will be Naawu, Micwu and Mawu. A fourth union, the Cusa-affiliated United African Motor and Allied Workers' Union, which is not a member of the council, will also participate in these talks. If co-operation comes about between these unions — and this seems inevitable — they will be in a position to dominate both the motor assembly and motor components industries.

Co-operation

Council members are also hopeful that better co-operation between electrical industry unions will take place in the future.

The SA council's aims and objectives are:

- To promote understanding and co-operation between all metalworkers and between the organisations to which they belong,

- To strive for fair and equal employment, training and promotion opportunities for all metalworkers,

- To study and inquire into international labour relations so as to improve the working conditions and welfare of SA metalworkers,

- To establish trade union educational programmes, and sponsor seminars on national and international labour relations, economic and other problems,

- To compile and issue publications on matters concerning social and economic events and their effects on workers,

- To endeavour to resolve jurisdictional and demarcation problems between member unions,

- To work for the extension of trade union rights in particular of collective bargaining rights, to all SA workers

- To render organisational, administrative and other facilities to member unions,

- To elect persons to represent the council on occasions that may be deemed necessary,

- To involve itself in any matters affecting metalworkers and their organisations

- To work with any other trade union body whose aims and objectives are in conformity with IMF objectives and

- To inform the IMF on developments in SA, to carry out IMF decisions and to co-operate with the IMF affiliates in other parts of Africa

PETROLEUM BILL

Curtain of secrecy

Fm 16/3/84

As the mysterious court case involving Sasol and the Strategic Fuel Fund Association (SFFA) got under way this week, gov

RDM 16/3/84 (140A)

Move to widen dispute at plastic bag firm

By STEVEN FRIEDMAN
Labour Correspondent

FOSATE's Paper, Wood and Allied Workers Union has vowed to turn its dispute with Johannesburg plastic bag maker Transpoly into a "test case" on the labour practices of small firms in paper and similar industries

It says it has contacted workers at companies which use Transpoly products and asked them to back strikers fired by the company this week

Yesterday, the union and company met for the first time in an attempt to settle the dispute since workers struck at the plant over the weekend. PWAWU says the company refused to talk to it until now

The talks did not produce a settlement and the two sides meet again today

During the strike, a union organiser, Mr Jeremy Baskin, was arrested outside the plant and charged with holding an illegal gathering

PWAWU has threatened legal action against the company, charging that workers are forced to work an 84-hour week. Transpoly management refuses to comment on the dispute.

A PWAWU spokesman said yesterday that, if the talks did not produce a settlement, the union would intensify its campaign against the company

"We have contacted workers at companies which are customers of Transpoly, such as Pick n Pay and Triomf, and asked them to support Transpoly workers," he said. "We may also take other steps in support of the workers"

Although Transpoly employed only 85 workers, the union was "taking the dispute very seriously because we want to show that small firms, who get away with unacceptable labour practices, can do so no longer," he said

Yesterday, he added, workers demanded their reinstatement, that management pay them for the time they were on strike, that it agree to union recognition talks, and that it ask police to withdraw charges against Mr Baskin

He said management agreed to reinstate some of the workers, but they were demanding that all be rehired

RDM 16/3/84
Union
acts on
BMW
sackings

By STEVEN FRIEDMAN
Labour Correspondent

MOTOR firm BMW and Fosat's National Automobile and Allied Workers Union, who clashed in a recent strike at BMW's Rosslyn, Pretoria, plant are at loggerheads again — this time over the firing of 37 workers in wake of the strike

The union's general secretary, Mr Fred Sauls, says he has called on German unions to act in support of the fired workers and says NAAWU does not accept the sackings

And BMW said yesterday it had postponed indefinitely a meeting scheduled for Monday at which fired strikers were to have appealed against their sacking

The company says it did this because NAAWU twice failed to provide it with a list of names of fired strikers who it believed had been unfairly dismissed

The 37 workers were fired after two sets of hearings held during and after the strike

They centred around BMW charges that some workers "intimidated" supervisory staff and that supervisors had to be protected against assault

According to the company's figures, a total of 97 workers appeared at hearings, of which 37 were fired

According to NAAWU, as many as 150 workers were originally to have appeared, but it says the company agreed to scale down this figure

The workers appealed against their sacking and NAAWU says they are still due to appear at an appeal hearing on Monday

Mr Sauls said that, at this week's meeting of the South African council of the International Metalworkers Federation, to which NAAWU belongs, the IMF's general secretary, Mr Herman Rebhan, pledged overseas union support for local unions

NAAWU had asked a major German union, IG Metall, to act in terms of that commitment

A company spokesman said yesterday the appeal meeting would not be held until NAAWU submitted the list BMW requested



Workers' wrath

Unions warn the motor men after big retrenchments

By Barney Mthomboti

TRADE union leaders have accused the motor industry of putting profits before the livelihood of its employees and have warned that anger and bitterness caused by recent retrenchments will destabilise future industrial peace

More than 2 000 workers have been retrenched in the industry so far this year — 850 at Sigma, 700 at Datsun Nissan and 490 at Ford. In addition, 24 workers were fired after a crippling strike by 1 500 at the BMW's Rosslyn plant in January

Union leaders say these massive retrenchments so early in the year underline the inherent insecurity of workers in the industry and agreements are therefore needed to buttress them against the financial risks of working in the industry

Decent severance and unemployment pay arrangements will also have to be made

Coming in for harsh criticism, surprisingly, is Ford, long acclaimed as one of the most progressive employers in the country

Union sources say there has been a change of attitude to unions at Ford and that the company has recently been "a source of considerable conflict".

General secretary of the Motor Assemblers' and Component Workers' Union, Dennis Neer, said this week his union heard of the retrenchments at Ford a week before they were to be carried out "almost as a rumour"

"We contacted Ford and they confirmed the rumour was in fact true," he said

"A meeting was arranged at which we put forward some suggestions as alternatives to avoid retrenchments. Our suggestions were all rejected. It was a matter of 'take it or leave it'. They said the matter was not negotiable."

Mr Neer said workers had interpreted the retrenchments as a retaliation by management to a strike in December after a worker was fired

"Workers are angry and I don't know what will happen should such a thing be done again. The whole manner of approach has changed at Ford."

Also critical of Ford was Fred Sauls, general secretary of the National Automobile and Allied Workers' Union, who said since 1980 Ford had been a source of considerable conflict.

He said the union was informed by Ford only two days before the lay-off. A meeting was held only at the union's request and Ford refused to consider alternatives or to delay the retrenchments until after a union meeting

He said the difference between the way Sigma and Ford handled the lay-offs was quite startling

Although his union was not at all happy with the retrenchments at Sigma, ample discussion had at least taken place between the union and the company before the actual lay-off

"In addition, the long-standing agreement between the two parties ensured that the 'last-in, first-out' principle was adhered to and that workers who were retrenched received a week's notice, and one to three months' severance pay"

Ford's Press Relations Manager Bob Kernohan said there was "no particular legal obligation" to inform the unions about the lay-offs

"It's an abnormal situation. We don't retrench often, and this is the first major retrenchment since the energy crisis of the early Seventies."

Mr Kernohan said Ford always co-operated with the two unions but the retrenchments were a non-negotiable issue

"We informed the unions about it, but only once the decision had been made. And we gave an assurance the retrenched workers will get first option should conditions improve."

Mr Ruben Els of Sigma also said the workers would be given preference should the situation improve

"The decision to retrench was arrived at after a thorough investigation"

BMW spokesman Mike Brandt said none of their workers had been laid off, but 24 employees had been fired "for reasons related to their activities during the strike. They were involved in intimidation and violence against members of staff"

He said all BMW workers had gone back after the strike "at our rate"

"We told them they are to work for the money we are offering them or they can go and look for work somewhere else. It was as simple as that, and they went back at our rate"

10 51111111

Switzer 2/1/84 (15) (14c)

Strikers ask for R9-million

THE 272 sacked strikers from African Cable in Vereeniging have rejected a R35 000 offer for an out-of-court settlement and are demanding R9-million from the company.

At a meeting at the Roman Catholic church in Evaton at the weekend the strikers said they wanted R35 000 each — as R35 000 divided among 272 of them means they would

get only R154,43c each. The meeting was a report-back on discussions held last month between the industrial council, management and lawyers representing the strikers.

The strikers, all members of the Engineering and Allied Workers' Union (EAWU), were told that management approached EAWU with the R35 000 last month.

400 strikers may be sacked

THE entire workforce at a Boksburg firm, who have been on strike since last Thursday, were yesterday given an ultimatum: return to work or lose your jobs.

Sowetan 2/13/84
About 400 workers at Wnghtech in Main Reef Road, a subsidiary of the giant Barlow Rand Group, downed tools last Thursday morning demanding the reinstatement of three of their colleagues who were dismissed early last week.

1404
Last Monday the company's management sacked two workers for unknown reasons and on Wednesday, a shop steward, Mr Stephen Mbathe, who questioned the sacking, was also fired. The following day the entire workforce refused to work until the three were reinstated.

FOSATU

Management at the firm has until now refused to discuss the workers' grievances with their union, the Metal and Allied Workers' Union (Mawu), which is affiliated to Fosatu. A spokesman for the union told The SOWETAN yesterday that the union has been refused entry to the company's premises.

If the workers lose their jobs about 160 of them may also lose their posh houses in Daveyton's Swazi Section, which the company built for them early last year.

(140A) ~~140A~~
~~Star~~
Ultimatum
to strikers

21/3/84
Workers at a Boksburg North firm have been given an ultimatum to return to work or lose their jobs — and many may also lose their houses, which were built by the company.

About 400 workers at Wrigtech have been on strike since last Thursday in protest at the dismissal of three colleagues. The workers have refused to return until their colleagues are reinstated.

The three dismissed workers were all members of the Metal and Allied Workers' Union's shop stewards' council for the plant.

The company built 160 houses for its employees last year.

LABOUR NEWS

300 Wrightech strikers fired

RAM 22/3/84

140A

By STEVEN FRIEDMAN
Labour Correspondent

ABOUT 300 strikers at the Boksburg plant of a Barlow Rand company Wrightech — regarded by Barlows as a "model company" which offers extensive benefits to black workers — have been fired, a company statement said yesterday.

According to Wrightech, workers were sacked after striking for three days and failing to meet a return-to-work deadline on Tuesday.

But a spokesman for the Metal and Allied Workers Union (Mawu) charged yesterday that workers arrived at the company to meet the deadline, but that management had refused to let them resume work.

"The gates were locked and a company official told them they could not come in

Later, senior management told workers they would be paid off," he said. He said Mawu was considering legal action against Wrightech.

The strike was sparked by three dismissals, including that of Mawu's senior shop steward at the plant. The union charges that he was fired for taking up an appeal on behalf of a dismissed worker.

One of the key benefits Wrightech offers workers is home ownership.

But Mawu's spokesman said that the homes with which workers had been provided in terms of this scheme were now a key issue in the wake of the dismissals.

"The workers fear they may now be evicted. We are seeking an urgent meeting with Barlow Rand to clarify the position," he said.

The strike began last Thursday after two workers were fired for alleged breaches of discipline and the senior steward was sacked after, it is alleged, management objected to the way in which he performed his union duties.

Wrightech's statement said 296 workers had been fired after "they failed to return to work at the specified shift starting times on Tuesday."

It said an appeal hearing into the three dismissals which sparked the strike was being conducted in terms of a procedure agreed between it and Mawu.

Its personnel manager, Mr Andre Oosthuizen, said it was "unfortunate that workers chose strike action instead of making use of the agreed

procedure which was negotiated with the union."

He said the company was concerned "that workers chose to continue to strike after management conveyed to the union's shop stewards that we would allow an extension of time to lodge an appeal in terms of the procedure."

The company began recruitment yesterday and would consider applications from fired strikers, he said.

Mawu's spokesman charged that the company first refused to allow an appeal into the firings. But on Monday it said it was prepared to hear appeals.

The agreement said appeals must be heard within two days, he said. Mawu was nevertheless, taking part in the appeals, due to be completed today.

~~RAM 22/3/84~~
Unions seek
greater stop
order rights

Labour Correspondent

CURBS on the rights of metal unions to receive "stop orders" — employers' deduction of union dues on their behalf — are set to become a negotiating issue at the metal industries' industrial council.

Both the Metal and Allied Workers' Union and the Confederation of Metal and Building Unions, representing mainly skilled workers, have tabled demands seeking greater "stop order" rights for unions

But, while MAWU wants greater rights for non-members of the council or for unions who have not signed the agreement negotiated at it, the CMBU wants greater rights for signatories

The demands could, therefore, prompt tension between the union groups as well as between unions and employers

Most unions regard "stop orders" as a key source of financial stability, arguing that it is costly and inefficient to collect union dues by hand

Metal employers may not grant "stop orders" to a union which is not on the council, or a party to its agreement, without the council's permission

MAWU, a council member, is affected by this curb because it refused to sign last year's wage agreement

Union to lay charges for wrongful arrest

RAM 22/3/84 Mail Reporter 140A

THE Metal and Allied Workers' Union (Mawu) has decided to lay a charge of wrongful arrest after a union organiser, Mr David Modimoeng, was held in De Wildt on Monday

It is the second time in three months that Mr Modimoeng, Mawu's Rosslyn organiser, has been arrested while on union work, before being released without charge

A Mawu spokesman said Mr Modimoeng was arrested outside a factory on Monday with union membership cards he was taking to the factory

The spokesman said he was held for four hours in a locked police van, searched and

questioned before being released with the order that he "must not organise in the bush"

He was arrested in Brits in January after addressing striking workers who he had told to return to work. He was released a few hours later without being charged

Brigadier H A du Plessis, a police public relations officer, said Mr Modimoeng was arrested near de Wildt on Monday. He was taken to the police station for questioning and was released "after his *bona fides* had been established"

Brig Du Plessis said if Mr Modimoeng felt aggrieved he could lay a complaint with Colonel Calitz, commandant for the Pretoria North district

~~15/1/84~~
FM 23/3/84

leader Sam Nujoma Sources close to Garoeb told the FM that he is "seriously considering" joining Swapo

Garoeb, who is under strong pressure from pro-Swapo elements in his party, is expected to announce his decision to colleagues in the MPC on Monday If he joins Swapo, it will be a blow for the conference, and others could follow

The FM was told that Nora Chase, the secretary general of Swanu, also an MPC party, and the past president of the organisation, Gerson Ven, held secret talks with Nujoma two weeks ago They, too, are expected to join Swapo

Swanu president Moses Katjuongua also asked for a meeting, but was told that Nujoma would only see him if he denounced the MPC Katjuongua had hoped to persuade Nujoma to hold talks with the MPC

□ Namibia also saw the emergence of a secret militant movement on the far Right this week It was formed at Otjwarongo and is called the White Liberation Front (WLF) It is said to incorporate an armed wing called the White Brigade The leader is known as "the White Horse"

In its first statement, the movement threatened to "chase out or annihilate" any foreigners or UN troops who arrived in Namibia It is possible the WLF has some support among rightwing radicals in the security forces — especially the commandos in the northern areas

THE NKOMATI ACCORD

The fine print

The Nkomati Accord — officially the "Agreement on Non-Aggression and Good Neighbourliness" — is a thorough and far-reaching document It is quite explicit on the duties of the signatories, SA and Mozambique, and it also makes provision for enforcement

□ Article one states that the two parties undertake to respect each other's "sovereignty and independence" and to "refrain from interfering in the internal affairs of the other"

□ Article two says the signatories shall resolve differences and disputes by means of negotiation and other peaceful means, and undertake not to resort to the threat or use of violence

Violence is defined as including attacks by land, air or sea forces, sabotage, "unwarranted concentration of such forces at or near the international boundaries," or violations of the international boundaries of either country

□ Article three deals with aid to the Mozambique National Resistance movement (MNR) and the ANC — without actually naming either The parties shall not "allow their territories, territorial waters or air space to be used as a base, thoroughfare or in any other way by an-

face to face

QUETT MASIRE

A dissenting view



Quett Masire is President of Botswana A former schoolteacher turned rancher and stockbreeder, he succeeded Sir Seretse Khama, who died in office

four years ago He spoke to the FM about the SA-Mozambique accord and other matters

FM What is your opinion of the non-aggression pact between SA and Mozambique?

Masire. It depends on what SA makes of it As Colin Eghn said, it is a deal to enable SA to buy time, both in the short and the long term I cannot see how this deal can be described as a "non-aggression" pact SA has no need for an undertaking of non-aggression from Mozambique or any other country in southern Africa In my opinion, SA is making this deal in order to isolate and compartmentalise one country after another in this region, just as it has done with the so-called homelands SA has bullied Mozambique into this pact in order to buy time for herself

What about Foreign Minister Pik Botha's allegation that the ANC may now be operating from bases in Botswana?

There is no grain of truth in that We are not so dumb as to allow the ANC or any other anti-SA body to use our territory to attack SA We don't want to be placed in the position of also having to sign a non-aggression pact with the Republic

What kind of settlement would you like to see in Namibia?

Only one — United Nations Security Council Resolution 435 The situation with Namibia can't go on for ever Is there any chance of Botswana recognising any of the independent homelands, Bophuthatswana in particular?

None at all As the late President Khama said "To recognise the homelands is to recognise apartheid" We have no such plans

To what extent is Botswana still dependent on SA?

Well, we are still part of the customs union with SA and we rely heavily on SA for our transport and other services There is still a food deficit in this country, which requires all these facilities, so you can say we are still heavily dependent on SA

other state, government, foreign military forces, organisations or individuals which plan or prepare to commit acts of violence, terrorism or aggression against the territorial integrity or political independence of the other or may threaten the security of its inhabitants"

The Accord goes on to say the parties undertake to "forbid and prevent" the "organisation of irregular forces or armed bands, including mercenaries" The signatories must "eliminate and forbid" from their respective territories, centres or depots containing armaments command posts and communication facilities used by these elements — and to prohibit radio stations used by them, including unofficial or clandestine broadcasts

Recruitment is also forbidden

□ Article four says the two countries will take steps "individually and collectively, to ensure that the international boundary between their respective territories is effectively patrolled and that the border posts are efficiently administered to prevent illegal crossings"

□ Under Article five the signatories are obliged to prohibit "acts of propaganda that incite a war of aggression against the other party and shall also prohibit acts of propaganda aimed at inciting acts of terrorism and civil war in the territory of the other party"

□ Article nine makes provision for a Joint Security Commission to supervise and monitor the application of the agreement

TEXTILE UNIONS

Closed shop war

The closed shop battle between the National Union of Textile Workers (NUTW) and the Garment Workers' Industrial Union/Natal (GWIU), at protective clothing manufacturer James North Africa (JNA) in Pinetown, continues

In the latest round a number of JNA workers were summoned to appear before a GWIU disciplinary committee to answer a "charge" of being NUTW members The GWIU's letter to the workers warned them that the union's executive council would consider the "charges" against them even if they failed to appear

The letter follows a ballot at the factory in February to determine which union had majority support among the workers The NUTW, which is affiliated to the Federation of SA Trade Union (Fosatu), achieved an overwhelming 219-43 majority over its Trade Union Council of SA (Tuca)-affiliated rival

Tuca has a closed shop at the factory Last year it changed its constitution to allow it to expel any member who joined another union This means that any member of the Natal Clothing Manufacturers' Association (NCMA) who hires non-GWIU workers could face criminal charges in terms of

40A (135) (197)
FM 23/3/84

the relevant legislation. The move was clearly intended to stop workers joining the rival NUTW and to prevent NCMA members from hiring those who do.

The status of the JNA workers has been hanging in the balance since the ballot. GWIU general secretary Frankie Hansa refuses to tell FM what happened at the disciplinary meeting — he claims the proceedings are *sub judice*.

A worker representative tells the FM that the workers did not appear at the hearing. He also says that attorneys for the workers submitted a letter on their behalf to the GWIU stating that the notice served on the workers was not in compliance with the GWIU constitution as it was not delivered in good time. The legality of the GWIU constitutional change is also being questioned.

Despite the pressure being brought by the GWIU on the NUTW's JNA workers, they are unlikely to be dismissed. The company could, just possibly, resolve the issue by resigning from the NCMA. That would cause problems for the GWIU's 43 members at the factory, since in terms of the union constitution they would be barred from working for a non-NCMA employer.

URBAN BLACKS

Spill-over solutions

FM 23/3/84

The outline of a new government policy on black urban townships is beginning to emerge. Government seems to be limiting the expansion of existing residential complexes and creating new ones outside both the prescribed white urban areas and the homelands.

Only people with Section 10 residential rights in terms of the Black (Urban Areas) Consolidation Act can obtain housing in the new centres. Once they have done so, how-

EDUCATION GAP

Many education experts believe the country's economic needs can only be met through a single education system. At the moment SA has at least 10 separate ones.

Martin Nasser, Professor of Manpower Development and Organisational Dynamics at Unisa's School of Business Leadership said at a two-day seminar on bridging education for blacks last week that only 1.3m whites, 204 621 Asians, 686 591 coloureds and 4m Africans were economically active.

There was one manager for every 42

workers in SA — compared to one manager for six workers in the US and one for 11 in Australia.

It was impossible, he said, for one man to develop and control 42 workers effectively. Often he had no idea what many workers were doing, or even where they were.

"There's great need for black development if the economy is going to grow."

From an educational point of view diverse systems are unlikely to yield results. A single, well-designed, system is needed.

ever, they lose their Section 10 rights to their previous areas and become what the Black Sash calls "commuters with preferential access to jobs in the prescribed areas" — but with no legal right to live there.

Reports presented at the three-day national congress of the Black Sash in Johannesburg last weekend outlined the new approach. Only two new townships — Soshanguve and Enkangala — were mentioned in the reports. However, the organisation's national president, Sheena Duncan, tells the FM that Botsebelo, which is being built some 63 km from Bloemfontein, also fits the pattern.

Government spokesmen argue that existing black townships in the PWV complex are too big and should not be allowed to grow further. They favour new residential areas to accommodate the expanding populations of the existing townships.

Enkangala is 20 km north of Bronkhorstspruit and borders on the KwaNdebele homeland. It is earmarked for people who have Section 10 rights in the East Rand area — almost 100 km away. More than 1 000 families are reported to

have been resettled there already, and development is planned to make room for thousands more.

Botsebelo, in the Free State, is at an early stage of development. It is intended to house surplus population growth from townships in Bloemfontein.

Non-Tswanas who qualify for rights at Mamelodi and Atteridgeville-Saulsville (Pretoria's two black townships) are encouraged to resettle at Soshanguve — adjacent to Mabopane in Bophuthatswana. Some 10 000 families are already living there, and 4 000 others are on the waiting list for housing. Extensions of the complex are already being planned on the farms Zoutpan and Rietgat, which could eventually house about 220 000 people.

Residents of Enkangala and those from Soshanguve are expected to commute to work in Pretoria and the East Rand, respectively. Because of the distances involved, some of the workers, particularly from Enkangala, stay at hostels or as lodgers with friends or relations in the prescribed areas, visiting their own families only at weekends.

In the Mamelodi and Atteridgeville-Saulsville townships in Pretoria (legal 1978 population 312 211) authorities plan to build only another 1 200 housing units. About 700 are planned for Mamelodi and 500 for Atteridgeville-Saulsville, according to an official draft guide plan for Greater Pretoria.

Confirmation of the new policy is implied in "guide plans" for the areas produced by the Department of Constitutional Affairs and Planning. Pretoria says that the low population growth rate of Pretoria townships is attributed to "resettlement of a large part of the population increase" at Soshanguve in the north and at Tembisa near Kempton Park in the south, as well as in townships within Bophuthatswana.

Wide-ranging planning of every facet of people's lives is obviously alive and well in Pretoria. Well might the Minister of Transport complain about losses in railway passenger services when his colleagues provide him with ever-increasing multitudes to transport (uncommercially) between their work and their distant homes.



Sash's Duncan ... new policy on urban blacks

AX
BROWN ELECTIONS, 23/3/84
One man, one party

Mention the possibility of an election to a South African and he's likely to go out and start a political party. That, at any rate, seems to be the case among coloureds and Asians, judging from the number of parties gearing up to contest the August 22 elections for the new-style chambers of Parliament.

At last count no less than 11 parties were registered with the Department of Internal Affairs — as they are required to be if they wish to field candidates. There are six Indian and five coloured parties.

The six Indian parties are the National Peoples Party, the National Federal Party, the Reform Party, the National Democratic Party, the Democratic Party of SA, and Solidarity.

The five registered in the coloured arena are the New Convention Peoples Party, the Reformed Freedom Party, the Freedom Party of SA, the Congress Peoples Party, and the better-known Labour Party.

Proliferate

While registered parties organise and proliferate, other organisations are working to undermine them. The United Democratic Front (UDF), the Transvaal Indian Congress (TIC) and the Transvaal Anti-President's Council Committee are well into their campaign to persuade voters to boycott the elections.

Anti-election meetings were held in Johannesburg and Pretoria last weekend under the auspices of the UDF.

Government, ignoring the political dogfight, is pressing ahead with the registration of voters and the delimitation of constituencies. Judge J J F Hefer, chairman of the Delimitation Commission, hopes to complete his task by the end of April.

The commission is to sit in Johannesburg on April 9, Durban on April 10 and 11, and Cape Town on April 12 and 13. Then the proposed electoral districts will be revealed. Parties and interested individuals will be able to put their own proposals to the commission.

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NATAL UNIONS
Mawu cries 'unfair'

The Metal and Allied Workers Union's (Mawu) attempts to organise workers in the light industrial sector in Maritzburg appear to have run into a steel wall.

Mawu has signed a number of recognition agreements with major employers in the area and is now turning its attention to the smaller plants. But union organisers claim they are being blocked at every turn by the "obstructive" attitude of employers.

Relationships between the union and some employers have reached a critical

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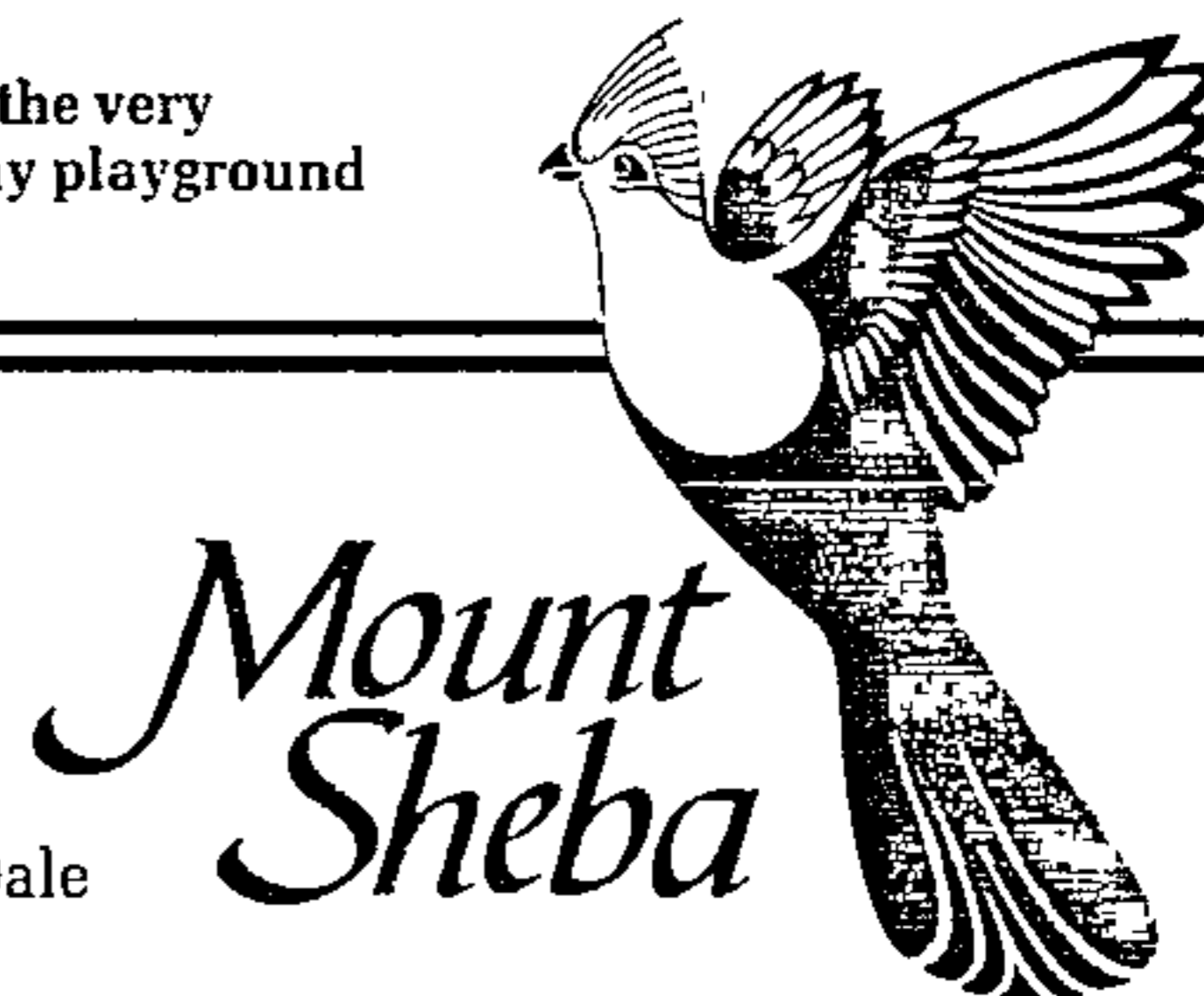
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Mistake

stage In two cases the industrial council for the industry has been asked to hear charges of unfair labour practices, and in one instance allegations of an unfair labour practice are being brought before the Industrial Court

In the case of the Filpro factory in Pietermaritzburg Mawu is threatening Industrial Court action unless the company grants organiser access to the factory, recognition of its shop stewards and stop-order facilities The union claims a 70% representation but says management refuses to recognise its status as a majority union

If the matter is not resolved at Industrial Council level it says it will "take the issue further"

Selective

The union also believes it has a case against the Pressure Die Casting plant It alleges that virtually the entire workforce was fired after a strike late last year and that the company has since been selectively re-employing The union argues that as the representative labour movement, it should have been consulted over the re-hiring

The union's most serious dispute is with McKinnon Chain The company balked at

signing an agreement and has subsequently granted merit increases to favoured employees The union, which claims a majority representation, holds that this is an unfair labour practice After several attempts to resolve the dispute at a lower level, it is now filing papers with the Industrial Court

Says Mawu's Maritzburg organiser, Dumisani Mbanjwa "We have had a good relationship with some of the bigger employers but now, unfortunately, a few individuals are trying to block us on the grounds that we are not a suitable union to have dealings with"

Fosatu man's son drowns on border

140A

~~City Press~~ City Press

7/3/84

THE SON of East London's branch organiser for the Federation of SA Trade Unions has drowned mysteriously on the Lesotho border after disappearing in January.

Nineteen-year-old Sicelo Zwelyazua Fazzie is the second Fazzie son to die in Lesotho — his brother Mzwanele, 20, was one of those who died in the SA Defence Force raid on Maseru in De-

By BENITO PHILLIPS

cember, 1982.

The boy's father, Duncan Village resident Cornelius Judah Fazzie, said Sicelo left home on January 26 with a man who had asked for help in getting to Maseru

"They told me they would definitely be back the next weekend, but we didn't hear a thing until February 14, when I got a surprise visit from some Lesotho National University students

"They told me they had heard Sicelo had

drowned in the Orange River, so we went to investigate."

Mr Fazzie eventually confirmed with the police in Sterkspruit that his son and another man had been found dead on the bank of the Orange

What puzzled Mr Fazzie was that the man who went to his son had returned to Duncan Village unharmed — and hadn't said a thing about his son

"He didn't bother to come and see us, or get a message to us," Mr Fazzie said

"I hunted high and low for that man. And when I eventually tracked him down, he refused to discuss the matter with me"

Sicelo Fazzie will be buried in Duncan Village cemetery tomorrow



SICELO FAZZIE, drowned

Union wins pay rise

By Carolyn Dempster, Labour Reporter

The National Automobile and Allied Workers' Union yesterday achieved a 62 percent pay increase for its members at Miller Engineering, a components manufacturer in Pretoria

The wage agreement, which raises wages from 80 c to R1,30 an hour has been hailed by the union as a significant increase in view of the recession. It will come into effect this month and is operative until next March

A spokesman for the Fosatu-affiliated union said the agreement was the start of a drive by NAAWU to organise the components manufacturing industry

AK645 28/3/84 (140A) ~~152-172~~ NATI

Big Naawu pay rise ~~2/8~~

Argus Correspondent
JOHANNESBURG —
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Fosatu

settles test of strength'

By STEVEN FRIEDMAN
Labour Correspondent

A DISPUTE between Fosatu's Paper, Wood and Allied Workers Union and a Johannesburg plastic bag manufacturer, Transpoly, which the union vowed to treat as a "test of strength" with smaller paper companies, has been settled

The dispute recently led to a strike at the company's Amalgam plant and the arrest of a union official, Mr Jeremy Baskin, for allegedly holding an illegal gathering. The company reacted by firing its entire workforce.

The union then took legal action against the company and also approached workers at major companies supplied by Transpoly to ask them to take action in support of the fired strikers.

According to the union, workers at these companies responded sympathetically.

Although Transpoly only employs 85 workers, the union said it regarded the dispute as a key test. It said the industry was dominated by smaller firms whose labour practices, it charged, were "often abysmal" and said it hoped to use the dispute "as a warning to other companies with similar practices".

According to a PWAU spokesman, yesterday's settlement, which was negotiated with the help of the two sides' lawyers, will see half the fired strikers reinstated. They will return to work today, he added.

The other strikers, the spokesman said, would receive an out-of-court settlement totalling R35 000 in compensation for their dismissal. It is understood that this is equivalent to around three months' pay for each worker.

The reinstated strikers will also be paid for the time they were on strike, he added.

A further feature of the settlement is that two workers who were fired before the strike for alleged disciplinary infringements will have their case reviewed by both sides' lawyers.

The union's spokesman said that PWAU was "not entirely satisfied" with the settlement, but added that it had been a "compromise".

Transpoly has refused to comment on the dispute and the Rand Daily Mail was told yesterday that no company officials were available to comment.

RAM 28/3/84
140A

Deadlock in ^{N. Mercury} ^{21/3/84} ~~192~~ ~~195~~ ~~198~~ ~~199~~ 140A dispute at sugar company

Mercury Reporter

WAGE negotiations between the C G Smith sugar company and Fosatu's Sweet Food and Allied Workers' Union ended in deadlock yesterday

The Minister of Manpower will now be asked to appoint a conciliation board to settle the dispute which, according to the union, affects about 1 500 workers at three C G Smith Mills at Umzimkulu, Noodsberg and Pongola

Mr Barrie Horlock, the company's personnel director, last night confirmed that the talks had ended in deadlock and said that in regard to Umzimkulu the dispute would have to be referred to the Industrial Council for the Sugar Manufacturing and Refining Industry whose agreement applies to this particular mill

In a statement to the Mercury, he said the dispute arose from union demands for wage increases and other allowances which would have the effect of increasing wage costs by about 72 percent

'The company and the sugar industry are in no position to meet this kind of demand Unfortunately various meetings with the trade union concerned have not been able to bring these demands down to more realistic levels,' he added

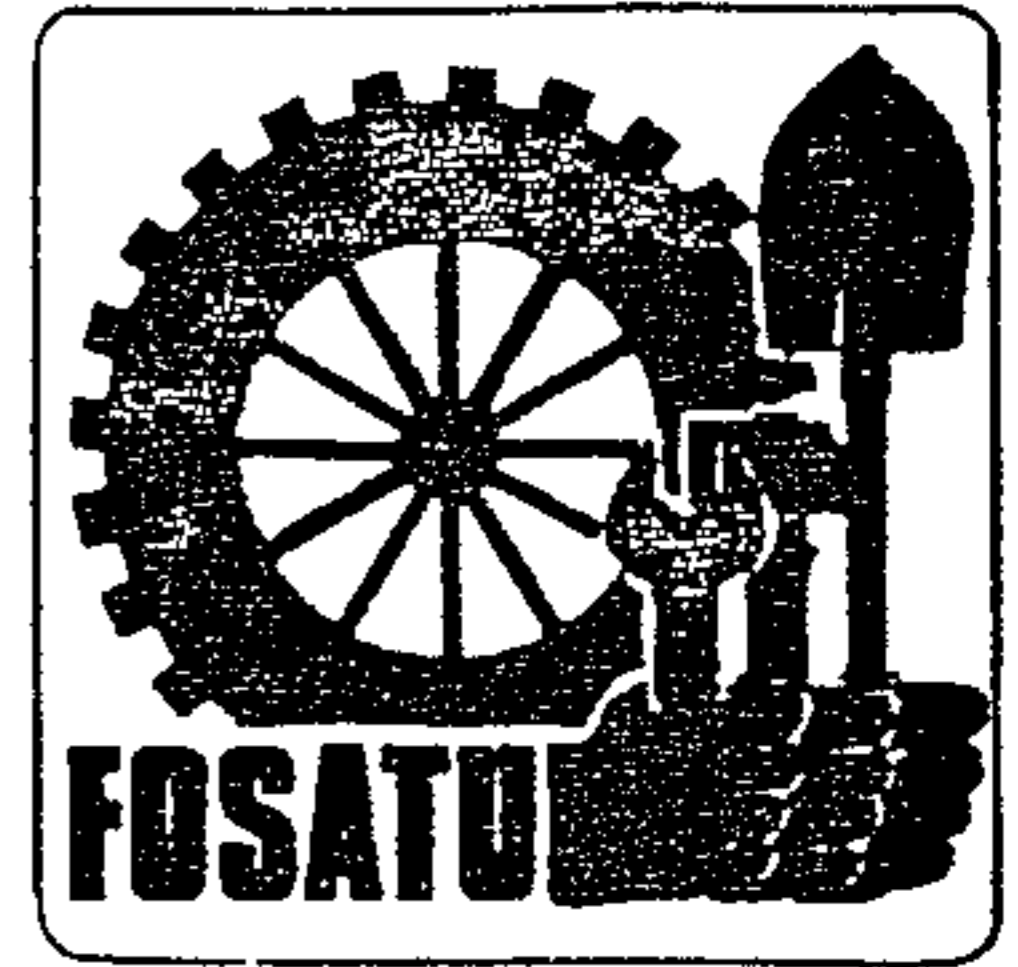
The union's general secretary, Jay Naidoo, said the union resolved to follow the dispute procedure as laid down in their negotiation agreement with the company which covers the three mills

'Workers are fighting for a living wage because they are being hard-hit by the increase in the general sales tax and in the price of basic foodstuffs such as bread,' he said

Fatal blasts

PARIS—Explosions shook the headquarters of Zaire's national radio station and the main post office in Kinshasa on Monday, killing one person and injuring five, according to reports reaching Paris yesterday — (Sapa-AP)

PRESS STATEMENTS



(Handwritten initials) (140A)

A Feasibility Committee into the formation of a new trade union federation met again in Durban on the 28th and 29th March. The organisations represented were Commercial Catering and Allied Workers Union (CCAWUSA), Council of Unions of South Africa (CUSA), Cape Town Municipal Workers Association (CTMWA), Food and Canning Workers Union (FCWU), Federation of South African Trade Unions (FOSATU), and General Workers Union (GWU). This involves 24 unions.

Detailed and constructive talks were held toward finalising a working document for consideration by all participants.

The meeting repeated its position that unions who were ready to join a federation were welcome. The meeting also deplored the inaccurate reports in the Sunday Tribune and criticised the Sunday Tribune for publicising gross falsehoods without checking their information.

The meeting also noted the statement that the Minister of Finance is considering lifting the general sales tax on basic food. This vague statement does not at all satisfy the demand of our members and of many other organisations which support urgently lifting GST on food and basic necessities.

We as trade unions have decided that should the Minister not agree to grant some relief on GST, we will demand in our wage negotiations during the year that in addition to any increase in wages the employers should compensate the workers directly for GST on food and basic necessities.

Feasibility Committee, Durban, 29 3 84

(Handwritten signature)

ROM 29/3/84 140A

Court upholds council's 'stop order' union ruling

By STEVEN FRIEDMAN
Labour Correspondent

THE industrial court has upheld a decision by the textile industry's Cape industrial council to bar employers from granting "stop orders" to unions who do not belong to the council.

This is a blow to Fosatu's National Union of Textile Workers, which is recruiting workers at the Cape textile plants.

"Stop orders" are automatic deductions of union dues and are regarded as a key source of financial stability. Now only Tucsas Textile Workers Industrial Union, a council member, can receive stop orders.

The ruling may also have implications for other unions.

It is understood that NUTW plans to appeal

against the decision

The ruling was given in a case in which Cape company, SA Nylon Spinners, applied for an exemption from the council's stop order bar so it could deduct dues for NUTW, which represents most workers at the plant

It is barred from doing this in terms of a clause in the textile industrial agreement preventing employers deducting amounts from workers' wages for any purpose other than those laid down in the agreement.

The council refused the exemption and NUTW then appealed to the court

Union lawyers argued the bar was meant to protect workers from employers who sought to make unwarranted deductions from their pay

Where workers agreed to pay stop orders to a union, this did not apply, they said

The industrial council's lawyers, however, argued that the bar was specifically designed to protect unions on the council

Meanwhile, the Minister of Manpower has refused to allow retrenched NUTW members at a Frame Group textile factory to test their firing in the court — despite the fact that the court has already temporarily reinstated them.

The Minister has also agreed to appoint a conciliation board to settle the dispute declared by eleven of the fired workers — but refused to appoint one to settle what lawyers say is an almost identical case declared by a twelfth

RSM 29/3/84 (140A)

Sugar deadlock crystallises

Labour Correspondent

WAGE negotiations between the major sugar company, C G Smith and Fosatu's Sweet, Food and Allied Workers Union, have deadlocked and the two sides have agreed to ask the Minister of Manpower to appoint a conciliation board to settle the dispute.

The appointment of a board is the first step on the way to a legal strike.

It is understood that the unions' demands and the company's offer are far apart and that there is little immediate chance of a settlement.

The deadlock also comes soon before key talks at the sugar industry's industrial council on an agreement setting minimum wages for the entire industry. These are at a delicate stage and could also end in deadlock.

Employers argue that drought and floods, together with low export prices for sugar, make large increases impossible this year.

SFAWU says workers must be paid a "living wage" because they have been hard-hit by

increases in general sales tax and in the price of basic foodstuffs like bread. It says workers are struggling to buy basic necessities.

The deadlock between SFAWU and C G Smith covers three of the company's mills — at Umzimkulu, Noodsberg and Pongola. According to a union statement, about 1 500 workers are covered by the talks.

The union began the negotiations by demanding a minimum wage of R2 an hour or R400 a month, which Fosatu regards as a minimum "living wage". It also demanded increases in workers' ration and shift allowances and other changes.

It has since modified its demands, but a company spokesman said yesterday that these changes were not significant.

"Their demands range from a 74% rise for the lowest-paid to 32% for semi-skilled workers. The total increase in our wage bill would be 72% and we cannot afford it with the industry in its present state", he said.

NUTW wins right to take dispute to Industrial Court

By Carolyn Dempster,
Labour Reporter

In an important development in the long recognition dispute between the Frame textile group and the National Union of Textile Workers, the Durban Supreme Court yesterday handed down a judgment allowing for the dispute to be heard in the Industrial Court

The ruling, in favour of the NUTW, means the case can be debated in the Industrial Court

Frame had fought against this since the union first brought an unfair labour practice claim against the Frametex Mill

The dispute is over the Frametex Mill's recognition of the Tucsa-affiliated Textile Workers' Industrial Union and not the NUTW which gained sup-

port from the majority of workers in the New Germany complex

"It is a very important judgment because if the court had ruled in favour of the Frame Group it probably would have resulted in a violent response by the workers," said Mr John Copelyn, acting general secretary of the NUTW

In April, the NUTW asked the Minister of Manpower to appoint a conciliation board to resolve the dispute

Frame opposed the request on the basis that the dispute be settled by a "trial of strength" between the two unions

The conciliation board failed to resolve the dispute

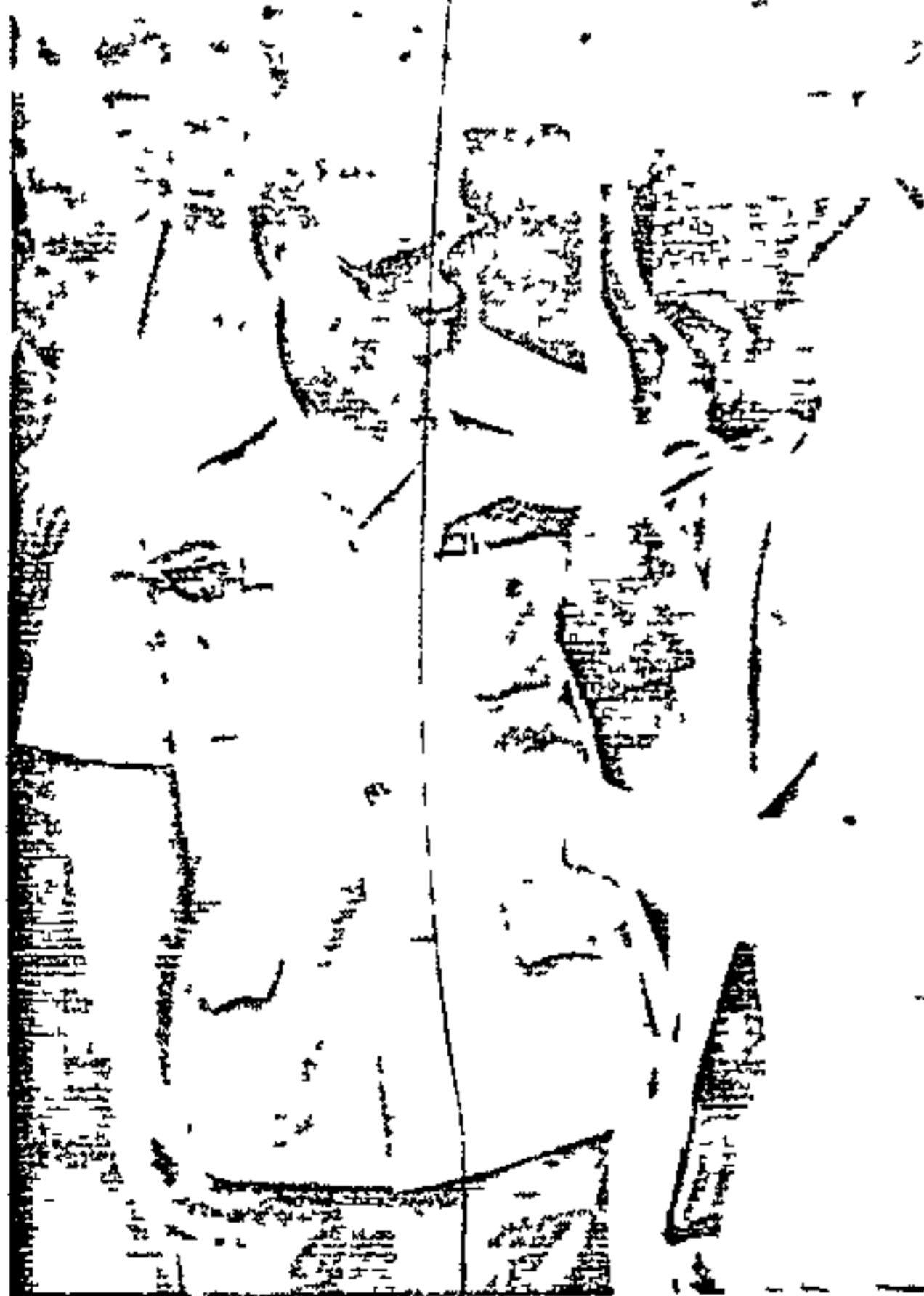
The NUTW then applied for an interim court order restraining Frametex Mill, with 3 500 employees, from recognising the Tucsa union



Toivo ... returning to lobby for Swapo

progress in monitoring southern Angola and handing it back to MPLA control. The JMC is moving its headquarters further south to Evale for the next phase of the operation.

Last week's tension between SA and Angola has subsided with an "unambiguous assurance" from Luanda that it stands by the Lusaka agreement that set up the JMC. Angolan deputy Foreign Minister Venancio de Moura said this week that the Angolan-



Nujoma ... offer to finance a 'palace revolution'?

Cuban statement of support for Swapo and the African National Congress (ANC) merely repeated "positions of principle." He regretted that attention was not paid to the statement's "most important part: the gradual withdrawal of Cuban troops in Angola under certain conditions."

In Namibia itself the political scene is in turmoil. The Multi-Party Conference (MPC) was dealt a blow when one of its most prominent members, Chief Justus Garoeb, withdrew his Damara Council and went into an alliance with Swapo.

Patriotic front

The indications are that Swapo is trying to form a "patriotic front" with other groups to undermine the MPC. Swapo leader Sam Nujoma has had meetings with dissidents from another MPC member, Swanu, and has reportedly offered to finance a palace revolution in the party.

If Swanu president Moses Katjuongua gives in to pressure for a party congress, there is a chance that the party might also decide to ally itself with Swapo. It is thought in Namibia that Swapo has approached other internal politicians and that lobbying will be continued by Herman Toivo ja Toivo — who is on his way home from visits to Lusaka, Dar es Salaam, Harare and Luanda.

UNIONS

Unity in sight

The prospect of two major trade union federations and several unaffiliated unions forming a powerful new federation representing more than 300 000 workers grew more likely this week.

Following talks held in Johannesburg earlier this month, representatives of the unions met in Durban in an attempt to cement their relationship, as the FM went to press. If the talks are successful — and the indications are that they will be — the new federation will be the largest, mainly black, union organisation ever formed in SA.

Although the unions involved are reluctant to comment, the FM understands that the participants represent the Federation of SA Trade Unions (Fosatu), the Council of Unions of SA (Cusa), the Food and Canning Workers' Union, the General Workers' Union, the Cape Town Municipal Employees' Association, and the Commercial Catering and Allied Workers' Union of SA.

The Johannesburg meeting earlier this month broke the impasse which has blocked unity moves for almost a year. In the past the main stumbling block arose from disagreements between the bigger and more established unions, and newer organisations linked to community groups. The newer unions are the SA Allied Workers' Union, the General and Allied Workers' Union, and the Municipal and General

SHOP

In a story about the dispute between two unions in Natal last week, the FM mentioned that Tucsa has a closed shop at the James North Africa factory. Tucsa's general secretary Arthur Grobbelaar points out that this should have read "The Tucsa union has a closed shop."

Workers' Union of SA

The established unions, disturbed at what they perceived as attempts by the "community" unions to delay the formation of a new federation, brought matters to a head in early March — indicating they would go ahead with their plans.

Community unions were gravely offended at being offered only observer status at the Johannesburg meeting — which the larger organisations justified on the grounds that the community bodies did not appear ready to support a new umbrella organisation.

There is disagreement on what happened next. According to the established unions the community bodies walked out. The smaller unions, on the other hand, claim they were expelled from the meeting. Last week the unions claimed they still wanted to be involved in the unity talks.

No one will say whether the community groups have representatives at this week's meeting in Durban — although it is regarded as highly unlikely.

Despite optimism that most of the obstacles to unity have been removed, there are still problems to be resolved. Personality clashes and accusations about past breaches of trust have still to be ironed out. In addition, the formation of a new federation will almost certainly require the "rationalisation" of many existing union posts and the allocation of some power, and revenues, to the federation — not matters on which unions easily agree.

BLACK EDUCATION Continuing crisis

Unless parents, children and teachers can work together the crisis in black education will continue, says Es'kia Mphahlele, professor of African Literature at the University of the Witwatersrand. He was speaking at the regional annual general meeting of the SA Institute of Race Relations in Johannesburg.

Mphahlele says blacks must work out alternative non-formal structures and strategies, both within and outside the conventional system, to make education meaningful.

One problem was that the basic agreement between parents and teachers — that pupils in school should be disciplined and guided — no longer applied. It had been un-

ROM 2/4/84 □ □ □ 140A 188 135

THE Supreme Court has been asked to take the unprecedented step of forbidding a union to organise workers in an industry

This is the implication of a case brought by Tucsa's National Union of Furniture and Allied Workers (NUFAW) against Fosatu's Paper, Wood and Allied Workers' Union.

NUFAW has a closed shop, forcing furniture workers to belong to it. This is common, but has never prevented rival unions recruiting in a closed shop industry. Workers can join the rival but need an exemption to resign from the closed shop union.

But NUFAW now wants the court to grant an interdict stopping PWAWU recruiting in the industry.

In Natal recently, Tucsa's Garment Workers' Industrial Union changed its constitution to provide for the expulsion of members who join another union.

This was a response to competition by Fosatu's National Union of Textile Workers. Its effect could be that workers who join NUTW will lose their jobs.

Both responses indicate that established unions are increasingly concerned at the emerging union threat to their closed shops.

They are set to fight this with legal and constitutional moves rather than attempts to rally worker support.

D. Dispute (140A)
3/4/84
Frame Group: court ruling sets precedent

JOHANNESBURG — In a key ruling, the Natal Supreme Court has rejected an application by the Frame Group of textile companies asking it to prevent a major union recognition dispute being considered by the Industrial Court

This means the National Union of Textile Workers (NUTW) is now free to take court action against the company for allegedly refusing to recognise it and allegedly favouring Tucsa's Textile Workers Industrial Union

In ruling against Frame, Mr Justice Booysen also gave a boost to the court's power in cases where "unfair labour practices" are alleged

He endorsed a ruling by the court's deputy president, Dr D B Ehlers, who had found a labour practice could be "unfair" even if the par-

ty committing it had not violated a binding contract

The Industrial Court has heard argument that its role in some "unfair practices" cases is limited to deciding if an employer honoured the provisions of a workers' contract and that it has no power to intervene if he did

It is this view which has now been rejected by the Supreme Court

The case was brought by Frame after the Minister of Manpower agreed to a request by NUTW that he appoint a conciliation board to consider the union's claim that the company is guilty of an "unfair labour practice"

NUTW alleges Frame undertook to recognise it at its Frametex mill if it represented a worker majority and also agreed not to favour either it or Tucsa's TWIU who were waging a recruiting bat-

tle in the plant. It charges that Frame broke this agreement

An application for the extension of an interim order restraining frame from recognising the TWIU was settled out of court

Frame agreed not to recognise TWIU until the Industrial Court case was settled and NUTW agreed not to regard the undertaking to recognise a majority union allegedly made by Frame as legally binding

Frame then asked the minister to scrap the conciliation board. It said that, because the union had agreed that the company had not violated a binding contract, there was no longer a dispute between the two sides

The minister refused and Frame then challenged his decision in court — DDC

Brits plant lays off 240 workers

By Carolyn Dempster,
Labour Reporter

B and S Engineering and Steelbrite of Brits — scene of a major labour dispute last year — has closed one of its two plants and retrenched 240 workers

The plant, Steelbrite 2, was closed down last Thursday

According to a Metal and Allied Workers' Union (MAWU) spokesman — it has majority membership at the two plants — negotiations for the re-employment of the retrenched workers were unsuccessful

The 240 retrenched workers received small severance pay

The closure is particularly significant in the

light of the dispute at B and S during 1982/3

MAWU's struggle for recognition by the steel furniture manufacturing company was resisted strongly, and a shop stewards' committee was dismissed as soon as the 12 members were elected by workers in July 1982

This was followed by a work stoppage to pressure management to reinstate the workers. Twelve were later taken back

The uneasy peace between B and S and MAWU was broken when shop stewards renewed efforts to achieve union recognition. Management dismissed the entire workforce on September 7 and told workers that if

they wanted their jobs back they could reapply. Of 600 who did, 400 were taken on

A total of 249 workers declared a dispute and asked for an Industrial Court order declaring the dismissal unlawful and unfair and demanding reinstatement

The dispute was not resolved for 20 months, with the 249 workers verging on starvation

The Industrial Court ordered the reinstatement of the workers, and ruled that they receive backpay for the entire period

Mr R Bingham, the managing director of B and S, was contacted repeatedly for comment on the plant closure, but was never available

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Bargaining row flares

Labour Correspondent

IN WHAT could become a key case affecting bargaining in several industries, the Metal and Allied Workers Union (Mawu) says it will ask the Industrial Court to rule that it is unfair for an employer to refuse to bargain over wages with a majority union outside an official industrial council.

Mawu has declared a dispute with a metal company McKinnon Chain at its Maritzburg plant, because the company is not prepared to negotiate wages with it directly.

The company, a member of the Steel and Engineering Industries Federation (Seifsa), says wages should be negotiated between Mawu and Seifsa at the Metal Industrial Council.

Seifsa has advised all member companies to refuse to negotiate wages with unions outside the metal council. Most metal companies support this stance and would therefore be affected by the case should it come to court.

In several other industries, employers are also opposed to negotiating outside councils and the case would therefore affect them too.

According to a company spokesman, the McKinnon dispute is to be considered by the Metal Industrial Council, as the law requires. If the council fails to settle it, the union can take action against the company in the court.

The current dispute follows one last year in which Mawu threatened the company with Industrial Court action after claiming it had refused to recognise it. McKinnon denied this, saying it was willing to deal with the union.

The action was withdrawn after the two sides began negotiating on recognition but, when negotiations began, the company said it was unwilling to negotiate wages directly.

In the latest issue of Fosatu Workers News, journal of the Federation of SA Trade Unions to which Mawu belongs, the union charges that McKinnon Chain had given workers merit increases in addition to the wage rises negotiated at the industrial council, but had refused to negotiate these with the union.

It said "worker pressure" had forced some employers to negotiate wages directly with the union, but that there were still a few stubborn metal employers left.

Fired 300 seek help

Swafan 4/4/84

140A

THE Metal and Allied Workers' Union (Mawu) has applied to the industrial court for the reinstatement of about 300 workers dismissed from Wrightech, a subsidiary of the giant Barlow Rand company in Boksburg three weeks ago.

The workers at the firm downed tools following the dismissal of three of their colleagues, including the chairman of the shop stewards committee at

Wrightech, Mr Steven Mbatha

After having been on strike for three days and failing to go back to work after the management had given them an ultimatum to do so or be dismissed, 296 of the workers were dismissed when they failed to return to work and only 29 others were not affected

Meanwhile, since last Wednesday the company has been recruiting new workers.

Deadlock on sugar wages

By STEVEN FRIEDMAN
Labour Correspondent

OFFICIAL wage negotiations in the sugar industry have deadlocked after unions on the industry's industrial council rejected an employer offer 8% lower than union demands

The deadlock means that the council will meet twice — today and next Friday — in an attempt to settle the dispute.

If the two sides fail to reach a settlement, unions could launch a legal strike. But both sides could refer the dispute to mediation or arbitration.

The deadlock — at a council meeting on Monday — follows the declaration of a dispute between Fosatu's Sweet, Food and Allied Workers Union and key sugar company C G Smith, also over wages. The union bargains directly with the company.

Sugar employers currently say the industry's ability to pay increases has been sharply reduced by the drought, floods, and low export prices for sugar.

Negotiations began with unions demanding a 30% increase in the minimum wage and employers offering 11%. The unions then scaled down their demands to 18% and employers responded by offering 10%, the Mail's Durban correspondent reports.

140A

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For more than a decade the National Union of Textile Workers has been locked in a recognition battle with the massive Frame textile group. Labour Reporter CAROLYN DEMPSTER reviews the epic struggle in the light of recent developments.

Textile union battle for recognition continues

Despite persistent opposition from the Frame Group, the battle for recognition in the group's complex of mills at New Germany, Natal, by the National Union of Textile Workers (NUTW) continues

In the Natal Supreme Court last week, Mr Justice Booysen opened the way for the NUTW to take its case to the Industrial Court — exactly a year after the Fosatu union first applied for a conciliation board in a move to resolve the recognition dispute with Consolidated Frame Cotton Corporation Ltd

But this is just the latest incident. The battle for recognition, and the Frame Group's response to NUTW's concerted organising efforts in the mills, have a long and complex history

This dates back to 1973 and the widespread strikes in the Durban area which radically changed the nature of labour legislation in South Africa

According to NUTW general secretary Mr John Copelyn, many of the workers involved in the strikes were Frame employees and one of the first factories targeted for organising by the then new union was Frametex — the largest of the five factories in the complex with 4 000 workers

To complicate matters, a Tucsa union — the Textile Workers' Industrial Union was also organising in the New Germany factories. Until 1979 this union was open only to Indians and worked closely with NUTW. With the change in legislation the relationship between the two unions changed

DIFFERENCES

The major differences were that the older established Tucsa union had access to the New Germany factories while the NUTW did not, Frame had a relationship with the TWIU and was processing stop orders for their limited membership whereas the Fosatu union had no such relationship.

With its rapid growth in membership and other recognition successes in the textile industry, the NUTW was also variously regarded by employers as being the more militant of the two unions

In brief, the initial attempts at recognition at Frametex led to two strikes — in 1974 and 1980. On the one hand NUTW claimed Frame was frustrating the unions efforts by intimidating workers. On the other hand, Frame said it was not prepared to become involved in any way in the competition between the two trade unions

But, in April 1983, Frame told NUTW that it was prepared to recognise the Tucsa union because it had a majority in the Frametex Mill, even though the NUTW produced proof to the contrary

As a result the NUTW applied successfully for an interim court order preventing Frame from recognising the Tucsa union and from continuing to deduct union dues

LEGAL ACTION

At the same time the Fosatu union embarked on a legal course in an attempt to win redress and appealed to the Minister of Manpower to appoint a conciliation board. At stake were five allegedly unfair labour practices linked to Frame's refusal to recognise a representative union and an agreement which the union claimed they had concluded with Frame on the issue

For exactly a year, the case has bounced from one civil court to another largely as a result of NUTW's determination to see the merits of the matter debated in the Industrial Court but, more precisely, because of Frame's persistent opposition. The corporation has refused a secret ballot as a test of representativeness, argues that Frametex forms a part of the complex which should be regarded as a whole for purposes of union recognition, and has three times tried to prevent the recognition dispute from reaching the Industrial Court

Mr Selwyn Lurie, joint managing director of Frame, confirmed that Frame would apply for leave to appeal against Mr Justice Booysen's judgment

But that is not the end of the story. The NUTW has also tackled Frame over retrenchments and is currently fighting for the reinstatement of about 25 workers who have been laid off since October last year

RDM 574 184

Union to challenge Minister

140A

By STEVEN FRIEDMAN
Labour Correspondent

FOR the first time, a trade union is to challenge in the Supreme Court a decision by the Minister of Manpower, Mr Pietie du Plessis, preventing workers taking an alleged "unfair labour practice" case to the industrial court.

The move will prompt intense interest from unions and employers as the Minister has used his powers to prevent "unfair labour practices" disputes being heard in the court increasingly since the beginning of this year.

It comes at a time when the court has been under attack from employers who are angered by several key rulings which have favoured unions and workers.

The Department of Man-

power is preparing legislation to curb the court's powers, and, at the same time the Minister has increasingly been refusing trade union requests for official conciliation boards to consider disputes as alleged "unfair labour practices".

This effectively prevents the cases being heard by the industrial court.

The union which is challenging a decision by the Minister is the National Union of Textile Workers, an affiliate of the Federation of SA Trade Unions.

Recently, Mr Du Plessis appointed a conciliation board to consider the retrenchment of 10 union members at a Frame Group textile mill near Durban.

But he stipulated that the board could not consider the dispute as one involving an

"unfair practice", thus ensuring that the workers could not have their retrenchment tested in the court.

He took this step even though the 10 had already asked the court for temporary reinstatement on the grounds that their sacking might have been unfair, and were granted it.

The decision meant they could not apply to the court for permanent reinstatement.

In the case of an eleventh worker, the Minister refused to appoint a board at all, although NUTW's lawyers allege that the circumstances in this case were "almost identical" to those in the cases where a board was appointed.

A lawyer acting for the NUTW confirmed yesterday that the union was to ask the

Natal Supreme Court to review the Minister's decision in the Frame case.

"We are asking the court to rule that the Minister acted unreasonably and that the dispute declared by the 10 should be regarded as one concerning an unfair labour practice. We are also asking it to overrule his decision not to grant a board in the eleventh case," he said.

It was expected that papers launching the action would be served on the Minister today, he added.

Although a ruling in the union's favour would not necessarily affect other similar cases, such a ruling would be almost certain to lead to a spate of similar cases brought by unions who have requests for "unfair practice" conciliation boards turned down.

METAL INDUSTRIES Tough talks ahead

The scene is set for tough talking next Tuesday when the Steel and Engineering Industries Federation of SA (Seifsa) sits down with metal industries trade unions to negotiate the 1984/85 agreement on wages and working conditions.

Lay-offs and reverberations from last year's often acrimonious bargaining are bound to have a profound effect on the talks which set the tone for pay talks in many other industries. At least one industrial relations practitioner predicts that "labour unrest" may result (*Current Affairs*, January 20).

Last year Seifsa tried to postpone the annual talks. After protracted negotiations, agreement was reached on a 5%-7% pay increase. One of the participants, the Metal and Allied Workers' Union (Mawu), demanded a 30% increase and refused to sign the agreement.

Four independent unions as well as unions falling under the umbrella of the Confederation of Mining and Building Unions (CMBU) have this year submitted demands to the National Industrial Council for the Iron Steel Engineering and Metallurgical Industry.

The CMBU represents about 160 000 workers. The majority are employed in the engineering industry but it also has a presence in the mining and explosive sector as well as at Escom. It demands:

- That the minimum rate at the top end of the scale of employment categories be increased from R4,41 to R5,50/hour;
- That the bottom three work categories to be combined receive a minimum wage of R2/hour;
- A 12% across the board increase for all categories of workers; and
- That holiday leave allowances be increased by between 6%-8,33%.

Although the Trade Union Council of SA (Tucsa) affiliated Engineering and Industrial Workers' Union (EIWU) is a CMBU member, it has submitted separate demands. "Due to a misunderstanding our union was not represented at the CMBU when the demands were formulated. Therefore, because we were not aware of the na-

Continued on page 51



Nicholson ... 'employers must be honest'

ture of the proposals, we found ourselves unable to identify with them," the union's western Cape regional secretary Leslie Davadoff told the *FM*. Davadoff stressed, however, that his union would be caucusing with the CMBU next Monday. It seems likely that its demands will be merged with those of the CMBU.

The EIWU has demanded a minimum top rate of R5,30/hour; a minimum bottom rate of R2/hour; a 6% increase in the fourth leave cycle, and a gradual reduction of the working hours over the next five years to a 40-hour working week.

The all-white SA Iron, Steel and Allied Industries Union, which is affiliated to the SA Confederation of Labour, has submitted the same demands as the CMBU.

Two emerging unions which sit on the council have submitted demands which mainly affect unskilled and semi-skilled metal workers.

The Metal and Allied Workers' Union (Mawu), an affiliate of the Federation of SA Trade Unions, has called for a minimum wage of R2,50/hour; a R2,50 across the board increase for all workers, a 40-hour working week, one month's notice when services are terminated, a maximum of five hours overtime work a week, overtime to be paid at twice the normal rate from Monday to Saturday and at triple rates on Sundays, that stop order facilities and plant access be granted to any union which has 50% representation among the workforce or 500 members at a plant, and for a proper lay-off procedure to be negotiated.

Council of Unions of SA (Cusa) affiliate, the Steel, Engineering and Allied Workers'

Union of SA is demanding a R2,53 minimum hourly rate. It is also demanding increases of between 6% and 8,33% in holiday leave pay; an increase in annual leave from three to four weeks, that employees receive 14-days notice when redundancies are effected instead of the present one day's notice, severance payments of one week's pay for each year of service and that employees should be paid at least 25% of their normal rate of pay if they are laid-off temporarily.

Given the small increases won last year, the unions will have to fight hard to achieve anything significant this year. Seifsa director Sam van Coller is tight-lipped about how employers have responded to the demands. Seifsa's overall response will be formulated next Monday.

The number of workers who have been laid off during the recession will be a major inhibiting factor on the union side. The metal industries employed 450 000 workers during the 1982 employment peak. In November last year the total employment figure was below 380 000 — a drop of 70 000.

Nevertheless the unionists will not want to be left empty-handed. Says Ben Nicholson, a leading union figure: "If it were not for the drought I believe that SA economy would have been on the way to recovery. With the drought persisting things have not progressed the way we had hoped. However, the employers must be honest. Some have made healthy profits — especially the bigger firms which are export orientated — but are pleading poverty. That is not good."

WALTER HASSELKUS

Man from Munich

Succeeding Eberhard von Koerber as MD of BMW SA is a hard act to follow — for it was he who pushed sales from indifferent levels to above those of Mercedes. He also gave BMW the highest market share of all its international sales territories.

What is more, Von Koerber left (to join the central board as world-wide marketing director) after a year, when Mercedes once again toppled BMW from its short-lived leadership.

Yet the new man, Walter Hasselkus (42), appears to have thrived on challenge throughout his relatively short working life. "I cannot see how we can fail here," he says. "We are well prepared. The new 3-Series BMW is a major step forward which will increase sales from about 14 000 to 20 000 units a year."

His first full-time job in business came at the relatively advanced age of 28 after completing a doctorate in law *cum laude* at the University of Munich. He joined the German electrical goods manufacturer Osram, starting from scratch as a trainee.

But after two years he was made personal assistant to the chairman. "I used to take the minutes of board meetings and write the chairman's speeches," he says. "And everybody in the company was very friendly as I was so close to him."

"But when the chairman retired, many changed their attitudes. This taught me a key lesson in business — there was no longer a place for me, so I left."

His next job was in BMW's long-term planning department which again involved taking board meeting minutes. "The beauty of the job was that I became one of the best-informed people in the company," says Hasselkus.

London transfer

"Directors are only human and do not always say the most sensible things, so I had to ensure that the minutes reflected their views in a good light."

Contacts here led him into line-management when the sales director offered him the post of MD of the Berlin retail and wholesale operation.

"People thought the idea ludicrous," he says, "as I had never sold a car in my life. But it was not sensationally difficult and I learned that you have to be open-minded, listen to people and not tell the sales manager, who had been there ten years, how to do his job."

"I was quite successful."

After 18 months, he was transferred to London as MD of BMW's British sales and service operation. Four years later, sales had doubled and Hasselkus had come to



Hasselkus ... always room for improvement

"learn the British way of life and the British sense of humour." Then came his transfer to SA.

"This is a more complicated job," he concedes, "as it involves manufacture as well as sales — SA is the only country outside Germany where BMWs are made."

He disagrees with those who criticise BMW's quality. "This has improved over the years and will continue to do so," he says, "but naturally there is always room for improvement."

"My main challenge will be to maintain the company's high profile and reputation and get involved in local affairs as a committed member of the community," he says.

To this end he has already toured the country and neighbouring territories to meet leading political figures. All, he says, have praised the company's decisive handling of the strikes which happened shortly before his arrival.

"Our workers at Rosslyn are the best paid in the industry," he says, "yet there was a wildcat strike after a demand for a 40% increase. We will negotiate through proper channels with representative bodies. However, if necessary, we will be as firm again and will have Munich's full support."

Hasselkus, his wife (a political economist) and three children have rented a

house in Pretoria within easy reach of his office in Isando and the production facilities in Rosslyn. He reads politics and history and likes playing tennis and skiing.

Lack of good skiing slopes is, he says, one of SA's few shortcomings.

BRIAN FREDRICKS

Born to the trade

Natal trade unionist Brian Fredricks is the man at the cutting edge of the recently-revived SA Co-ordinating Council of the International Metal Federation (IMF).

As SA's black union movement comes of age, the complexity of labour relations increases, particularly in heavy industry where metal predominates. And to compound management's problems, there are some avowedly conservative white unions — with interests at variance with the newer black unions — in the industry as well.

The IMF council has member unions drawn from the Federation of SA Trade Unions, the Council of Unions of SA, the Trade Union Council of SA, and other unaffiliated unions. It's not unlikely that it will come to hold the ring in the industry's future bargaining.

Fredricks (39) says he's looking forward

140A

Fm 6/4/84

FM 6/4/84
189
140A
138
143
135

to his new assignment, but is very aware that the task will be difficult. Previous attempts at establishing a local council of the IMF were short-lived. The first, established in 1975, split in 1981 as a result of irreconcilable differences in the ranks of its union affiliates.

Consequently, as Fredricks sees it, one of his main functions as fulltime secretary will be to ensure that the new body isn't wrecked on the same rocks. He hopes to forge closer links between member organisations and get their co-operation on matters of mutual interest.

Ultimately he'd like to expand services offered by the council to full moral and material support for affiliates, a collective stance on wage negotiations, the recruitment of new members, and help with union organising.

Unity

Fredricks is confident that the inter-union rivalries that split the council before can be overcome.

Tensions have eased markedly, he notes, since the expulsion from the IMF of the all-white Amalgated Engineering Union and the SA Electrical Workers' Association for what he calls "attitudinal problems".

Although differences persist (the movement's nine affiliates have widely-differing ideologies), he says there's a large measure of agreement at top leadership level as to what strategies and policies should be adopted.

The problem is to get co-operation and support from the rank and file. "We recognise that disputes between unions are going to occur. What we need is the machinery, at

all levels, to handle them when they do," Fredricks says.

One development which particularly threatens some employers is the stated intention of the IMF council to bring about a unified wage structure for the entire metal industry.

A wage policy would have advantages, says Fredricks, in that it would bring differing wage scales into line across the various sectors in the metal and engineering industries. Though a common approach to wages seems unlikely this year, it could well be on the cards for the next round of negotiations.

The representativeness of the unions who are party to the metal industrial council wage negotiations is also a source of concern for Fredricks. On a straight head count, he says, they are likely to represent only around 15% of employees in the industry — a situation which calls for "urgent redress".

It sounds like tough talk, but employers can probably count themselves lucky having a man like Fredricks sitting across the negotiating table. He's articulate and full of resolve, yet comes across as far more moderate and pragmatic than the common management stereotype of a hardline union activist.

Born in the back streets of Durban's Greyville, a hotch-potch residential enclave of coloureds, Indians, blacks and whites, Fredricks says he "couldn't help but be politicised at an early age".

He went to a Catholic primary school and to Bechet College in Sydenham, but left before matric to help support his family. Working as a dispatch clerk at Motor As-

semblies back in the Sixties for a meagre 22c/hour confirmed his union sympathies.

He left, joined Tuasa, and came back to organise a branch of the National Automobile and Allied Workers (Naawu) at the plant. Today he's the union's Natal branch secretary.

Fredricks has frequently represented Naawu at international congresses, and is in fact a Harvard alumnus — after a six-month union scholarship.

He reads a lot, especially on union matters, and regrets the lack of time to read more. Does he have regrets at becoming a union man? Fredricks notes that some former colleagues at Motor Assemblies reached the rank of general foremen. But he's "happiest representing workers," he insists.

HILMAR VENTER

Hitting the fan

The fertiliser industry is in turmoil. Ingredients are drought, falling sales, abolition of price and import controls and, to crown it all, new producers are trying to enter an overcrowded market.

To step into the position of public representative for the industry at a lean, mean time like this needs a certain low-key diplomatic skill — plus, of course, considerable experience.

Hilmar Venter (46) took over as director and chief executive of the Fertilizer Society of SA (FSSA) on March 22, after about eight years with the society.

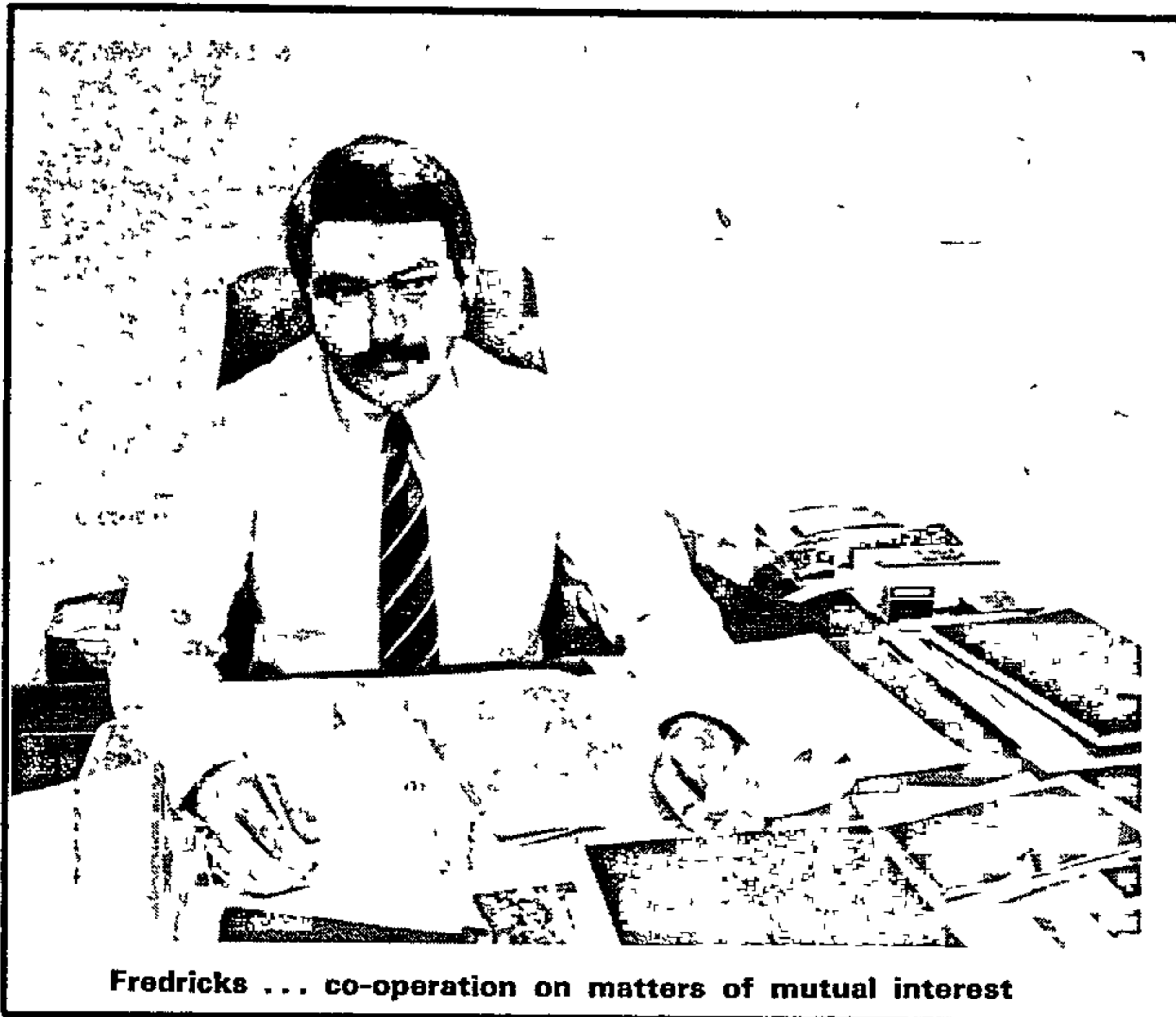
He represents an industry facing the unfamiliar, chill winds of cheaper imported feedstocks — and even the ultimate possibility of imported fertiliser, though tariff walls will give some protection for the next two years.

But scrapping of price controls, combined with drastic drops in demand resulting from the drought, has set the cat amongst the pigeons. Rebates to users of 20%-30% are commonplace. But with mushrooming agricultural debt and scarcity of funds, takers are few.

And now, with Hanhill's Bonus Fertilizer folding, a breakup between AECI and Triomf, a new Sasol/Triomf ammonia supply agreement and AECI's Kynoch Fertilizer entering an oversupplied market, the strains are intensifying.

According to market sources, present fertiliser production capacity is about 5Mt/year, but latest sales figures indicate a market of only about 2,5Mt. Is Venter daunted by this scenario? Not at all, judging from his relaxed and thoughtful replies to probing questions. He does admit, though, that "the industry's image could improve".

Venter, a BSc (Agric) major from Pretoria University (1962), says there is "a fixation" with maize in agricultural circles. Hopefully, greater diversification of markets is in the offing, although he is cautious.



Fredricks ... co-operation on matters of mutual interest

RDM 9/2/84 (40A) ~~(40B)~~

IT was only a matter of time before the Minister of Manpower's refusal to allow key unfair labour practice cases into the industrial court was challenged in the Supreme Court

Now Fosatu's National Union of Textile Workers (NUTW) has made the first move

- It will ask the court to overrule the Minister's decision not to allow 10 retrenched Frame Group workers to take their case to the court — a move reported in this column last week.

Even if NUTW wins, it would not set an automatic precedent for other cases blocked by the Minister

But, in considering the case, the Natal Supreme Court will presumably set down guidelines on whether certain types of retrenchment could be "unfair"

If NUTW wins, it is likely that unions will take other ministerial refusals to the court

In every case, the Supreme Court will have to rule on whether the practice at issue could be "unfair"

This could give it, not the industrial court, the key role in defining unfair practices.

Meanwhile, the Natal Supreme Court has overruled an attempt by the Frame Group to keep a key union recognition case out of the industrial court — and in so doing has given the court its first boost for some time.

It endorsed an industrial court finding that a practice can be unfair even if the law has not been broken — in this case the law of contract

This allows the court to rule practices "unfair" if it believes they harm labour relations, and not only on strict legal grounds

~~15/1/84~~
~~376~~
~~140A~~
~~165~~
~~187~~
Dismissed
workers
each claim
R35 000^{9/4/84}

By Carolyn Dempster,
Labour Reporter

Some 300 of about 600 workers dismissed by African Cables, Vereeniging, in January this year are to make a bid for reinstatement in the Industrial Court tomorrow

An out-of-court settlement offer of R35 000 by African Cables was rejected by the dismissed workers last month on the ground that each would receive only about R150

The workers, members of the Engineering and Allied Workers' Union, have now demanded R35 000 each

About 600 workers were fired after a stoppage in protest after the company announced in January that it would no longer be working short-time and employees were required to work on Fridays

A breakdown in communication led to only half of the shift turning up on the Friday

At the time the managing director, Mr P J Muller, said attempts to contact the union had failed and the workers by refusing to start the shift had dismissed themselves

Many of the fired workers have between 15 and 20 years' service with African Cables. Subsequently the company re-employed more than 200 of those dismissed

Workers get R50 000 to settle dispute

By Carolyn Dempster,
Labour Reporter

An out-of-court settlement of R50 000 has been awarded to 50 workers after a four-month dispute with the Jatex company in Rosslyn

The settlement was reached shortly before the dispute was to be heard in the Industrial Court

In an article in Fosatu Worker News, mouth-piece of the Federation of South African Trade Unions, it was reported the company agreed to take back 50 of the workers dismissed in December last year.

Jatex had also agreed to negotiate a recognition agreement with the National Union of Textile Workers (NUTW) when the union achieved over 50 percent membership at the plant.

The dispute began last year with the dismissal of nine Jatex workers, all of whom were active in the NUTW. When the workforce protested and demanded an explanation from the manager they were told they could leave.

Those who wished to have their jobs back could reapply the following day.

LABOUR BRIEFS

The NUTW then lodged an unfair labour practice claim against the company. For four months the dismissed Jatex workers have remained steadfast.

Although the entire workforce has not been reinstated Jatex has agreed to notify the union should any vacancies arise.

● The Metal and Allied Workers' Union is challenging the right of employers to refuse to bargain at plant level with unions which have a representative majority.

The case has been set before the Industrial Court and concerns the refusal by Maritzburg factory McKinnon Chain to bargain with MAWU outside of the Industrial Council.

In several instances over the past two years metal industry employers have negotiated agreements at plant level. This has often resulted in increases for workers substantially above those negotiated at the Iron and Steel Industrial Council.

● The eight mine-workers arrested at the Rietspruit opencast coal-mine have been released on R500 bail pending the outcome of a joint inquiry by the mine management and the National Union of Mineworkers.

The eight were arrested and charged under the Intimidation Act after the entire Rietspruit workforce of 1 200 staged a stoppage last week.

A union spokesman said the dispute was over the recognition of shaft stewards, but a management statement said the stoppage was caused by a misunderstanding of procedure.

Union representatives have claimed that management took photographs of the striking mineworkers which they later handed to police, enabling them to make the arrests.

Metal unions put on 'iron gloves' for 1984 wage talks

By Carolyn Dempster
and Bill Levitt

The stage has been set for a head-on confrontation at this year's annual metal industry wage talks with the interests of 500 000 metal workers at stake

Union spokesmen have warned that this year they are not prepared to settle for paltry increases and will not easily back down on their demands at the April 10 meeting

On the other hand it is thought that the Steel Engineering Industries Federation of South Africa (Seifsa), representing employer bodies on the Industrial Council for the steel and metal industries, is likely to shelter behind the recession, a dropping gold price and the effects of the drought

It has been mooted that Seifsa will offer a minimum increase of

R1,53 across the board with hourly increases ranging from 15c to 20c

The Metal and Allied Workers' Union (Mawu) with a membership of 40 000 intends submitting exactly the same demands as last year

"The reason why our demands have not changed much is that in 1983 Seifsa did not give serious attention to what our members wanted. So we decided to tell them again this year," said Mr J Vilane, Mawu president

Mawu's demands are for a minimum living wage of R112,50 a week and an across-the-board increase of R22,50 a week

Also anticipating tough pay negotiations is the Confederation of Metal and Building Unions (CMBU) which submitted a separate set of demands

CMBU director Mr Ben Nicholson says as far as the confederation is concerned "some of our demands have just got to go through"

Among the demands are a 12 percent overall increase, a reduction in working hours from 45 to 42 hours a week, and raising leave bonuses for skilled and semiskilled members of the CMBU to 13th-cheque status

The multiracial South African Boilermakers Society is pushing for increases of between 24 percent for skilled workers and 66 percent for labourers

At present skilled members earn between R6 and R8 an hour. Semiskilled workers earn between R4 and R6 an hour

RDM 10/4/84

Metalmen's pay talks start today

By STEVEN FRIEDMAN
Labour Correspondent

140A

OFFICIAL pay talks in the giant metal industries — which set minimum pay and work conditions for about 380 000 workers and influence pay negotiations in several other industries — begin in Johannesburg today

The negotiations will take place at a meeting of the industries' industrial council. Unions on the council have already released their pay demands, but employers will make known their reply at today's meeting.

While employers, represented by the Steel and Engineering Industries Federation of SA (Seifsa), were only due to finalise their response at a meeting yesterday, it is certain their offer will fall far short of union demands.

The unions have demanded sharp percentage increases for lowest-paid workers, arguing that recent price rises have placed intense pressure on workers' wage packets.

The Metal and Allied Workers' Union wants the present minimum of R1,53 an hour increased to R2,50, and a minimum rise of 50c an hour for all workers.

Another emerging union representing black workers, the Steel, Engineering and Allied Workers' Union, wants the minimum increased to R2,53 and is also demanding severance pay for retrenched workers.

The Confederation of Metal and Building Workers, made up of unions representing mainly skilled workers, wants a minimum of at least R2 an hour.

However, employers say the industries are still in the grip of their most serious slump in decades and that they cannot meet the unions' demands.

RSM 10/4/84 (10/3)
Union to
appeal (140A)
on dues (11/11)
decision

By STEVEN FRIEDMAN
Labour Correspondent

A KEY industrial court decision, upholding the right of an official industrial council to bar unions who are not members of the council from having union dues deducted by employers, is to be challenged in the Supreme Court.

Mr John Copelyn, acting general secretary of the National Union of Textile Workers (NUTW), yesterday confirmed that the union had launched this action which calls for testing of the right of councils to bar unions from receiving automatic deductions, or "stop orders"

Its ruling will have implications for several industries in which councils have barred emerging unions, which refuse to join them, from receiving "stop orders" which are regarded by many unions as an important source of financial stability

The decision against which the NUTW is appealing was given in a case brought by it against the Cape textile industry's industrial council. A clause in the council's agreement prevents the deduction of money from workers' pay by employers, except for purposes laid down by it.

After applying unsuccessfully for an exemption allowing "stop orders" to be deducted on the union's behalf, the NUTW appealed to the industrial court, arguing that the clause in the agreement barring deductions was meant to protect workers from employers who deducted money from their pay against their will, and that this could not apply where workers had joined voluntarily

The council argued, however, that the clause was specifically designed to protect the unions which belonged to it. The court refused to overrule the ban, which was a blow not only to NUTW, but also to other emerging unions as many industrial councils have imposed similar bans on "stop orders" for unions who resist joining councils

Mercury 10/4/84
140A
**Union
to fight
for its
dues**

Mercury Correspondent

JOHANNESBURG—A key Industrial Court decision, upholding the right of an official industrial council to bar unions who are not members of the council from having union dues deducted by employers, is to be challenged in the Supreme Court.

Mr John Copelyn, acting general secretary of the National Union of Textile Workers, yesterday confirmed that the union had launched an action asking the Supreme Court to review the Court's decision.

This means the right of councils to bar unions from receiving automatic deductions — or 'stop orders' — will now be tested in the Supreme Court.

Stability

Its ruling will have implications for several industries in which councils have barred emerging unions who refuse to join them from receiving 'stop orders'.

'Stop orders' are regarded by many unions as an important source of financial stability and they argue that 'stop order' bans hamper their recruiting efforts.

The decision against which the NUTW is appealing was given in a case brought by it against the Cape textile industry's industrial council.

A clause in the agreement negotiated at the council — which is binding in law — prevents the deduction of money from workers' pay by employers, except for purposes laid down by the council.

(140A) (140B)

327 workers to ask court for jobs back

RDM Labour Correspondent 10/1/84

THE INDUSTRIAL COURT is to be asked today to order the temporary reinstatement of 327 workers fired during a dispute at African Cables's Meyerton plant earlier this year.

It is believed that this is the largest number of workers ever to have brought to court a joint request for reinstatement.

And it is understood that they have already turned down two out-of-court settlement offers by the company.

The workers, who are members of the Engineering and Allied Workers Union, were fired in January after a dispute about the introduction of a longer working week.

The company, which had been working a four-day week, told workers it was switching to a five-day week and that they would have to work on Fridays.

The workers allege the four-day week was negotiated with them but that the change was not its introduction without negotiation, they allege, is an "unfair labour practice".

African Cables has responded by arguing that management is entitled to introduce a longer working week on its own initiative.

300 'unfairly-fired' workers pack court

Labour Correspondent

MORE than 300 workers fired from the Meyerton Plant of African Cables in January packed a Johannesburg auditorium yesterday to hear their application for temporary reinstatement argued before the industrial court

The workers, members of the Engineering and Allied Workers Union, allege their firing was "unfair"

In papers before the court, they allege they have been out of work for three months since their sacking, that some are starving and that others face eviction from their homes

They have declared a dispute with the company and are asking the court to reinstate them temporarily until the dispute is settled

The dispute which led to their firing was sparked by a

decision to change from a four-day to a five-day week

This meant workers had to work on Fridays

But 327 of the plant's 600 workers refused to work the Friday shift, charging they had not been consulted about the change. They were fired as a result

Yesterday's hearing was taken up with argument by Mr M Brassey, who is appearing for the workers

He told the court the company erred in firing the workers because it should first have held an inquiry into their refusal to work the shift rather than immediately dismissing them

Mr R Harper, who is appearing for African Cables, is due to reply today

The case is believed to be the biggest application for mass reinstatement the industrial court has seen

140A

~~140A~~
~~140A~~

Sowetan 11/4/84

Fired workers talk to union

By JOSHUA
RABOROKO

THE Fosatu-affiliated Metal and Allied Workers' Union (Mawu) is to hold consultations with hundreds of its members who have been re-trenched by B and S Engineering and Steelbrite of Brits in Bophuthatswana.

Mawu's spokesman told The SOWETAN yesterday that the company has closed down one of its plants — Steelbrite — and laid off about 240 workers

These received small severance pay

The company became the scene of a major labour dispute last year when Mawu's struggle for recognition was strongly resisted, and a shop stewards' committee was dismissed

This was followed by a work stoppage to pressure management to reinstate the sacked workers. Management later dismissed the entire workforce and re-employed 400 of the 600 workers.

RISM 12/4/84

Mawu first as it signs deal with Springs firm

140A

By STEVEN FRIEDMAN
Labour Correspondent

BRITISH-OWNED firm Raleigh Cycles yesterday signed a recognition agreement with the Federation of SA Trade Unions' Metal and Allied Workers' Union at the company's Springs plant — thus giving Mawu its first recognition agreement in the town.

The union claims the agreement gives it the right to negotiate wages with Raleigh outside the metal industries' official industrial council, but a company spokesman said yesterday this was not necessarily the case.

The Raleigh agreement, which covers about 420 workers, is regarded by Mawu as a "breakthrough" in its attempt to recruit workers in Springs.

The area has been the preserve of the Engineering and Allied Workers' Union, a former Fosatu affiliate which was expelled from the organisation.

Raleigh workers were at one stage represented by the EAWU. It and the company were involved in a lengthy dispute which led to a key industrial court action.

At that stage, Raleigh was accused of opposing black unionism.

A Mawu spokesman said yesterday the Raleigh agreement gave the union the right to negotiate with the company on all "substantive issues" — a phrase which, he said, included wage bargaining.

He said details of the agreement were still to be worked out.

Mawu was negotiating on union recognition with five companies in Springs, he said.

The Raleigh agreement was an important advance for the union because most other companies in the area refused to negotiate with it unless it agreed to bargain together with unions representing skilled workers. Raleigh had not made this a condition of signing the agreement, he said.

Raleigh's spokesman yesterday confirmed the agreement.

But he added that the company had only agreed to negotiate with the union on "certain substantive issues" and that this may not include wages.

"Our policy is to adhere to the industrial council machinery, which means wage bargaining should take place at the industrial council between Mawu and our employer federation, Seifsa," he said.

ected verty

By ZWELAKHE
SISULU

of Cape Town, Mr Alan Gelb
World Bank and a leading
economist, Mr Wilfred Beck-

ing those delivering papers will
Geoff Budlender of the Legal
rces Centre, Mr Nicholas
and Mr Clive Thompson, both
to the Law Clinic at the Uni-
of the Witwatersrand

" festival featuring more than
from India, China, the United
Europe, Latin America and
will form part of the confer-

films will show work done
about the world in mobilising
in the struggle against poverty

Hopes

photographic exhibition has also
arranged and will show the work
of more than 20 South African pho-
tographers

director of the Carnegie In-
Professor Francis Wilson, said
amount of material that had been
collected for the conference ex-
ceeds the organisers' hopes.

TREAT...
RE
NO TRADERS
SUPERMARKET

95c
per kg
GRANNY SMITH
APPLES
(Class 1)
NAVEL ORANGES
(Medium Class 1)
ABC



BIRTHDAY: Robert Tshabalala (4) and Mthokozisi Tshabalala (2) believe in doing their things in pairs as seen when they celebrated their birthday on the same day at the weekend in Soweto

Unions reject offers

By JOSHUA
RABOROKO

TWO major black trade unions representing over 200 000 workers in the metal industry country-wide yesterday totally rejected wage offers made by the employers' organisation — the Steel Engineering Industries Federation of South Africa (Seifsa).

The unions, Fosatu-affiliate Metal and Allied Workers' Union (Mawu) and Cusa-affiliate Steel Engineering and Allied Workers' Union (Seawu), said that the employers' offer would cause the standard of living of workers to drop further because it came nowhere near a living wage

Union sources said that the employers had offered to increase minimum pay by 12c per hour for the lowest paid

workers and 31c per hour for the highest paid workers

The present minimum wage for the lowest-paid workers is R1,53 per hour

The highest grade of skilled worker must be paid at least R4,41 an hour. This means that the offer would increase the minimum for those workers by about seven percent

But, according to the sources, most skilled workers are earning well in excess of the minimum, and, for some the 31c offer would amount to an increase of between four percent and five percent

In a statement after the talks in Johannesburg, the unions said that they were "totally dissatisfied with the inadequate proposals given by Seifsa," at the

talks

They said that even in 1983 the wage increases left most workers well behind the inflation. The new offer would cause the standard of living of workers to drop even further

The Seifsa offer on the minimum was re-

jected by the unions because it came nowhere near a living wage. The unions have told Seifsa to go and think again

On the other hand employers contend that because of the economic recession it was not possible to increase wages much higher

AA on fines

PROVINCIAL and municipal traffic authorities should place more emphasis on traffic management rather than law enforcement, says a spokesman of the Automobile Association (AA).

Commenting on the drastic increase in traffic fines and jail sentences for traffic offences that came into effect on April 1, he said he believed the traffic authorities and the South African Police were combining forces to ensure that the tough new measures were enforced. Some of these were more than double the present maximum penalties

Fines for reckless or negligent driving have been increased to a maximum of R2 000, while the maximum jail sentence was up to two years. In the past fines ranged from R400 to R800, while the jail term was a maximum of 12 months

For not stopping at a red robot or stop street, ignoring traffic signs and overtaking on a solid line, the maximum penalty has been increased from R200 or six months to R500 or six months or both

"If these measures were to help reduce road accidents and casualties, motorists might welcome the increased fines. However, the increase should not be viewed by the traffic authorities as an opportunity to fill their coffers," he said

**SKIP
DLAMINI**

#1 CRIME BUSTER

WHEN YOU'RE THE BEST YOU DO THINGS

Rin-off

Dispute stops work at factory

ARGUS
12/4/84
~~12/5/84~~
120A
~~12/5/84~~

Labour Reporter

PRODUCTION at a wool-packaging plant stopped today when most of the workers left after a dispute on short time.

Workers at the Boere-makelaars Koop BPK (BKB) in Epping said they had been working short time for about five months

"We don't work on Wednesday afternoons. But the management has sometimes brought casuals in. Yesterday afternoon they asked about 50 workers to stay on," said a spokesman for a workers' committee

"Dismissed"

"The workers said they were not prepared to do so until management took all the workers back on full time. The 50 workers were dismissed this morning

"All the workers sat down and asked to speak to the general manager. He refused to speak to us and we were given half an hour to start work or leave."

The workers, who belong to the Fosatu-affiliated National Union of Textile Workers (NUTW), have denied they are on strike.

Not locked out

The regional general manager, Mr H J Scholtz, said the management had not locked them out.

"The workers went on a sit-down strike," he said

The dispute over short time has been brewing for several months. Workers say they are angry that the management employs casual workers on Wednesday afternoons and on other days

"We have been getting only R37,25 a week since we started short time. It seems to us there is enough work to put us all back on full time," the spokesman said

Mr Scholtz said there was not enough work to employ workers full-time

"But we have told them that we can rotate full-time work, so they all get a chance," he said

The workers have denied they have been consulted

Crucial ruling on dismissals due on Monday

12/4/84 (140A)

By Carolyn Dempster,
Labour Reporter

The Industrial Court is to hand down a decision on Monday regarding the 327 African Cable workers who were dismissed in January

This was the biggest single application by workers for reinstatement yet heard by the court and this week's hearing in Johannesburg took two days

The case is likely to point the way for the future course of applications to the court arising from mass dismissals

Evidence at the hearing outlined a mass dismissal which, say labour observers, should never have happened

On January 10 this year 590 semiskilled and skilled workers out of a workforce of 1200 were dismissed from the Meyerton plant of African Cables

The action followed a change in the work schedule from a four-day week (short-time) to a full week. The workers claimed management had not consulted them about the change, as they had promised, and as a result almost the entire shift failed to clock in on Friday January 6

Under the short-time system they would not normally have reported for work on the Friday but, according to management, they should have been at work after the change

On the following Monday the workers returned but stopped work mid-morning and asked for the managing director, Mr P Muller, to explain to them why neither the works council nor the workers had been consulted about the change

Mr Muller refused to

address the workers en masse but said he would speak to small groups or to the works council. This was not acceptable to the workforce

Next day it was announced by management that before Mr Muller would speak to any representatives workers would have to sign a letter, and the outcome of the Industrial Court hearing depends largely on the nature of that letter whose contents are not altogether clear

According to management their purpose was to get workers to agree to return to work under conditions already stipulated by the company

But many workers, suspicious of the motive behind the letter, refused to sign. Those who did sign were immediately taken back. The 590 who refused were dismissed on the Wednesday

140A 1986

Fosatu gets big boost in biscuit industry

By STEVEN FRIEDMAN
Labour Correspondent

ATTEMPTS by the Sweet, Food and Allied Workers Union, a Federation of SA Trade Unions affiliate, to establish a hold in the biscuit industry received a major boost yesterday when the union signed a recognition agreement with Baker's Biscuits, by far the industry's biggest employer

The industry has been the preserve of a Trade Union Council of SA union, the National Union of Operative Biscuit Makers and Packers, but SFAWU says the agreement shows it is making key gains at the Tucsa union's expense

Despite the agreement — which took two years to negotiate — SFAWU and Bakers remain at odds over the union's demand that it be allowed to negotiate wages directly with the company

Bakers wants wages to be negotiated at the industry's industrial council, to which SFAWU does not belong

A union statement yesterday said SFAWU had made "a major breakthrough" by signing a "comprehensive" agreement at Bakers' Westmead, Durban, plant

It said the agreement covered about 700 workers and covered recognition of union shop stewards as well as other issues

SFAWU added that it also had two preliminary agreements with plants owned by Bakers' in Durban, a milling plant and a bread and cake factory

Bakers' owns an estimated 90% of the biscuit industry

A union spokesman described the agreement as a "major breakthrough" and said workers had "won the right to belong to a true union which represents their real interests"

SFAWU's general secretary, Mr Jay Naidoo, said yesterday that most workers had resigned from the Tucsa union to join SFAWU

He added that the union was considering joining the

industrial council, but demanded the right to negotiate directly with Bakers even if it did

The company was against this and the issue would be discussed further, he said

This was confirmed by a Baker's spokesman who said the company had asked the union to join the council

The agreement was "silent on the wage issue" because Bakers' had not conceded the union's right to bargain on pay directly.

"There are numerous small firms in this industry making the same products as us and we believe wages negotiated with the union should apply to them too

For this reason, we favour industry-wide negotiations," he said

He said he did not believe this would become a source of conflict between the company and union

"We differ, but so far negotiations have been fair and reasonable and should remain so," he said

Decision on sacked 327

THE fate of the 327 African Cables workers dismissed in January this year is still to be decided by the Industrial Court, in the single biggest application by workers for reinstatement

After the two-day hearing in Johannesburg this week, judgment is due to be handed down on Monday by the court.

Depending on the outcome, the case is likely to point the way for the future course of applications to the court arising from mass dismissals

The evidence which emerged during the course of the two-day hearing outlines the anatomy of a mass dismissal, which, say labour observers, should never have happened

Altogether 590 semi-skilled and skilled workers were fired from the Meyerton plant of African Cables on January 10 this year out of a workforce of 1 200

The action followed a change in the work schedule from a four-day week (short-time) to a full week. The workers claimed management had

SOWETAN Reporter

not consulted them about the change as they had promised, and as a result virtually the entire shift failed to clock in on Friday, January 6

Under the short-time system, they would not normally report for work on the Friday, but according to management they should have been at work following the change

On Monday the workers returned, but ceased work mid-morning and asked for the managing director, Mr P Muller, to explain to them personally why neither the works council nor the workers had been consulted about the change

Mr Muller refused to address the workers en masse but said he would speak to small groups or the works council. This was not acceptable to the workforce.

Nafcoc blessing service

THE National African Federated Chamber of Commerce (Nafcoc) is to hold a thanksgiving and blessing service on Sunday at the Soshanguve Community Hall to mark the start of a project to build a R12-million conference centre in the area.

Mr Gabriel Mokgoko, Nafcoc national organiser, said they were inviting churches, businessmen and other community organisations to the service. It will be conducted by ministers of various denominations

There will be a fundraising during the service, where the community and businessmen will be asked to buy tickets for R20 each for the erection of the centre

Two cows will be slaughtered on the site and their blood will flow in the traditional fashion, as was done in 1975 when Afribank was established in Ga-Rankuwa

NEW END

PARENTS of students boycotting schools in Pretoria and Bloemfontein have been invited to meetings on Sunday and Monday.

The chairman of the Flavius Mareka High School committee in Pretoria, Dr C P D Marivate,

Sisters — and



WHO said beautiful ladies don't Mothimonye sisters. (From left), all the way from Soweto to Mamelodi: Sundowns at

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WARNING ON :

EMBASSIES in Maputo have citizens not to use the road between the Mozambican capital, informed

The warnings follow an increase in an area south of Maputo, including power supplies to the capital. On Truck was destroyed by mortar fire Komatipoort.

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UOA Pm 13/4/84

- Questioning the impartiality of JNA's auditors who were responsible for conducting the ballot, and
- Alleging that the workers were intimidated into voting for the NUTW

JNA's response to the allegations has been to write back stating

- The GWIU had "ample notice" of its intention to hold the ballot,
- That "it was only the outcome of the ballot which perturbed" the union,
- The GWIU did not raise any objection to the ballot when it was held,
- It rejects the GWIU's allegation about the auditors, and
- JNA has not received any proof that intimidation occurred

In addition, the company is unhappy about the GWIU's constitutional change because it believes it could result in unrest on the shop floor and in the Natal clothing industry in general

In the meantime, the NUTW has recruited workers of two other Natal clothing factories, Park Lane Shirts and Natal Overall. The Industrial Court's eventual ruling will have profound implications for the NUTW's attempts to break the GWIU's hold in the province's clothing industry.

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allegations and that wages set in IC agreements might have been still lower had it not been for their efforts

The fact that the wage gap between skilled and unskilled, which in SA terms means mainly between black and white, has closed slightly is not necessarily an indictment of traditional unions. Many have felt that the gap has always been too large and needed lowering

TERRORISM More to come?

The terror bombings in Durban and Bloemfontein last week were not unexpected. However there are those who believe they actually mark the "beginning of the end" of the ANC's terror campaign in SA.

"Terrorism," Police Commissioner, General Johann Coetzee, said last Sunday, "is planned over a long period and the (Durban explosion) had apparently been planned some time ago." It should therefore not be seen as a new phase in the strategy of the banned organisation.

Saying that the peace initiatives between neighbouring states in southern Africa would cause logistical problems for the ANC, Coetzee added the ANC would have to reassess its attacks on SA.

It could be argued, therefore, that cells of Umkhonto we Sizwe (the ANC's armed wing) infiltrated into SA "some time ago" will gradually play themselves out. Cer-

tainly, they will not be helped by the anti-ANC peace accords which will, to a considerable degree, restrict ANC supply lines from Mozambique and Swaziland.

The ANC President, Oliver Tambo, made statements after the Nkomati Accord — but he may not be quoted in SA.

Says the University of the Witwatersrand's Tom Lodge, who has made a study of the ANC "One should not expect a cessation" of ANC terror as a result of Nkomati. He points out that the organisation still "has people in the country."

The Director of the Pretoria Institute of Strategic Studies, Mike Hough, says "The Nkomati accord does not mean that all infiltration will cease. It is very difficult to stop everybody."

He points out that there are cases of insurgents infiltrating from Zimbabwe and Botswana without the consent of those governments. Hough adds that there may be some ANC terrorists still in the country and that the organisation has attempted to build up arms caches.

Facilities

The ANC's claim to rely on support inside SA will now, however, be tested as SA's "cordon sanitaire" of neighbouring states is reconstructed to cut off the organisation's facilities.

Although Botswana sees no need to enter into a non-aggression treaty with SA it has always denied harbouring ANC militants. In fact that country has never been considered a major insurgency base.

Lesotho, a known ANC conduit in the past, may yet sign an Nkomati-type pact with Pretoria.

Although relations with Lesotho are not good, its Foreign Minister, Evaristus Sekhonyana, was in Cape Town earlier this week to confer with Foreign Affairs Minister Pik Botha. Significantly, Sekhonyana also met PM P W Botha — but no statement was issued after the meeting.

UNION BATTLES Going to court

The struggle between the National Union of Textile Workers (NUTW) and the Garment Workers' Industrial Union (GWIU) at Pinetown protective clothing manufacturer James North Africa (JNA) has gone one step further — to the Industrial Court. The court hearing will be the culmination of a drawn-out battle between the unions which will reverberate through the Natal clothing industry.

The GWIU, an affiliate of the Trade Union Council of SA, has a closed shop at JNA. The company is a member of the international Siebe Gorman Group, which operates in 25 countries. Standard Bank also has an interest.

Last year, the NUTW, an affiliate of the Federation of SA Trade Unions (Fosatu), signed up a number of Natal clothing workers, including some at JNA. It then applied to the Natal Clothing Industrial Council for exemption from the GWIU's closed shop.

The union also asked the council to sanction the deduction of union dues on its behalf at JNA. The council — which has the GWIU as its sole union member — rejected the application on the grounds that the NUTW did not have sufficient representation in the industry.

The GWIU responded to the NUTW threat by changing its constitution to enable it to expel any worker who joined another union. Because of the GWIU's closed shop, this meant that JNA, or any other employer who is a member of the Natal Clothing Manufacturers' Association, could be taken to court if it hired non-GWIU labour.

JNA took the initiative to settle the dispute when it arranged a ballot among its workers to determine which union had majority support. The NUTW won overwhelmingly by 219 votes to 43. It has taken the industrial council's rejection of its requests on appeal to the Industrial Court. The council has announced that it will oppose the union's action.

The closed-shop war has led to a legal battle between the GWIU and JNA. A company spokesman tells the FM that it has received a letter from lawyers acting for the GWIU, alleging a number of irregularities in the ballot. The GWIU is □ Claiming it was not given sufficient notice of the ballot,



Coetzee ... logistical problems for the ANC

Union (SFAWU) has already declared a dispute with employers C G Smith. Negotiations at Industrial Council (IC) level with a number of other unions go into their third and final round of talks on Friday.

"If we don't reach agreement," says Barrie Horlock, vice-chairman of the employers' association, "we could have another dispute on our hands."

Horlock says that in terms of an agreement struck last year, C G Smith is negotiating directly with SFAWU over wages at three mills where the union has majority representation. This union is not a party to the IC wage talks.

At the same time, the company and other employers in the industry are negotiating at IC level, principally with the National Union of Sugar Manufacturing and Refining Employees (NUSMRE) and a host of smaller unions in the engineering, electrical and boilermaking sectors. These talks are believed to be close to deadlock.

In the case of SFAWU the union is said to be holding out for a minimum wage of around R376 a month — including a feeding allowance. According to Horlock this represents an increase of 50% at the labourer level — although less at skilled levels. The company's top offer is a 10,5% overall increase. "As you can see we are poles apart," says Horlock, who is also C G Smith's personnel director.

Official wage negotiations through the IC have run into similar obstacles. Employers are offering wage increases of the same order but unions, in particular the NUSMRE, are demanding substantially higher increases.

Exemptions

Having wage talks at two levels has further complications. Some of the mills where the SFAWU is representative are also covered by the IC agreement. This means that exemptions are needed for wage deals struck outside the IC.

Though talks have been "tough on both sides," Horlock is optimistic that the differences can be overcome. He notes that similar difficulties were overcome last year.

A promising indicator is that members of the Fosatu Chemical Workers Industrial Union at the Smithchem factory, which adjoins the Sezela sugar mill, this week settled for an average increase of 10,5%. "That might inject some realism into discussions," hopes Horlock.

Employers maintain that because of the poor financial position of the sugar industry, they cannot afford to go beyond their current offer.

Says Horlock "We cannot compete with the automotive industry which is paying such high rates. What employees must understand is that, at least in the short term, the sugar industry is not going to be the most lucrative place to work."

The industry has been badly affected by both droughts and floods and has a weak international market.

SUGAR INDUSTRY Tough wage talks

Wage talks in the sugar industry are making heavy weather. One union, the Fosatu-affiliated Sweet, Food and Allied Workers

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ROM. 13/4/84 (132) (140A) (187)

Dismissal sparks metal strike

By STEVEN FRIEDMAN
Labour Correspondent

ABOUT 100 workers at Wadecor company, Wadecor, are on strike over the firing of a colleague, a spokesman for the Metal and Allied Workers Union said yesterday

But a company spokesman denied this

He confirmed there had been "some upset" over the firing

But he said Wadecor's 1500-2000 workers were all at work

He also confirmed a MAWU charge that the company called police in to intervene in the dispute

He said this was done because "some people were threatening workers", not because there had been a strike

The union says police refused to intervene

According to a union spokesman, the stoppage is the result of the dismissal of a woman worker who was sent to clean the flat of a manager

She had been fired for "not doing the job properly," he said

He said Wadecor rejected union requests for talks on the firing and on two occasions workers demonstrated at the plant, calling on the company to negotiate with

them, but met with no response

They then struck on Wednesday

Management, he said, had now agreed to meet the union this morning

The company's spokesman confirmed that a "tea girl" had been fired "for a variety of reasons", but did not elaborate

"There has been some upset, but it is nothing serious," he added

Police were called when people who were "threatening" workers had refused to leave the premises when asked to do so, he said.

Sugar giant seeks order on employee

By Barney Mthombothi

THE giant C G Smith Sugar Company this week took the unusual step of applying for an urgent court interdict restraining shop stewards of a trade union it recognises from preventing the re-employment of a worker at one of its mills

Mr Justice Shearer, acting in chambers, granted an interim interdict preventing the Sweet Food and Allied Workers' Union and 13 of its shop stewards at the company's Noodsberg mill in the Natal Midlands from threatening, intimidating or interfering with the

employment of a worker, Mr J Khumalo

Company personnel director Barrie Horlock claimed later in a statement that the shop stewards had on Wednesday demanded that the general manager of the mill, Cliff Wardle, explain to a mass meeting of employees why he had not supported the dismissal of Mr Khumalo, a non-union member

The workers, Mr Horlock said, subsequently advised a company official they did not wish to see Mr Khumalo at work until Mr Wardle had addressed them

Mr Horlock said on Thursday morning Mr

Khumalo was physically seized by two employees and "manhandled to the factory gates accompanied by a shouting, singing mob of approximately 150 factory workers"

SFAWU general secretary Jay Naidoo emphatically denied all allegations contained in the statement and said his union would contest the application on May 18

Mr Naidoo said the conflict began when a non-union member was sacked after an assault on a union member. The man was reinstated

He said workers interpreted this as an attempt by the company to protect non-union members

But Mr Gqwetha and his allies appear to have the bulk of the support.

RAM 16/4/84 □ □ □ ~~140A~~ ~~135~~ ~~134~~
THE battle over the closed shop is set for an industrial court test. The case centres around attempts by Fosatu's National Union of Textile Workers to make gains in Natal clothing plants at the expense of Tucsa's Garment Workers' Industrial Union, which has dominated the industry through a closed-shop agreement by forcing workers to belong to it.

NUTW was recently recognised at the Pinetown clothing firm of James North after it won a company-run ballot in which workers chose between the two unions.

But clothing's industrial council turned down a request that workers there should be allowed to resign from the Tucsa union. It also refused to allow the company to deduct union dues for NUTW.

It said NUTW was not representative enough in the industry as a whole.

Now NUTW is to appeal to the court.

The case important to NUTW members at the firm who risk expulsion from the GWIU for joining a rival union. This would cost them their jobs.

RDM 16/4/84 □□□ 140A ~~103~~

SLOWLY, unions affiliated to Fosatu, are showing growing willingness to join official industrial councils

The latest example is the Sweet, Food & Allied Workers' Union, which says it is considering joining the biscuit industry's council.

Like other emerging unions, Fosatu once rejected joining councils entirely, but for some time Fosatu has argued that this is not a matter of principle — as it is for unions who see councils as part of the Government machinery — but of tactics

appointment of the Prime Minister, Mr PW Botha, as chancellor of the university

A week later she was reinstated on the condition that she retract all she said in the article

In the editorial, Miss Oosthuizen said that the appointment of the leader of a political party to the highest office of the university gave the institution a party-political image

She suggested in the editorial that "a more academic person" would have been more suitable to promote the image of academic freedom at Stellenbosch than someone with such strong political ties

Miss Oosthuizen has repeatedly said no insult to the Prime Minister was intended

I was probing for an arm- Mr Andre Rossouw (19) said he was working nearby when he heard several shots and a scream He went into the yard and saw a woman lying on the ground Nearby was the body of a man He had a gun in his hand

Mr Rossouw said he went into the house, where he found Mrs Kleinhans She screamed that the child was dead

"Then I heard a scream at the front of the house and found a little boy on the ground He was bleeding and had his hand on his stomach"

The magistrate, Mr J A Loubser, found that Mrs Serfontein and Natasha had been murdered by Mr Serfontein At a separate inquest the court found that Mr Serfontein had committed suicide

Wage talks in metal industry reach stalemate

By Carolyn Dempster, Labour Reporter

The first round of wage negotiations covering about 400 000 workers in the metal industry reached stalemate yesterday with unions rejecting employers' proposals out of hand

The official negotiations had been adjourned until May 1, the Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry announced today

Although neither employers nor unions would comment on the proposals tabled by the Steel Engineering Industries Federation of South Africa (Seifsa), it is believed the employers' body offered a minimum increase of eight percent

This is well below the inflation rate and well below union demands

According to union sources, it is also the first time that the unions represented at the talks have joined forces to press for increases on the minimum rates for the lowest-paid workers

In a joint statement released by the Steel, Engineering and Allied Workers' Union and the Metal and Allied Workers' Union (Mawu) today, both unions expressed "total dissatisfaction" with the "inadequate response"

"In 1983 the wage increases granted left workers well behind inflation This new offer would cause workers' standards of living to drop even further

Unions are demanding increases of up to 60 percent

Should employers fail to respond to some of the more urgent pay demands at the second round of talks, there is an increasing likelihood of a dispute"

Valente: no bus terminus

By Jackie Unwin

A residents' association newsletter claiming a massive bus terminus is to be built in Parkmore has been denied by the chairman of the Sandton management committee, Mr Ricky Valente

The Ward 5 (Parkmore) Residents' Association claimed a bus terminus was planned for the corner of 11th Street and Marie Avenue, where there is a bus stop

But Mr Valente said the statements in the circular were "without any factual basis"

"Parkmore needs a bus stop to handle the needs of Parkmore — no more and no less"

He said the bus situation in Sandton was being investigated and the number

of buses in Parkmore could be reduced by more efficient time-tables

The need for toilet facilities at the Parkmore bus stop might arise, but the matter would be canvassed with Parkmore residents

Parkmore councillor Mr Schalk Visser said he met with the residents' association committee in March and advised the committee of the situation regarding the bus stop

Mr J de Villiers, chairman of the Ward 5 Residents' Association, claimed Mr Visser had said the bus terminus would be built as soon as finances were available

A spokesman for the bus company said "As far as we know there are no plans to site a bus depot in Parkmore; but Sandton is doing a survey

Woman shot dead in her lounge

Own Correspondent

CAPE TOWN — A 22-year-old woman was shot dead during an argument in her lounge yesterday Shortly afterwards a man gave himself up to the police

Mrs Tina Arnold was found lying in her Kenridge home with two bullet wounds in the head at about 2.30 pm Police took possession of a pistol

A car parked in the driveway

had been hastily packed with woman's clothing and a hand-drawn map of the area was lying on the floor

Shocked elderly neighbours Mr and Mrs George Donnelly described the drama that took place in the quiet area

"I saw a man drive up and enter the house," said a still visibly shaken Mr Donnelly, "minutes later we heard shooting and the man ran across to our place and asked us to get help because he

had shot someone"

The Donnellys said that Mrs Arnold had been "very pretty" but that they had not been close friends

"All we saw of her was when she drove in and out of the driveway," they said

Durbanville police and members of the Cape Town Murder and Robbery Squad were soon at the scene and the man gave himself up He is expected to appear in court tomorrow

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RACING.....Page 16
SPORT.....Page 17



KWIM 16/4/84 (140A)

Workers the key to change in SA, says union man

By CAMUEL DIKOTLA

CHANGE in South Africa could only be brought about by workers, the national organiser of the Paper, Wood and Allied Union, Mr Jerry Baskin, said at Dube YMCA yesterday

Addressing a Federation of South African Trade Unions (Fosatu) meeting, Mr Baskin said it was in their interest that unions came together and initiated change instead

of "waiting for the intellectuals"

"The Prime Minister of South Africa Mr P W Botha is aware that change is on the way. It is for you to know what is happening. We all detest apartheid. But one thing is certain, the struggle is not only against apartheid, but it is against the suffering of the great black masses.

"The struggle is also against the system of capital-

ism," he said

He said politics and unions could not be separated, and added that workers were directly affected by the politics of South Africa

About 1 000 old and new members attended the meeting

Another speaker, a shop steward Mr Elias Qwabe, told the meeting that representatives from the Metal and Allied Workers' Union

had met the Industrial Council and demanded the following for 1984

- A 40-hour working week,
- A maximum of five hours overtime to be paid at double rates during the week and triple rates for the weekends,
- One month's notice on termination of service for both weekly and monthly-paid employees,
- Exemption from the main agreement only to be granted

if supported by workers in the factory concerned,

- Stop order facilities mandatory and without council exemption if any union registered or unregistered had 50% membership or 500 members in any factory,
- A procedure for lay-offs to be effected instead of retrenchments

A meeting between Mawu and the Industrial Council is scheduled for May 1

RAM 17/4/84

140A

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Anglo's Mondi set to haggle on bargaining

Labour Correspondent

AN ANGLO AMERICAN company Mondi Paper will meet the Paper, Wood and Allied Workers Union and other unions in the paper industry tomorrow in a final attempt to settle a key dispute on union bargaining rights

The meeting will discuss a company plan to bargain directly with the union on wages — but only if the PWAU agrees to negotiate together with other unions under the ambit of an industrial council

The PWAU has previously rejected these conditions

The union has declared two disputes with the paper company — Mondi's refusal to bargain wages directly with it outside the paper and pulp industry's official industrial council, and demands for a R3-an-hour minimum wage

If the dispute is not settled the union, which claims majority membership at five of Mondi's six mills, will be able to launch a legal strike or take industrial court action

Union demands to negotiate outside industrial councils are a key issue in several industries and the dispute is a key test of strength for both sides

The PWAU recently formed a council of worker leaders at all Mondi mills where it claims majority support and wants the company to negotiate directly with it

It says workers are "angered" by a 13c-an-hour pay rise negotiated at the industrial council in January and want a minimum of R3 an hour

Mondi says it will bargain pay with the PWAU only if it joins the industrial council and agrees to negotiate along with unions representing skilled workers. The PWAU says these unions represent less than 10% of paper workers

In a statement yesterday the PWAU said the two sides met at the industry's industrial council last Thursday, but failed to settle the dispute

RDM 1/14/84

Cases loom over firings

Labour Correspondent

THE Metal and Allied Workers Union (Mawu) has launched industrial court action against a Barlow Rand company, Wrightech, in an attempt to win reinstatement of workers fired during a dispute at the East Rand plant last month.

It has also launched an action against a metal firm, Benbrew Steel, alleging it refused to recognise Mawu and it fired two workers for belonging to it.

Mawu served papers on Wrightech last week, asking the industrial court to grant workers fired during the dispute temporary reinstatement. It alleges the company is guilty of an "unfair labour practice".

The dispute follows the firing of three workers who, Mawu alleges, were denied an appeal against their sacking by the company.

According to the company, workers then struck and ignored an ultimatum to return to work or be fired. About 250 workers lost their jobs in the dispute.

Mawu alleges workers did not strike but gathered to discuss the sackings. It also charges that they obeyed the return-to-work deadline, but that Wrightech locked the factory gates and refused to allow them to return.

A Barlow Rand spokesman said yesterday the company knew of the action.

So far 63 workers are parties to the action against the company.

A Mawu spokesman said yesterday the union was also conducting a fund-raising drive for the fired workers. He said they risked losing their houses as they had no income with which to pay off housing loans.

Benbrew Steel is also alleged to have committed an "unfair labour practice". An action for a temporary order is due on May 3.

The union alleges the company refused to recognise it and instead urged workers to support a worker committee appointed by management. It claims Benbrew asked workers to elect a committee, but that they had refused.

Mawu alleges company officials warned workers against joining unions, and that two workers, one a union shop steward, were fired shortly after the union's presence at the plant became known.

Wool CAPC TIMES 18/4/84 packers

still
(KOP) 152
away

Staff Reporter

MORE THAN 140 Epping wool packers who walked off their jobs last Thursday in protest at the use of casual labour on short shifts yesterday continued their stay-away

The general manager of BKB woolbrokers, Mr Gideon Scholtz, said he was confident his labour force would return to sign new contracts today, adding that he was willing to enter into negotiations with their labour union, the National Union of Textile Workers (NUTW)

The dispute, over rotational afternoon shifts on a Wednesday, reached deadlock on Monday

Mr Scholtz said yesterday that the new contract, would include clauses that the workers continue to work short-time or overtime.

Workers fired

The month-old dispute came to a head on Thursday when Mr Scholtz fired 60 workers who had refused to work the rotational shift the day before. None of the 140 labourers had worked the shift for four weeks and were angered when Mr Scholtz hired casual labour to fill the shift.

Mr Scholtz said the shift was introduced to gain more working time for his labourers after his depot had had a slight increase in wool-bale receipts. Earlier the depot had experienced a marked drop in wool-bale receipts and he had reduced Wednesdays to half-days

SOWETAN, Wednesday, April 18, 1984

MORE than 1 000 workers at three companies went on strike over wages and the dismissal of colleagues in Johannesburg and Durban yesterday.

About 500 workers at Farmfare, Wynberg, went on strike over the dismissal of 31 colleagues, 300 workers at Cable Tops in Olifantsfontein downed tools over wages and 400 workers at Mondi Paper in Felixto near Durban struck over a clock-card

By **JOSHUA RABOROKO**

system and other grievances.

A shop steward of the Sweet, Fruit Workers' Union said 31 colleagues were dismissed following their attempts to get management to recognise the union. Management preferred talking to the liaison committee rather than union shop stewards.

Mr van der Merwe,

manager of the company, said "We are not talking to the Press on the issue. We are busy with managerial work with managerial work. No comment."

A Food, Beverage Workers' Union spokesman said that the workers at Cable Top asked for a R20 wage increase and the transfer of a supervisor who used abusive language. Management said it was not prepared to comment at this stage.

A spokesman for Pwawu said that work-

tempt to settle a dispute. They would discuss a company plan to bargain with the union directly — but only if the union belonged to the industrial council.

Pwawu has previously rejected the conditions of negotiating at the industrial council level and has since declared disputes with the company — the refusal to bargain wages directly outside the IC and demands for a R3-an-hour minimum wage.

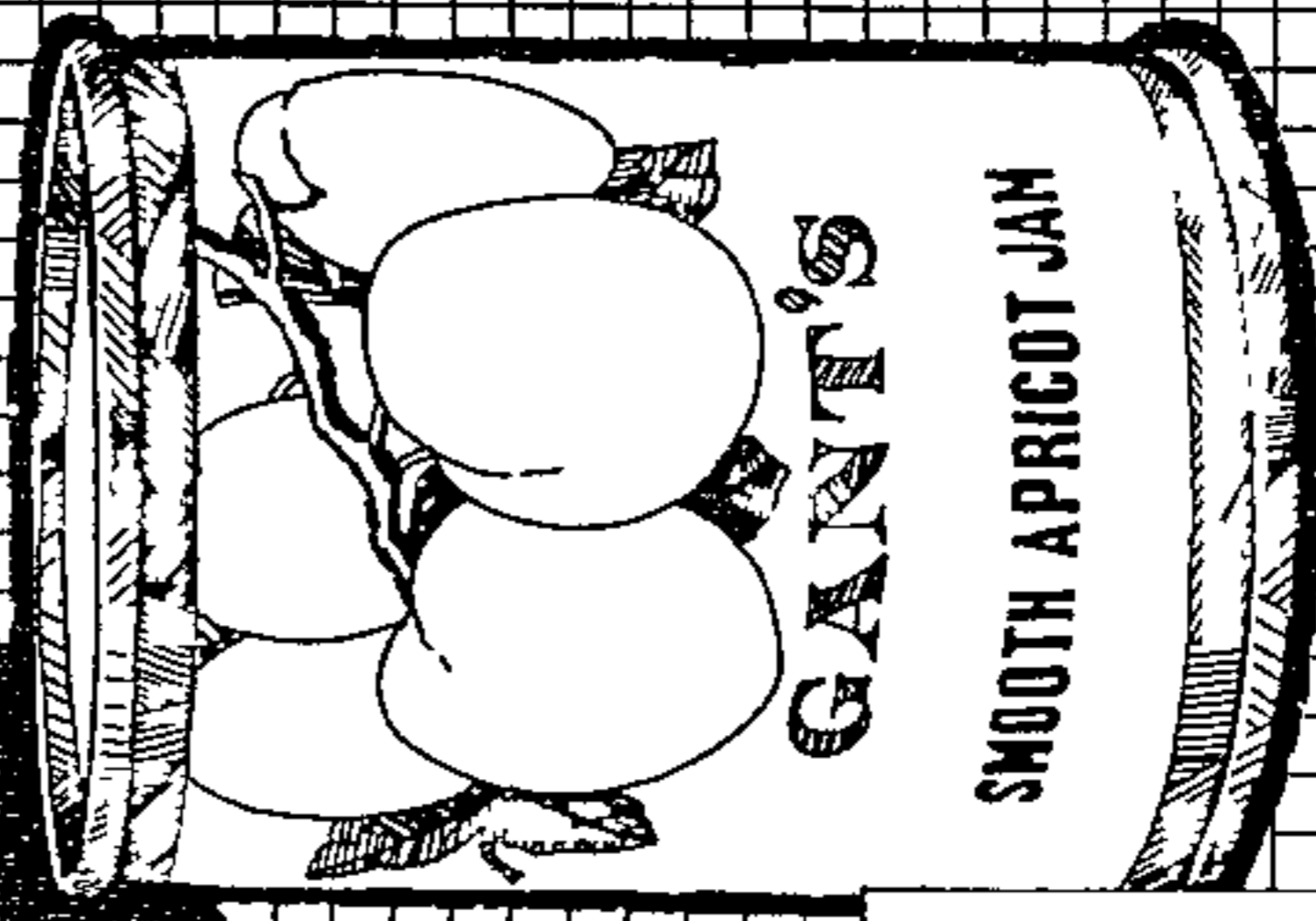
The strike has no links with wage negotiations at four other Mondi paper plants.

A company PRO denied that there was a strike at the plant.

A trade unionist confirmed that Pwawu would meet Mondi Paper today in a final at-

1000 go on strike

DEEP CUTS
And keeps them low!



Gants Smooth Apricot Jam **1.19** 900 g First Grade

Gants Guava Halves **55c**

Helderberg Fresh Carrots

Pot O'Gold Light Meat Tuna 200 g **89c**

Pot O'Gold Pork Shoulder 450 g **1.65**

Baumann's Tennis Biscuits 200 g **65c**

Beacon Slab Chocolates 100 g **45c**

Union rivalry in Springs settled after secret ballot

By Carolyn Dempster, Labour Reporter

Months of intense inter-union rivalry at the Irvin and Johnson plant in Springs ended yesterday when a secret ballot revealed majority support for the Sweet, Food and Allied Workers' Union

The union, affiliated to the Federation of South African Trade Unions, has been battling the Cusa-affiliated Food and Beverage Workers' Union for more than six months in a bid for support from the 652 factory workers

As a result of the rivalry, the management of Irvin and Johnson and officials of both unions decided to hold a ballot to assess union support

All parties agreed that a negotiated agreement would be signed once the union with majority support submitted signed stop orders indicating majority paid-up membership

A joint statement was released yesterday by Irvin and Johnson's group industrial relations manager, Mr Trevor Brodrick, and the national president of SFAWU, Mrs Chris Dlamini, announcing the ballot indicated 33,74 percent support for FBWU and 51,53 percent support for SFAWU

SFAWU then submitted stop orders indicating a majority membership

"Both procedural and substantive agreements will now be negotiated between Irvin and Johnson and SFAWU. In the interim SFAWU shop stewards have been formally recognised by management," read the statement

NM

Thursday, April 19, 1984

Deadlock in sugar industry

Mercury Reporter

NEGOTIATIONS between sugar industry employers and six employees' unions for a new industrial council agreement and increased wages which would apply to all but two of the sugar mills in Natal are deadlocked

But representatives of both camps have agreed to meet again on April 27 and the Sugar Manufacturers' and Refiners' Employers' Association has decided to implement its final offer to unions as a gesture of good faith

This offer includes an increase in minimum wages of 10 percent and not less than 8 percent on personal wage rates and other matters concerning work con-

ditions

The six unions involved in negotiations were the Amalgamated Engineering Union, the South African Boilermakers' Society, the Electrical Workers' Association, the Natal Sugar Industry Employers' Union, the Sugar Industry Employers' Association and the National Union of Sugar Manufacturing, Refining and Allied Employees

Vice-chairman of the employers' association, Mr Barrie Horlock, said negotiations had been going on some time for the new agreement which was due to come into operation on April 1

'All our offers were rejected and because of the proximity of April pay days we decided to implement our final offer,' he said

Mr Horlock said this action was not without its risks but he hoped it would contribute to maintaining industrial peace while the issues remained unresolved, as the industry could not operate indefinitely without an industrial council agreement.

But Mr André Britz, provincial secretary of the Amalgamated Engineering Union, said the employers' decision to implement their final offer would not bedevil further negotiations on the subject.

Increase

'We asked for an 18 percent increase in minimum wage rates and 12 percent in personal wage rates and other things as far as conditions were concerned

'Considerable progress had been made and the unions withdrew a number of proposals of little consequence but we could not make progress on wages,' he said

'We failed at our last meeting to agree whether to settle on arbitration or mediation but have agreed to meet again on April 27,' he said

'The employer's implementation of their final offer will not negatively affect future talks and the Amalgamated Engineering Union will use every legal means to bring the matter to a satisfactory conclusion,' he said

RDM 19/4/84 (140A)

Stoppages mar paper talks

Labour Correspondent

A MEETING between Anglo American Company Mondi Paper and unions, aimed at settling a key dispute between Mondi and Fosatu's Paper Wood and Allied Workers Union, was interrupted dramatically yesterday when members of PWAU at three of the company's mills staged work stoppages

The meeting was still continuing last night and few details of the stoppages were available, but a brief company statement said the affected mills were those at Merebank, near Durban, Springs and Piet Retief

A PWAU source said workers had been due to stage a lunch-hour demonstration at

the mills in support of union demands. This, he said, could have been interpreted as a stoppage

Recently, PWAU, which claims majority support at five of Mondi's six mills, formed a shop stewards council composed of worker representatives at the five mills and demanded that Mondi negotiate directly with this council over wages

The council also demanded a R3 an hour minimum wage for Mondi workers

The company, which supports negotiations at official industrial councils, replied that it would only negotiate pay with PWAU if it joined the council and agreed to negotiate jointly with other unions in the industry

RAM 19/4/84 (187) (140A) (244)

Employers to implement their own sugar pay offer

By STEVEN FRIEDMAN
Labour Correspondent

TALKS aimed at settling a pay dispute between unions and employers in the sugar industry have deadlocked and employers have decided to implement their pay offer to workers unilaterally.

This follows several meetings aimed at settling the dispute, which follows an earlier pay deadlock at the industry's industrial council. Negotiations at the council set pay for all but two sugar mills.

Unions have now asked employers for a fresh negotiating meeting on April 27 and a union spokesman, Mr Andre Brits, said yesterday he was confident the dispute could be settled.

The deadlock arose when unions rejected an employer offer to raise the minimum pay rates in the council agreement by 10% and actual pay rates by at least 8%. They want the minimum raised by 18% and actual pay raised by at least 12%, and declared a dispute with employers.

Earlier, pay talks between Fosatu's Sweet, Food and Allied Workers Union and major sugar company CG Smith, which take place separately under the ambit of the industrial council, also deadlocked.

Several meetings have been held to break the deadlock at the council. The last of these was held on Monday and failed to produce a settlement.

The meeting was adjourned without a date

for new talks being set.

According to Mr Brits, the council's machinery allows disputes to be settled by mediation or arbitration if both sides agree, but employers rejected arbitration and unions rejected mediation.

In a statement, Mr Barrie Horlock, vice-chairman of the industry's employer association, said attempts to break the deadlock also included a private meeting, at the union's request, between them and the managing director of the industry's two largest employers, CG Smith and Hulett's.

The industry's industrial agreement had expired on April 1.

As a result, he said, employers had decided to implement their final offer and pay workers the minimum 8% increase "as a gesture of good faith".

Employers were also implementing a washing allowance for workers and various other changes, Mr Horlock said.

He conceded that this action was "not without its risks" but said he hoped it would contribute to "maintaining industrial peace". The industry could not operate indefinitely without an industrial agreement.

Mr Horlock said the request by unions for a further meeting was "an encouraging sign", but employers would nevertheless implement their offer.

Mr Brits said unions had told members it was up to them whether to accept the employer decision to implement their offer, but they should not concede their wage claims.

RDM 19/4/84 (140A)

Fosatu wins secret ballot

Labour Correspondent

A LENGTHY recruiting battle between food unions affiliated to the Federation of SA Trade Unions and Council of Unions of SA at Irvine and Johnson's Springs plant has been settled in favour of the Fosatu union.

A joint statement yesterday by I & J's group industrial relations manager, Mr Trevor Broderick and the president of Fosatu's Sweet, Food and Allied Workers Union, Mr Chris Dlamini, announced that the Fosatu union had won a secret ballot among workers.

In the ballot, workers were asked to choose between it and Cusa's Food, Beverage Workers Union, which once represented a worker majority at the plant and was recognised by the company there.

I & J is now negotiating a

recognition agreement with the Fosatu union.

Its agreement with the Cusa union has lapsed and, as of yesterday, the union will no longer have dues deducted by the company on its behalf.

The Springs plant battle began last year when Cusa accused Fosatu of seeking to recruit members there.

I & J asked both unions to produce "stop order forms" in which workers agreed to have union dues deducted on their behalf in order to test the two unions' membership.

The Cusa union produced the bigger list, but the Fosatu union challenged this and said a secret ballot would be a better test of union support.

Yesterday's statement said that as a result of "long-standing inter-union rivalry" at the plant, I & J and the two unions had agreed to hold the ballot "in order to assess the

relative support of the two unions".

It said all parties had agreed "that a negotiated agreement would be signed once the union with majority support submitted signed stop orders indicating majority paid-up membership".

In the ballot, it said, 51,53% of workers voted for the Fosatu union and 33,74% for the Cusa union.

Following this "the company and the Sweet, Food and Allied Workers Union verified a 52% membership of SFAWU from signed stop orders".

"Both procedural and substantive agreements will now be negotiated between I & J and SFAWU and in the interim SFAWU shop stewards have been formally recognised," the statement said.

~~FM~~ 20/4/84
LABOUR
Sugar unions clash

Two unions are locked in battle for pre-eminence in Natal's sugar industry. They are the Fosatu-affiliated Sweet, Food and Allied Workers' Union (SFAWU) and the non-aligned National Union of Sugar Manufacturing and Refining Employees (NUMSRE).

As the first black union to be established in the industry, NUMSRE seems to be in the dominant position. But the Fosatu union is challenging whether it is really representative.

So far, three mills in the C G Smith group have fallen to the SFAWU camp and others are under serious assault. NUMSRE's main power base is in the mills owned by the industry's other major employer, the Tongaat Hulett group, but there, too, it is being challenged by SFAWU.

Targets

According to SFAWU general secretary Jay Naidoo, his union is targeting several mills and refining complexes for takeover. "By the end of the year, a substantial portion of employees should be represented by us," he predicts.

So far, SFAWU's penetration of the industry has been relatively trouble-free. Unlike its Fosatu counterpart, the National

Union of Textile Workers, whose push for recognition at the Frame Group textile factories has been frustrated at almost every turn, the sugar industry employers have been even-handed in dealing with the rival unions. A spokesman for the employers' association says current policy is to grant recognition to any union which can prove it is representative.

Naidoo reckons Fosatu's standing in Natal has helped rally workers behind his union. He adds that NUMSRE's beginnings as an offshoot of the industry's original works committees undermine its credibility.

ity. Though its attitudes have changed markedly since the early days, there are those who charge that it is too close to the employers.

Nonetheless, SFAWU seems a long way from winning its war. The NUMSRE is fighting hard. It has strong support in Kwa-Zulu and is spreading its activities into other industries, such as steel, milling and confectionery — in some of which it is again clashing with SFAWU. "The battle," says one observer, "is clearly far from over."

RDM 20/4/84 (140A) (211) (151)

Paper workers to ballot on strike

Labour Correspondent

WORKERS at at least one mill owned by Anglo American's Mondi Paper — at Merebank in Durban — are to hold a legal strike ballot on May 3 after talks between the company and their union failed to settle two key disputes

This follows stoppages by workers at three Mondi mills during the talks — held on Wednesday. By yesterday strikers at all three had returned to work

It is expected that workers at other mills could also hold strike ballots

This could bring to a head two disputes between Mondi and the Paper, Wood and Allied Workers Union (PWAU) which are regarded as key tests for both sides

The PWAU has declared a dispute with the company over its demand that mini-

mum pay be raised to R3 an hour and also over Mondi's refusal to bargain directly with it on wages instead of at an official industrial council

Wednesday's meeting, which was attended by other paper unions besides the PWAU, was held to discuss a Mondi plan allowing for direct wage talks if all paper unions take part and the PWAU joins the industry's industrial council

While progress was made towards a settlement, this foundered when Mondi refused to set a date for pay talks until PWAU joined the council

The union plans to hold a ballot among members on whether or not to join the council but has not yet decided when this will be held. No date was set, therefore, and the threatened strike ballots stem, according to the union,

from worker dissatisfaction at delays in arranging the talks

Wednesday's meeting was interrupted when workers at Mondi's Springs, Piet Retief and Merebank mills downed tools in support of the PWAU's demands

A union statement said the stoppages lasted between two and six hours and involved 33 workers at Piet Retief, 250 at Springs and 150 at Merebank

Springs and Piet Retief workers resumed work on Wednesday, and those at Merebank yesterday. But Merebank workers gathered at noon to hear the outcome of the talks and were dissatisfied when told no date for negotiations had been set. As a result, they decided to hold a strike ballot

At Wednesday's meeting, the union said, it had agreed

to negotiate along with other unions on wages as an interim measure for this year

It wanted negotiations to cover all Mondi's operations, but the company wanted three sets of talks because its mills produced three differing products. Progress had been made towards settling this, but no finality was reached


Mondi's refusal to set a date for wage talks until the union joined the council would mean an indefinite delay, the PWAU said, because it was not possible for the union to say when its ballot on this issue would be held

A Mondi statement said talks continued on Wednesday "notwithstanding" the stoppages

Mondi said it would now report on the talks to the industrial council

KDM 20/4/84

Wages row at KwaZulu firm



Labour Correspondent

IN THE first move of its kind, the Sweet, Food and Allied Workers' Union (SFAWU) — affiliated to the Federation of SA Trade Unions — has declared a formal wage dispute with Imbali Brewery, a company owned by the KwaZulu Development Corporation (KDC)

This is the first time a union has used machinery in labour law to declare a dispute with a company owned by a "homeland" development corporation

Worker rights embodied in labour law do not apply in the "homelands"

Declaring a dispute gives workers the right to strike legally or use the industrial court if the dispute is not settled

The union said in a statement yesterday it had been able to declare a dispute with the company because, although it was owned by the KDC, Imbali, the town where it is sited, is not part of KwaZulu

It said workers were demanding a minimum wage of R300 a month and had rejected a company offer which would set the starting wage at R180

Meanwhile, the union's general secretary, Mr Jay Naidoo, also announced yesterday that the SFAWU had declared a wage dispute with Tongaat Milling at its Estcourt plant.

He said the SFAWU was demanding a "living wage" of R376 a month. Workers had rejected a company offer to raise the present minimum of R195 by 12,8%

RJM 2014/84 (140A)

324 are reinstated in key decision

By STEVEN FRIEDMAN
Labour Correspondent

THE Industrial Court has ordered African Cables to temporarily reinstate 324 workers fired in a dispute in January — the biggest mass reinstatement ever ordered by the court

Labour lawyers see the decision as a key advance for worker rights, adding that arguments advanced in it could have implications for other cases

A total of 327 workers, all of whom belong to the Engineering and Allied Workers' Union, requested temporary reinstatement from the court, alleging that the company was guilty of an "unfair labour practice"

All but three have been granted reinstatement. The order instructing the company to re-hire them took effect on Wednesday and lasts for 90 days

Attempts to settle the dispute through the machinery in labour law will now continue and it could come before the court again for a final decision

Comment from African Cables could not be obtained yesterday but, in terms

of the order, it must now either pay the workers their wages for the next three months without re-hiring them, or allow them to return to their jobs

In argument before the court, the company said that re-hiring the workers would force it to fire other workers taken on to replace them

The dispute which led to the sackings occurred in early January when the company, which had been working a four-day week, told workers they would have to work on Fridays

Workers charged that they had not been adequately consulted and many refused to work on the first Friday they were required to. They allege that the company responded by calling in police

The court was told that workers were then asked to sign a document agreeing to certain work conditions and were dismissed if they did not

In argument before the court, counsel for the workers alleged that African Cables acted "unfairly" by requiring workers to sign a form setting out new work conditions or face dismissal

Because the forms set out new conditions workers, by refusing to sign, were not refusing to honour their existing contracts but to agree to new ones

It was also alleged that management acted "unfairly" by not consulting workers about the change and not granting them an appeal against their sacking

Work contracts were commercial agreements, it was argued, and employers therefore had to have a commercial reason for ending them. No such reasons existed in the dispute, it was alleged

The company denied the forms set out new conditions and said they simply confirmed existing ones. It also denied that it had to negotiate the change with workers and said those fired could have requested the right to appeal

According to a statement by the union yesterday, 599 of more than 900 workers were fired. Of these, 195 were later re-employed

The union said it would press for the reinstatement of the three workers, who did not win reinstatement, when the dispute is finally settled

Company accused

THE Metal and Allied Workers' Union (Mawu) has accused a British-owned company, the National Trading Company, of flouting the EEC code of conduct for European countries in South Africa by refusing to recognise a trade union chosen by the workers.

140A

~~15~~

24/1/84

Give for

The union's Transvaal organiser, Mr Moses Mayekiso, yesterday said Mawu has more than fifty percent support from the workers at the company's two plants in Germiston, but the company refused to talk to them.

He said Mr L F Stern, the managing director, walked out of a meeting with Mawu officials after saying he would not talk to them.

The union now intends sending an urgent message to the company's head office in Britain about the matter.

Section 29/1/86 (140A)

We fought - unions

TRADE unionists claim they have fought "poverty wages" offered by managements in industrial councils — but with very little effect.

The Metal and Allied Workers' Union (Mawu) and the National Automobile and Allied Workers' Union (Naawu), both affiliated to Fosatu, said they had walked out during wage talks in the industrial councils because management would not give them the living wage they were demanding.

Some unions, also participating in industrial councils, have stayed on in spite of the low wages in the agreements because they hope to do better in future talks.

A paper presented at the second Carnegie conference on Poverty and Development in Southern Africa, has said the minimum wage rates for almost all labourers covered by In-

dustrial Council (IC) agreements were "poverty rates".

Only one out of 101 IC agreements prescribe a minimum rate for labourers above the supplemented living level, according to the paper.

Regarded as the most authoritative study on industrial councils done in recent years, it was also sharply critical of the council system — the cornerstone of official collective bargaining in South Africa.

Another paper presented at the conference said that unemployment was a major cause of poverty in South Africa.

None of the trade unionists interviewed could explain why they signed wage agreements which were "poverty wage rates" at industrial councils.

Mrs Lucy Mvubelo, president of the Garment Workers' Union of South Africa, agreed that labourers were "the

poorly paid people in the black workforce."

"We put enough pressure on managements, but some time we end up getting little. Employers often complain of inflation, drought and recession as the cause of slackness in the businesses."

Mrs Jane Hlongwane, general secretary of Steel Engineering and Allied Workers' Union, said labourers in the metal industry were not earning a "living wage." Whites earned far above blacks.

Wages

"We have to fight harder than before to earn our members a living wage this year," she said.

A Mawu spokesman said that they refused to sign the IC wage agreement last year because "we contended that the wages did not come up to the expectations of our members." Wages were normally not impressive at the IC.

A Naawu spokesman said that they walked out of the talks because management was not prepared to offer workers a living wage.

A Fosatu spokesman said that although IC agreements were binding, they were normally very low. Fosatu prefers shop floor bargaining to the IC.

THE PRESS

Fight for freedom

The story so far: Donald Trelford, editor of *The Observer*, flies from London to Zimbabwe on April 9 at PM Robert Mugabe's invitation. As a result of information he receives while in Harare, he proceeds to Bulawayo and writes a full-page report on "murder and torture" by the Fifth Brigade in southern Matabeleland.

"Tiny" Rowland, whose Lonrho company has an 80% stake in *The Observer*, explodes. He cables Mugabe a public apology and in a further letter to Trelford accuses him of dishonesty, discourtesy, professional incompetence and generally diminishing the journalistic standards of the newspaper. Rowland threatens either to sack Trelford or sell *The Observer*.

The case against Trelford, as presented by Rowland, is that Trelford's report was inaccurate. Trelford insists, however, that he saw affidavits and spoke to eye-witnesses and that he is entirely convinced that what he wrote was true.

And in fact Rowland is going to find it difficult to substantiate his charges. Too many reports have emanated from southern Matabeleland about atrocities to tilt the balance of probability in his favour. *The Observer's* rival, the *Sunday Times*, claims in fact that it "first revealed the murderous campaign of torture, rape, beatings and casual execution that is currently being inflicted on the people of Matabeleland." The evidence from missionaries, too, is overwhelming. Besides, if the



Rowland ... selling to 'a tougher man'

allegations are untrue why has the curfew area been sealed off to the press?

The question is not whether dissidents are active in southern Matabeleland — which is clearly the case — but whether the notorious Fifth Brigade have been up to their old excesses, in which case it is the proper duty of the press to report it. The point is clearly that a conflict of interests has arisen between Rowland's Lonrho interests and his ownership of *The Observer*.

Lonrho employs 16 000 people in Zimbabwe and earns R26.5m of its annual profits there, as well as having extensive interests in other African countries. Trelford's actions are perceived as being in direct conflict with these interests. This is exactly the situation envisaged by *The Observer* staff when Lonrho took over the influential paper in 1981. Trelford, in a memorandum to the Monopolies Commission, warned that a conflict of interests would arise and that Rowland would try to impose his will on the paper. It was a precise prophecy.

Independence

On the issue of editorial independence, therefore, Trelford is on firm ground, and he will have the support of most of the British press and of many politicians. He also has the firm support of the five independent directors, who this week charged Rowland with "improper proprietorial interference." The independent directors issued this statement after meeting both Trelford and Rowland.

The Observer is an illustrious newspaper with 193 years of publication behind it and it will have powerful allies in its fight with Rowland. Rowland, for the moment, appears to be thrashing around. He has suggested several courses of action to close down *The Observer* while retaining its title, to sell it; to sack Trelford, to appoint an editor-in-chief over Trelford, or to persuade Trelford to return to Zimbabwe with a team of reporters to establish the facts of what is happening in Matabeleland and confront Mugabe with them.

Sacking Trelford would be hazardous. On the day before publication of Trelford's article, Terry Robinson, a Lonrho director charged with *The Observer's* affairs, reportedly telephoned Sir Derek Mitchell, convener of the five independent directors (appointed on the insistence of the government as a safeguard of *The Observer's* editorial integrity) and suggested that Trelford should be sacked and replaced by Charles Wilson of *The Times*. Sir Derek apparently dismissed the proposal.

For Trelford to agree to return to Zimbabwe would be an admission of guilt of a kind. Also, the team would not be able to conduct its investigations covertly in the way that Trelford did, speaking to fearful witnesses. On the other hand, a thorough investigation by trained journalists might not be a bad idea.

It is not clear how seriously Rowland's

threats should be taken. He warned that he might sell *The Observer* to the dreaded Robert Maxwell whose very name sends a shiver up the spines of Fleet Street journalists. "He's a tougher man than I am," said Rowland. "He'd be able to deal with Trelford without any difficulty. He has the killer instinct which we unfortunately lack." This is crude stuff.

But the rebuff administered to Rowland by the independent directors may indeed lead to the sale of *The Observer* to Maxwell, whom he met over breakfast at Claridges this week. After the meeting, Maxwell indicated that he thought he and Rowland had the makings of a deal. But at the time of going to press, negotiations remained inconclusive while Trelford and the independent directors were debating strategies with the British National Union of Journalists.

Trelford is said to be delighted with the support of the independent directors, because it makes Rowland's proprietorship rather than Trelford's editorship untenable.

In the long run, however, whatever the ethical restraints might be, a proprietor (whether he is Rowland or Maxwell) has the whip hand, because he controls the budget. Harold Evans last year found himself squeezed out of the editorship of *The Times* by Rupert Murdoch, another rough customer. Similarly, Trelford's position could be made untenable by an assortment of financial and other pressures. He would have to be very thick-skinned indeed to survive a war of attrition against him by Rowland or Maxwell.

Meanwhile, he has clearly won a battle, if not the war.

LITIGATION

Employers hit back

Employers who have been taking a caning from unions through the courts are beginning to fight back — through the courts.

Last week, for instance, an interim order was granted in the Pietermaritzburg Supreme Court restraining the Sweet Food and Allied Workers Union (SFAWU) and its shop stewards from preventing a non-union member from resuming work at C G Smith's Noodsberg mill.

According to the company's personnel director, Barry Horlock, the matter involves important points of principle which the company feels obliged to defend. In its view SFAWU is attempting to prescribe who the company may employ.

At issue was one J Khumalo, a non-union employee, who allegedly assaulted a SFAWU member. The offence normally carries a dismissal. But in view of Khumalo's length of service, job performance and personal circumstances, mill manager Gladwyn Wardle decided that a written warning would suffice.

The union shop stewards, however, were

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16
14/18
not satisfied They demanded that Wardle explain his decision Wardle was preparing a statement to be read to workers when there was a commotion at the factory gates Khumalo was being forcibly ejected from the premises by his co-workers

Says Horlock. "We see this as an attempt by the union to influence who we can or cannot employ This is a right we will defend to the end"

The union, however, takes a different view Jay Naidoo, SFAWU general secretary, says the union was not represented in court but intends to mount a vigorous argument against Khumalo's reinstatement before the order is made final on May 18

"We too regard it as an important matter of principle We can't have the company using this kind of order against union members in future," he says.

Though the order pertains only to Khumalo, Horlock says there are wider implications The company would like the court to rule that in future the union, shop stewards or union members be restrained from harassing any non-union employee

The issue of just where the bounds of company authority begins and ends is a tricky one about which Barlows, CG Smith's parent, is known to have strong views Horlock concedes that the case could set an important precedent in SA labour law. "If we lose, where does that leave employers in future?" he asks

Naidoo agrees He says management has dominated this area of employee relations for too long and it is time that unions were given a bigger say. "This is an area which will become keenly contested in future," he predicts

Strike at factory in Brits

140A
Labour Reporter

Star 25/4/84
Between 300 and 400
workers at Auto Cable
Manufacturing in Brits
went on strike this morn-
ing

This is the second spon-
taneous stoppage at the
factory this year Accord-
ing to a source close to
the factory, the strike
was sparked by the dis-
missal of an employee

The strikers believe
their colleague was fired
as a result of his union
organising activities
within the company The
Metal and Allied Work-
ers' Union is organising
in the firm, but so far the
company has refused to
hold talks with the union

Mr R Shusse, manag-
ing director of Auto
Cable, refused to speak to
the Press about the
strike

Strike ballot

Invela 25/4/84

40A

MEMBERS of the Paper, Wood and Allied Workers' Union employed by Anglo American's Mondi paper mills are to hold a legal strike ballot next week following a deadlock over two disputes between the two parties.

The union's general secretary, Ms Refiloe Ndzuta, yesterday said that hundreds of workers at Piet Reef and Merebank and Springs who held a work stoppage last week had all returned to work.

The workers had stopped work following a dispute between the parties over the union's demand for a minimum wage rate to be increased to R3 per hour and over Mondi's refusal to bargain directly with it on wages instead of the industrial council.

She also said that the union was planning to hold a ballot among members on whether or not to join the council. The date of the meeting will be discussed in Durban on Sunday.



Super Sponger
2 Ply
Roller Towels
119
2 Rolls of
65 Sheets



Ellis Brown
Coffeelets
Coffee Bags
169
250 g

Isotonic
Game
Cold Drink
45c
350 ml



Gold Dits
Vegetab
Curry
Choice Green

Nestle
Slab
Chocolate
All Varieties

Lexington
20's Filter
Carton of 20

Ta
Ta
Sup
10's
Star
Bl
Salt
1 kg
Pot
Pot
Class 1
5 kg P



G-PBM & B 40742/FO0810

Plan to merge councils opposed

343

Invela 25/4/84

174 strikers charged

~~174~~ Pretoria Correspondent ^{28/4/84}
~~174~~ (140A) Stan

Charges of trespassing have been laid against 174 men and women following a strike at a Brits cable-manufacturing firm

The men and women appeared in a Brits Magistrate's Court late yesterday. The hearing was postponed to June 25 and bail was set at R100 each.

The strikers, all members of the Metal and Allied Workers' Union, were arrested at the plant of Auto Cable Manufacturing Company.

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e

RAM 25/4/84 (140A) 363A

176 metal workers held after Auto Cables strike

By STEVEN FRIEDMAN
Labour Correspondent

ALTOGETHER 176 workers were arrested yesterday during a work stoppage at Auto Cables in Brits

They appeared in court late in the day

The stoppage was sparked by a dismissal and the workers face the prospect of two months in jail because their union, the Metal and Allied Workers' Union, fears it will be unable to raise bail for them.

A metal union spokesman said yesterday most of the workers were women who now faced the prospect of being separated from their children for a long period.

The workers were arrested yesterday morning after the company fired about 300 strikers and told them to leave the premises. They allegedly refused.

During the incident, police allegedly searched the briefcases of two senior union officials, general secretary Mr

David Sibabi and organiser Dr Bernard Fanaroff, in the company's security office.

They also allegedly asked Mr Sibabi to produce his pass

The arrested workers appeared in court yesterday afternoon and bail was set at R100 each. They were remanded to appear again on seven different days, beginning on June 25

A union spokesman said the union was attempting to raise the R17 600 needed to bail the workers out. "But a sum like that is way beyond our means and I fear workers may spend the two months in prison," he said.

"Auto Cables are responsible for separating scores of workers from their children simply because they disagreed with it over a dismissal," he charged.

He called on the company's chairman, Mr L C Spinazze, to make a statement on the arrests, but Auto Cables yesterday refused to comment.

According to the union, the strike was prompted by the dismissal last week of a worker who was a prominent union activist at the plant, Mr Piet Machete.

Workers struck for one hour last Thursday, but returned to work pending talks on the sacking. Yesterday they resumed their strike after no progress had been made towards settling the dispute, the union said.

It said workers had been fired after striking for three hours and police were then called to remove them from the premises.

A police representative said the factory's manager met workers and union officials yesterday morning and asked workers to return to work, but they had refused.

Later the workers were fired and asked to leave but they refused to do so. The riot squad was then called and when the workers continued to refuse to leave they were arrested, the police said.

Labour Reporter

The strike by 400 workers at Dunlop Industrial Products in Benoni continued today after a deadlock in wage negotiations brought workers out at 3 pm yesterday.

Mr B H Beebee, director of Industrial Products, said the strike was illegal and "not authorised by the Chemical Workers' Industrial Union", which is negotiating on behalf of workers.

There have been five meetings between the union and management in an attempt to set wage increases. Management advanced its last offer yesterday, which was rejected by the union.

Mr Beebee said the strikers had been told that negotiations would not be resumed as long as strike action continued.

27/4/84
Workers dispute

for improvements in pay and call-out allowances, production bonuses, pay and the special pay paid to artisans substitute for others yesterday the Chamber offering an 8,5% pay with no improvement in fringe benefits. This was upped to a total increase of 10% at yesterday's talks.

CMU dropped yesterday from a 15% pay demand with the fringe benefit added up to a total of 20%, to a 10,5% package increase.

Johan Liebenberg, industrial relations director for Chamber, declined to "at this stage" Chamber and the unions settled on an 8% last year plus a 1% in employer contribution to the Mine Employees Fund.

Dumped baby boy 'doing fine'

Mall Reporter
 AN ALBERTON schoolgirl who will appear in court soon in connection with a newborn baby found abandoned on Monday, was discharged from hospital yesterday and is at home with her parents.

The baby boy, currently at Germiston's Willem Cruywagen Hospital was reported to be "still very badly bruised, but otherwise fine".

He was found head down and naked in a plastic bag in the back yard of a service station by garage owner, Mr Peter Kandralidis, who said he was "ice-cold and crying weakly". The umbilical cord was still attached.

Police said yesterday the girl would probably appear in court next week.

She received blood transfusions earlier this week.

RASM 27/4/84 (140A)
400 workers at Reef factory in pay strike

Labour Correspondent
 ABOUT 400 workers at the Dunlop Industrial Products plant in Benoni went on strike yesterday after the company and the Chemical Workers' Industrial Union — affiliated to the Federation of SA Trade Unions — deadlocked over wages, a union representative said.

She said the number of strikers could grow as it was possible that night shift workers would join the stoppage.

The strike comes as Dunlop and another Fosatu union, the Metal and Allied Workers' Union are locked in a continuing dispute over wages and other issues in Natal.

Mawu and Dunlop remain deadlocked over wages at the company's Durban tyre plant and, at one point, the union declared a dispute with the

company over union recognition at its Ladysmith plant as well.

The union has declared a dispute with the company at the Durban plant and, in a secret ballot last year, workers voted to strike.

Workers at the Durban plant have held talks with Dunlop workers at Benoni and Ladysmith in an attempt to launch joint action in support of their wage demands.

The strike at the Benoni plant began yesterday afternoon after CWIU officials reported back to workers that wage talks had deadlocked.

The union's representative said the CWIU was demanding a rise in minimum wages of 35c an hour from May 1, but that the company was offering an 18c rise to come into effect on June 1.

Comment from the company could not be obtained yesterday.

RASM 27/4/84 (140B)
R3m spent on housing workers

Mall Reporter
 THE BMW motor company yesterday opened a R3-million section of a major housing project for their employees at Mabopane, Pretoria.

Mr D P Kirby, the company's industrial relations executive, said the project had been BMW's number one priority. The company intended to complete it by the end of September.

"We realised that the need of workers should be fulfilled for they are the people who are doing the work and who need to rest after the heavy, all day labour," he said.

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 David Hazellhurst and Peter Bunkell; newsbills by Pat Carfax; headlines and sub-editing by Paul Holroyd; cartoons by David Anderson; all of 171 Main Street, Johannesburg.

ty insurance renewal reminder

parties as they could be... from so many... said many motorists not aware that, according to law, third party discs to be placed on the left-bottom corner of the windscreen and that if new third party was put before April 30, the old

disc should not be removed until that date.

Mr Denzyl said the price of a third party for a private vehicle was R20,60, a vehicle used for a lift club was R23,60, rental cars were R54,60, taxis R56,60, trucks R50,60, buses R220,60, school buses R34,60 and motor cycles R4,60 (under 50cc) and R12,60 (over 50cc). Third par-

ties for caravans will cost R4,60.

Sapa reports that the AA has said insurance companies were concerned at the slow renewal of compulsory third-party insurance.

"The recent announcement by the Department of Transport Affairs of an increase in the third-party insurance

premium could have caused some delay in the forwarding of renewal notices, so some motorists may not have been notified in time," the spokesman added.

"Nevertheless, it is a serious offence to drive a vehicle without third-party insurance on a public road. It is also illegal to replace the old token before the time."

NT
ans mask redeems all

ALLET
AEFORD DANIEL
OME AND JULIET

State
 e, Pretoria

and variations are eye-... but this very prom-... dancer has, as yet, little... ejection in repose.

Consider, for instance, the... menacing presence Malcolm Burn in the role Tibalt. Even when he has... to do, he is there.

The company acquits itself... throughout. Highlights... the lovely pas de deux... ed by Weller and Rais-... ck, particularly those... eographed for the balco-... and bedroom scenes by... ley Killar, the bravura

dance of the troubadours in the second act by Kit Lethby, Dewi Fairclough, Nigel Hannah, the harlots of Dianne Finch, Marion Lindsay and Mandy Brak, and most exciting of all, Joseph Clark's impressive debut in the role of Mercutio.

With his incredible agility and engagingly impudent air, Clark makes immediate impact, notably in his taunting of Tibalt in the ballroom scene.

But is he mature enough, I found myself wondering, to realise the full potential of his complex character, to give credence to that subtle blend of mockery and bitterness that so exemplified Edgardo Hartley's memorable reading of the role?

The duel scene quickly resolved my doubts. Clark is — well — mercutial.

Malcolm Burn, making a welcome return to the com-

pany after his triumphs in "Swan Lake" and "Giselle" in Utah, is in excellent form as Tibalt and Phillip Betley is a rollicking, mischievous Ben-volio.

Jeremy Coles dances Paris with sympathy and elegance.

Kenlyne Sutherland is again the Nurse — is there a better? I have not seen her.

Ian Harper and Liane Lurie make strong debuts in the roles of Lord and Lady Capulet, as does Spanish dancer Theo Dantes in that of Friar Lawrence. Ken Yeatman's entrance as the Duke of Verona has impact.

There is attractive ensemble work, notably from Beverly Bagg, Stella Horwitz, Sandra Bloch, Karen Henning, Rolene Menachemson and Annette Everitt as Juliet's friends, and again from Horwitz, Bloch, Everitt and Bagg as troubadour girls.

INTERNATIONAL guitarist Narcisco Yepes is in Johannesburg for a three concert season, starting next week.

His first will be in Wits Great Hall this Tuesday, the second in the Linder Auditorium on Sunday, May 10, and the third in the Johannesburg Civic Theatre at 8 30pm on Wednesday, May 30.

Yepes will be conducting two master classes on Saturday, May 19. These have been made possible through the collaboration of Adcock-Ingram Ltd, L'Alliance Musi-

Guitarist Yepes for SA concerts

cale and the Classical Guitar Society of South Africa.

The closing date for applications, either as participants or as observers, is May 9.

For further information, contact the secretary of the School of Music at (011) 716-3879.

achieving some depth

V REVIEW

to "Midweek", although Murphy did say that the pro-... mainly because of the ace interviewer, Willem de Klerk, and his guest the former

RESTAURANT

executive chef Keith Morris invites you to sample his

NEW WINTER MENU

ADM 2814 184 (140A) 123

Strikers return, but dispute unresolved

By PHILLIP VAN NIEKERK
STRIKING workers at the Dunlop Industrial Products plant at Benoni returned to their jobs yesterday but will decide this weekend what action to take over the deadlocked wage dispute with the company.

About 650 workers went on strike on Thursday in support of wage demands.

A spokesman for the Fosat-affiliated Chemical

Workers' Industrial Union said the workers were demanding a 35c an hour increase from May 1 while Dunlop was offering an 18c increase from June 1.

Both the union spokesman and a Dunlop statement confirmed that the workers returned to their jobs at 9.30am yesterday after which union officials met with management.

They said neither side was

prepared to budge and union officials addressed the workers at lunch-time. The situation at the factory remains deadlocked.

The Dunlop statement, issued by Mr B H Beebee, director of the company, said the company was still prepared to talk but warned that there would be no further negotiations if the strike action continued.

The union spokesman said

there was a 36-hour no-dismissal clause — preventing management from dismissing workers 36 hours after the start of a strike — in the recognition agreement with the company.

The union believed this clause meant the workers could return and then strike again whereas the company had warned the union that if the workers went out again they faced dismissal.

Document

Business Day/LABOUR

2 000 reasons for strikers to fear trespass law

WHEN a law was introduced last year, sharply raising the minimum fine for trespass to R2 000, there were suggestions this would be used against strikers. These seem to have been confirmed.

Last week, 176 Metal and Allied Workers' Union members at Brits company Auto Cables were arrested after allegedly being fired and ordered to leave the premises.

They are likely to be charged with trespass — presumably on the basis that, once fired, they could not remain on company property without permission.

One immediate effect of the vastly increased fine is that the arrested workers may spend the next two months in prison.

Their case has been remanded to late June and bail set at R100 each — which MAWU is unlikely to raise. Pleas to have the amount reduced were rejected because workers faced a possible R2 000 fine.

The arrests are the most dramatic illustration thus far of the way in which the trespass law can be used against strikers — although there have been other labour-related trespass arrests

The incident also highlights the fact that police are increasingly using general security laws, rather than the anti-strike laws in labour law, to act against strikers



LABOUR WEEK

BY STEVE FRIEDMAN

The Intimidation Act has been used against strikers for some time. Now a blanket ban on outdoor gatherings is also being used.

This takes on added significance in the light of rumours that the authorities may scrap the laws making striking a crime.

This would bring our labour laws in line with those of Western industrial countries. But, if the last few months are anything to go by, it would make absolutely no difference to the extent of police action against strikers.

Company 'normal' after strike

RDM Labour Correspondent 3/5/84

A BRITS company, Auto Cables, says the situation at its plant has returned to normal following a strike last week which led to the arrest of 176 workers — apparently for trespassing

It says it is hiring new workers to replace those who were arrested after being fired by the company

The workers appeared in court last week after striking in protest against a dismissal. The company fired them and they were arrested after allegedly refusing to leave the premises

They were granted R100 bail each, but their union, the Metal and Allied Workers Union, said it feared it would be unable to raise the amount then, and that the workers would have to remain in prison until at least June 25

It said many of them were mothers, and sharply criticised the company's role in the dispute

In a statement yesterday, Auto Cables's managing director, Mr R Schusser, defended the company, charging that the worker whose dismissal led to the strike had been fired "for lawful reasons".

He denied that the firing was related to the sacked worker's active support for Mawu.

Mr Schusser said workers had struck in protest against the firing "notwithstanding offers by management to hold a further inquiry into it"

Mawu alleges that workers were fired after striking for only three hours, but Mr Schusser charged they had continued their stoppage despite "repeated" warnings to return to work, and were sacked as a result.

They had then refused to leave "despite requests by management and police"

Mr Schusser said the company's "production requirements" had necessitated an early return to full production and it had therefore hired replacements

Dispute looms

over pay

Star
Labour Reporter

4/15/84
A dispute is looming at Hart Ltd in Umbilo, Natal, where 700 workers staged a work stoppage this week to find out why management was refusing to give wage increases

A meeting of representatives of the Metal and Allied Workers' Union and management after the stoppage on Wednesday failed to resolve the matter

The union says that the company refuses to discuss wages and conditions of service outside the industrial council.

Union attempts over the past few months to get the company to discuss wages, a service allowance and a funeral benefit scheme with the shop steward committee have failed

RDM 5/5/84

Talks fail to end pay dispute

By STEVEN FRIEDMAN
Labour Correspondent

MANAGEMENT at Dunlop Industrial Products in Benoni met Fosatu's Chemical Workers Industrial Union yesterday in an attempt to settle their wage dispute which led to a strike by 400 workers last week — but the meeting failed to produce a settlement

According to a statement yesterday by a director of the company, Mr B H Beebee, both sides changed their stance at the talks, but the union withdrew its reduced demands after rejecting a new company offer

Mr Beebee said Dunlop "remains available for further negotiations" but added that CWIU had "given no indication" on when it would seek further talks.

Workers struck last week after negotiations between Dunlop and CWIU deadlocked. CWIU demanded a 35c an hour increase from May 1, and the company offered an 18c an hour rise from June 1.

They returned to work pending further negotiations.

Mr Beebee said CWIU had reduced its demands yesterday and requested a 30c increase from May or a 25c rise in May, followed by a further 8c in September.

"In good faith", the company changed its offer to 14c in May followed by 9c in November.

After reporting back to its members, however, CWIU had withdrawn its reduced demand "and returned to its previous position of 35c per hour immediately," Mr

Rom 815184 (140A) (115)

Firing of 59 workers is 'unfair legal practice'

By STEVEN FRIEDMAN
Labour Correspondent

MAJOR agricultural co-operative Vetsak committed an "unfair labour practice" by firing some workers who took part in a work stoppage at its Isando plant, and rehiring others, the Industrial Court heard yesterday.

Vetsak replied that, by stopping work, workers "repudiated" their work contracts and that the organisation was therefore free to fire all or some of them.

The court yesterday heard argument in a case brought by 59 former Vetsak workers who belong to the Metal and Allied Workers Union (Mawu).

They were fired after a stoppage on January 27 in which Vetsak fired its entire workforce and then rehired 71% of its workers. The 59 are asking the court to reinstate them temporarily until their dispute with Vetsak is settled.

Argument yesterday centred round charges by counsel for the workers, Mr Arthur Chaskelson of the Legal Resources Centre, that Vetsak's decision to selectively fire workers was "arbitrary" and thus "unfair".

The workers allege that those fired included 13 of Mawu's 17 shop stewards at the plant and that the sackings were a "purge" aimed at the union.

In two previous cases, the court has grant-

ed temporary reinstatement to workers whose lawyers argued that selectively rehiring workers who had stopped work was an "unfair labour practice".

Mr Chaskelson also argued that, by stopping work, the workers had not been taking part in an illegal strike because they had made no demands, but were merely seeking "explanations" from management.

The Vetsak stoppage flowed from demands by workers for recognition of Mawu, wage increases, and the granting of "stop orders" to the union.

Mr Chaskelson argued that management behaved unreasonably in rejecting all three demands and therefore caused the stoppage.

He charged that Vetsak had given no valid reasons why the 29% of workers who were fired were selected for dismissal and others were not. The firings were therefore "arbitrary" and an "unfair labour practice".

Mr J Hiemstra, for Vetsak, said they had chosen to strike and had therefore repudiated their contracts. Management, therefore, was not bound to rehire all or any of them.

Management, Mr Hiemstra said, had treated each case for rehiring "on its merits" and had not been "arbitrary".

Rehiring all workers would have reduced discipline in the plant, he added, and granting the order the workers sought would cost Vetsak R80 000 in wages.

LABOUR NEWS

RAM 815/84

Better wages contract signed at Sigma

Labour Correspondent

THE Pretoria-based motor manufacturers Sigma, and the National Automobile and Allied Workers Union (Naawu), have signed a new wage agreement which includes the motor assembly industry's first formal maternity leave agreement.

It also includes the first agreement in the industry to offer workers wage incentives in exchange for greater productivity.

Details of the agreement were released yesterday in a joint statement by the company and union. It said the agreement would come into effect at the weekend and last for one year.

According to the statement, the two sides have also agreed on a general wage rise of between 10c and 13c an hour, depending on workers' job grades.

It said the maternity agreement would provide workers with 12 weeks' unpaid maternity leave.

It is understood, however, that Sigma has not conceded a Naawu demand that women workers be guaranteed their jobs back if they take maternity leave.

The statement added that the new productivity incentive would guarantee workers a minimum payment of 10c an hour in recognition of the improved productivity they had already achieved over the last quarter.

This could be increased to a maximum of 26c an hour, depending on productivity.

A formula had been negotiated between Sigma and Naawu to determine the size of this increase, the statement said.

Both the union and company were "committed to contribute actively and fully" in this scheme, it said.

8/5/82

New agreement on service and wage conditions

JOHANNESBURG — A new agreement on wages and service conditions has been concluded between the Sigma Motor Corporation and the National Automobile and Allied Workers Union (Naawu)

Effective for one year from May 12, Sigma said in a statement it included "the first negotiated productivity agreement . . . and the first formal maternity agreement in the assembly industry in South Africa"

Covering all hourly rated employees except artisans, the agreement includes a general increase ranging from 10c to 13c an hour, based on the grading of the employee

It also includes a productivity incentive, "guaranteeing a minimum payment of 10c an hour in recognition of the improved productivity already achieved by the labour force over the past quarter"

"The incentive amount can be increased by 26c an hour based on improved performance in relation to the negotiated productivity formula

"Productivity incentive payments will only be made to individuals in respect of actual hours worked

"In view of the mutual benefits to be derived, the union and company are committed to contribute actively and fully in this scheme and will endeavour to remove all aspects which have a detrimental effect on productivity trends among direct and indirect hourly employees

"In view of the interactive nature of their functions, challenges and bottlenecks will be tackled by labour, shop stewards and managers "

The new maternity benefits for female employees will provide 12 weeks unpaid maternity leave

"During this period, the company will pay the full amount of the employees medical aid and pension contributions

Sowetan 8/5/76
140A

Motor firm signs accord

SIGMA Motor Corporation has signed a new conditions agreement with the National Automobile and Allied Workers' Union (Naawu).

In a statement to The SOWETAN yesterday, the corporation's spokesman said the new agreement which covered "some significant matters" will become effective as from May 12.

The main elements of the agreement which covers all hourly rated employees except artisans are: a general increase ranging from 10 cents to 13 cents per hour based on the grading of the employee and a productivity incentive guaranteeing a minimum payment of 10 cents per hour in recognition of the improved productivity already achieved by the labour force over the past quarter.

Details of the agreement will be explained at a Press conference in Johannesburg today.

New bus service

THE Vaal Bus Company is to introduce its luxury bus service in Evaton in the near future following a public request for faster transport in the area.

... management should attend to a list of other... party has also agreed to recognise the union on condition they were... turr day

LOOK WHAT'S YOUR MIRRO BAG ON MAY 20

Mirror Sport

Woman's Mirror

Show Mirror

Africa Mirror

YOUR MIRRO:

SOWETAN SUNDAY
MIRRO:

Metal industry unions reject final pay offer

Labour Reporter

Two major unions — party to the official metal industry pay talks — have rejected the final pay offer made by employers at the last round of negotiations

The Metal and Allied Workers' Union (Mawu) and Steel, Engineering and Allied Workers' Union (Seawu) issued a joint statement today rejecting the final wage offer — of 17c an hour for the lowest paid worker and up to 37c an hour for artisans — made by the Steel Engineering Industries Federation of South Africa (Seifsa) on May 1

The unions announced their intention of pressing for a minimum living wage when the talks resume on May 16.

"Both unions feel that this final offer does nothing to satisfy the demand of workers for a living wage

The offer doesn't even keep up with inflation. It makes nonsense of Seifsa's statement that they are committed to improving the standard of living of their employees," the statement said

"Most factories are busy and a large number of workers retrenched have been re-employed. More overtime is being worked."

Members of Mawu and Seawu are not satisfied that other demands made by the unions — a shorter working week and higher overtime pay — have been rejected out of hand by the employer associations

Pay offer averts legal strike threat at Dunlop

140A
~~140~~

By **STEVEN FRIEDMAN**
Labour Correspondent

A FIVE month-old wage dispute between the Metal and Allied Workers Union and Dunlop's Durban tyre plant — which threatened to lead to a legal strike — has been settled, a company statement announced yesterday

The statement said the union had accepted a wage offer which, it added, was "substantially the same" as an offer it made in December at an official conciliation board, and which MAWU rejected

Comment from the union could not be obtained yesterday

The dispute between MAWU and Dunlop at the plant began late last year and led to both sides accusing the other of refusing to bargain "in good faith"

Several meetings of an official conciliation board

failed to break the deadlock and, in November, the union held a legal strike ballot at which workers voted overwhelmingly to down tools

However, the union did not call a strike in the wake of the ballot

During the dispute, MAWU also declared a dispute with Dunlop at its Ladysmith plant after the company allegedly did not sign a recognition agreement negotiated between it and the union

The dispute was also marked by attempts by workers at the Durban plant to enlist the support of Ladysmith and Benoni Dunlop workers for joint action against the company

In its statement yesterday, Dunlop said MAWU has accepted an employer offer "tabled at a meeting requested by the union last week"

It added that a formal wage agreement had been

signed on Monday, which would come into effect from April 29

The agreement meant there would be no further negotiations on wages and work conditions between the two sides for the next twelve months, the company added

According to Dunlop, the wage agreement will grant workers average wage increases of 33c an hour in two stages

The first increase, it said, ranged from 21c an hour for lowest-paid workers to 15c for the highest paid, while the second would raise the wages of all workers by 12c an hour

"The company's wage offer is substantially the same as that made in December at the last meeting of the conciliation board which the Minister of Manpower appointed when the union declared a dispute during wage negotiations," Dunlop said

Union seeks court order against ban

N. Mercury (140A) May 1984

Court Reporter

THE acting Chief Magistrate of Durban was ordered by a judge yesterday to give reasons in the Supreme Court tomorrow why his ban on the holding of an open-air meeting of the Metal and Allied Workers' Union should not be reviewed and set aside.

The annual meeting of the union was planned to be held at the Curries Fountain Soccer Stadium

on Saturday

The order against the Magistrate, Mr P G Castell, was granted by Mr Justice Wilson after the Metal and Allied Workers' Union had brought an urgent application before him in chambers. Mr Castell was ordered to file his answering affidavit by 4.30 p.m. today.

In an affidavit, the union's Natal secretary, Mr William Geoffrey Schreiner, said there

were 7 042 paid-up members and at least 3 000 other members employed in 55 factories in Natal. It was anticipated that 2 000 members would attend the meeting.

Curries Fountain had been chosen for the meeting because there was no available indoor venue big enough.

Mr Schreiner said many meetings had previously been held at the stadium, including the annual meeting of the Garment Workers' Industrial Union which took place recently.

He said there was nothing controversial on the agenda. The union's annual meetings had always been well-attended and orderly and there could be no reason for believing that Saturday's meeting could lead to a disturbance or cause hostility between different population groups.

Prejudiced

The main purpose of the meeting was to have the union's financial statements and the auditor's report considered. Unless the meeting took place the union would not be able to perform its obligations in terms of the Labour Relations Act.

Mr Schreiner said he was told by Mr Castell that, according to reports he had, the union's membership had not grown much and it was not necessary to hold an open-air meeting.

He submitted that the union would be enormously prejudiced if the meeting could not be held as planned as it had been widely advertised and chaos would result if the venue were to be changed at this late stage.

N. Mercury 10/5/84

Hope for fired five

(U) Labour Reporter

FIVE workers retrenched by a diesel engine manufacturing company, Deutz Diesel Power, have been guaranteed re-employment in terms of an out-of-court settlement reached between the company and the Metal and Allied Workers' Union yesterday.

Mawu claimed that the workers who are union members were retrenched without the union being consulted.

A spokesman for the Pietermaritzburg-based company yesterday confirmed the settlement but added that the company would release a statement later if necessary.

In terms of the settlement, Mawu is to be paid an undisclosed amount in respect of its members who would be guaranteed re-employment along with any other retrenched employees provided suitable vacancies arose.

'Furthermore, the union has been granted check off and access facilities and the shop steward committee will be recognised by the company,' Mawu branch secretary Mr Geoff Schreiner said in a statement yesterday.

He said both parties intend starting negotiations on a 'full procedural agreement to regulate industrial relations' at plant level. 'This is to be completed within three months according to the settlement agreement,' he added.

The union was pleased to have settled the matter with the company on behalf of its members, he said.

Deputy Editor

1000 WORKERS GO ON STRIKE IN NATAL

Star 10/5/84 Own Correspondent (S) (A) (K) (O) (A)

DURBAN — About 1 000 workers, mostly members of the Metal and Allied Workers' Union, are on strike at eight plants in Natal today.

Seven hundred workers from seven factories in Isithebe at Mandini went on strike yesterday.

Three hundred drivers at the Motorvia plant in Pinetown entered the fourth day of their strike today.

A spokesman for the kwaZulu Development Corporation said that the seven plants affected were Kempar Appliances, Henred-Fruehauf, Mintex, Castle Lead Works Natal, F A Poole, kwaZulu Non-Ferrous Castings and TBA Industrial Products.

A spokesman for the Metal and Allied Workers' Union said that the workers went out on strike at Kempar over a number of issues, including unfair practices, and people from the other companies came out in sympathy.

In Pinetown, the Transport and General Workers' Union representative, Mr Mike Gwamandla, said the management of Motorvia had not yet come up with a basic wage offer to replace the present policy of each driver being paid for every trip.

Unions to meet Seifsa

By JOSHUA RABOROKO

TRADE unions in the metal industries have demanded "a living wage" from the industries' 380 000 workers.

The two sides — Steel Engineering Industries' Federation of SA (Seifsa) and the unions — are to meet again in Johannesburg on May 15 when unions will reply to the offer which would raise the minimum wage by 11,1 per cent.

In a joint statement yesterday, the unions — Metal and Allied Workers' Union (Mawu) and the Steel Engineering and Allied Workers' Union — said that Seifsa's offer did nothing to satisfy the demands of the workers for a living wage.

"The offer makes nonsense of Seifsa's statement that they are committed to improving the standard of living of their employees. We feel that there has been a significant upturn in the industries' economy," the unions said.

11/5/84

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DISPUTES

Deutz settles

A settlement has been reached between the Metal and Allied Workers Union (Mawu) and Deutz Diesel in a dispute about the re-trenchment of five Mawu members who were laid off without the union being consulted

In terms of the settlement Mawu is to be paid an undisclosed amount by the company and its members will be guaranteed re-employment, along with any other re-trenched workers, if suitable vacancies arise

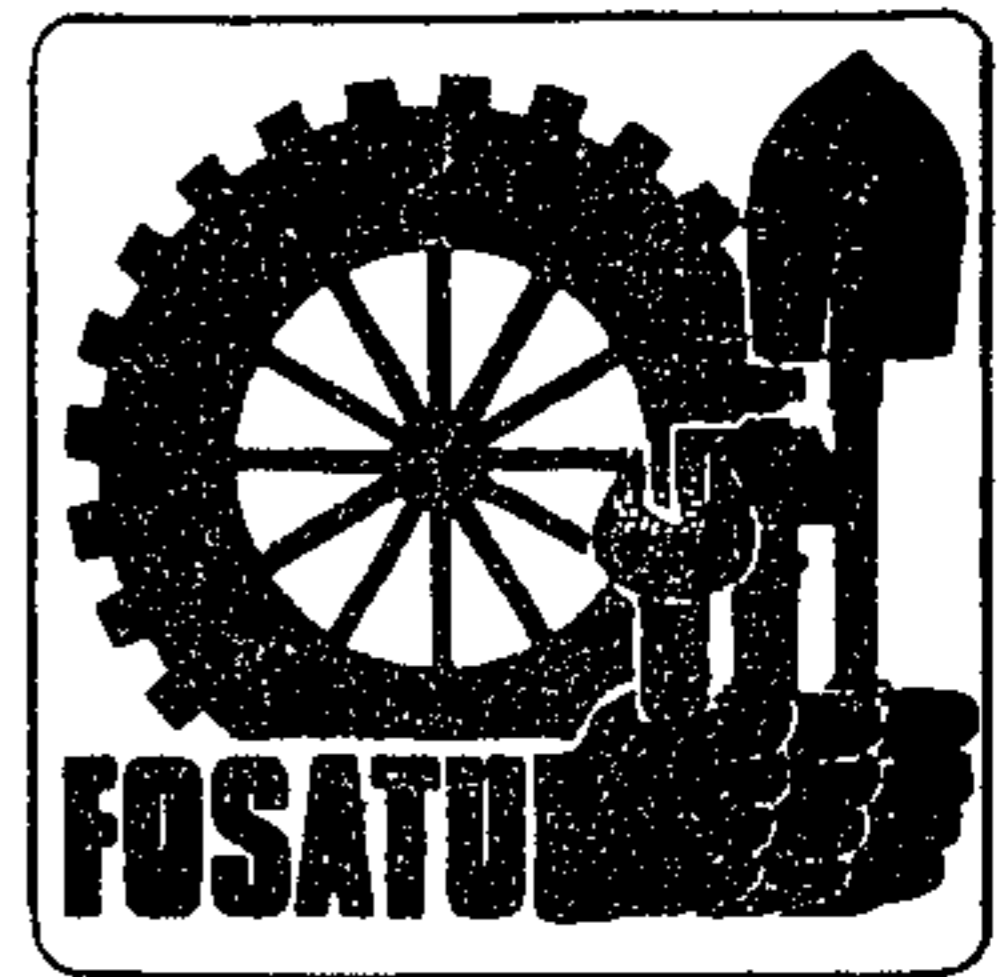
The union has been granted check off and access facilities to the plant and the shop stewards' committee will be recognised by the company.

Company representatives denied any knowledge about who issued a statement to a Natal newspaper saying that failure to settle the dispute could lead to the company closing its Pietermaritzburg operation

Both parties say they intend negotiating a full procedural agreement to regulate industrial relations at the plant. In terms of the settlement negotiations should be completed within 3 months

140A

PRESS STATEMENTS



METAL AND ALLIED WORKERS UNION AND DEUTZ DIESEL POWER (Pietermaritzburg)

Settlement of Retrenchment Case

FOLLOWING negotiations yesterday between representatives of MAWU and Deutz Diesel Power an out court of settlement was reached between the parties in respect of five MAWU members who were retrenched without the union's being consulted

In terms of the settlement MAWU is to be paid an undisclosed amount in respect of its members and these members will be guaranteed reemployment along with any other retrenched employees provided suitable vacancies arise Furthermore the union has been granted check off and access facilities and the shop steward committee will be recognised by the company

Yesterday the company's representatives denied any knowledge as to whom had issued a statement to the Natal Witness to the effect that the failure to settle this matter might lead to the company closing down its Pietermaritzburg operations and moving elsewhere

MAWU for its part has called on the company to conduct a full investigation into the leakage which led to the highly emotive and inaccurate report appearing in the Natal Witness on Wednesday

Both parties now intend to begin negotiations on a full procedural agreement to regulate industrial relations at the plant - this according to the settlement yesterday is to be completed within 3 months.

MAWU commented that they were pleased to have settled the matter with the company on behalf of their members They commented also that there were a number of Pietermaritzburg firms whose archaic labour practices were leading to disputes in the city and warned that the union would not tolerate such exploitation

11 5 84
MAWU, Natal Branch

RDM 11/5/84 (140A)

Factory force takes action in sympathy

DURBAN — About 1 000 workers, mostly members of the Metal and Allied Workers' Union, are striking at eight plants in Natal today

Seven hundred workers from seven factories in Isithebe at Mandini went on strike yesterday, while 300 drivers at the Motorvia plant in Pinetown have been on strike for four days

A spokesman for the KwaZulu Development Corporation said the seven plants affected were Kempar Appliances, Henred-Fruehauf, Mintex, Castle Lead Works Natal, F A Poole, KwaZulu Non-Ferrous Castings and TBA Industrial Products

A spokesman for the Metal and Allied Workers' Union (Mawu) said the workers went on strike at Kempar over "a number" of issues, and employees of the other companies took action in sympathy

Workers were willing to return to their jobs if Kempar management was prepared to resolve the issues, he added

A spokesman for Kempar declined to comment today

In Pinetown, the Transport and General Workers Union representative, Mr Mike Gwamandla, said Motorvia's management had not yet settled a wage dispute with the striking drivers

"The members want a basic wage instead of getting paid per trip, as is the case right now," he said

The problem arose after a supervisor at Kempar allegedly put pressure on workers to resign from Mawu

"A number of workers were sacked and new staff hired. This angered workers in the neighbouring factories who decided to down tools in sympathy with the Kempar workers," the spokesman said

Repeated attempts to contact the management at Kempar Appliances failed, but a spokesman for the Isithebe township manager's office confirmed that workers "at a number of factories" were on strike

Two of the companies affected, Henred Fruehauf Trailers and Poole Industries, confirmed work stoppages — Sapa

ADM 11/5/84
Court's
decision
reviewed

Mall Reporter

THE Natal Supreme Court has provisionally set aside a decision by the acting chief magistrate of Durban, Mr B Castell, preventing the Metal and Allied Workers' Union (Mawu) from holding their annual meeting in Durban this weekend.

The court has given Mr Castell until today to show cause why his decision should not finally be set aside.

According to a notice issued by the Minister of Law and Order Mr Louis le Grange, open air meetings are not permitted in South Africa without the permission of a magistrate or the Minister unless it is a sports or religious meeting.

Mawu had applied to hold their annual meeting at Currie's Fountain, an open air venue near Durban.

A Mawu statement said their lawyers were also filing a notice in the alternative challenging the Government notice issued by the Minister as being ultra vires.

140A RSM 12/5/84

Meeting ban overruled

By PHILLIP VAN NIEKERK

THE Natal Supreme Court has set aside a decision prohibiting the Metal and Allied Workers' Union (Mawu) from holding their annual meeting at an open-air venue.

Mr Justice A Wilson's judgment yesterday followed a ruling on Thursday in which he had provisionally set aside the order made by Mr P G Castell, acting chief magistrate of Durban, banning Mawu from holding the meeting today.

Mr Castell prohibited the meeting in terms of a notice

issued by the Minister of Law and Order which does not permit open-air meetings without the permission of a magistrate or the Minister, unless they are sports or religious meetings.

Mr Castell was given until yesterday to show cause why his order prohibiting the open-air gathering should not be set aside.

Mr Justice Wilson said he was satisfied that the union had made out a sufficient case and ordered Mr Castell to grant the union the necessary permission to hold the meeting.

Mr Justice Wilson did not

give reasons, nor did he deal with an argument by the union's legal representatives that the provisions of the ministerial order were ultra vires.

Legal experts said yesterday the decision meant that in terms of the Ministerial order, magistrates no longer had an absolute discretion to refuse permission for open-air gatherings.

"Magistrates must give their reasons for withholding permission," said one.

A spokesman for Mawu said "We and our members are naturally delighted with the results."

Dunlop ^{KOM} agrees to pay rises

By PHILLIP VAN NIEKERK

A WAGE settlement has been reached between the Chemical Workers' Industrial Union (CWIU) and management at Dunlop Industrial Products in Benoni, scene of several recent work stoppages over wages

In terms of the agreement, which was concluded yesterday, workers will receive two wage increases

The first increase of 18c an hour across-the-board comes into effect from May 14 while the second increase of 8c an hour will come into effect on November 12

A statement from the company said there would be no further negotiations on wages for the next 12 months.

The Dunlop Benoni settlement comes within days of a settlement to the five-month wage dispute between the Metal and Allied Workers' Union (Mawu) and Dunlop Tyres in Durban


Both the CWIU and Mawu are affiliated to the Federation of South African Trade Unions (Fosatu)

● Mawu and Deutz Diesel Power of Maritzburg have reached an out of court settlement in connection with five workers who were retrenched without the union being consulted

In terms of the settlement, Mawu is to be paid out an undisclosed amount for the workers who will be guaranteed re-employment if there are suitable vacancies

The company is to recognise the union's shop steward committee

Offer ^{Sowetan} 15/5/84 rejected

 MORE than 3 000 members of the Metal and Allied Workers' Union have rejected an offer of a 17c an hour across the board pay rise for lowest graded employees in the steel industry.

The Union's national executive has been mandated to make representations for higher pay at wage negotiations at National Industrial Council level this week

The offer was rejected at a meeting at Currie's Fountain in Durban on Saturday

The meeting was held after a Durban judge set aside a ban on the open air meeting imposed by the acting-chief magistrate of Durban, Mr P G Castell

Metal men set for split on pay ^{140A}

R.M. Mail Reporter 16/5/84

TRADE unions belonging to the giant Metal Industries Industrial Council are headed towards a divided response to the employer's latest wage package offer

At the industrial council meeting yesterday the employers upped their offer to 20c across-the-board or a 12,65% increase minimum for workers in the bottom grades, and an effective 9,07% for workers in the top grades

The employer group, the Steel and Engineering Industries Federation of South Africa (Seifsa), has also offered a substantial rise in the holiday bonus, which is to be progressively increased over the next three years

Unions have been given until May 24 to respond to the offer, which could be the employers' final one in this year's round of pay talks at the council, the largest bargaining forum in the country

Sources at the meeting said it appeared likely that unions representing skilled workers, who originally demanded a 30% minimum increase, would agree to the offer

However, unions representing less skilled workers appear unlikely to accept the offer, which is not much higher than the 12% minimum offered at the last industrial council meeting two weeks ago

At a general meeting at the weekend thousands of members of the Metal and Allied Workers' Union (Mawu), which is party to the council, rejected the offer

Mawu and the Steel, Engineering and Allied Workers' Union (Seawu) began the talks by asking for a 66% increase, taking the minimum wage in the industry to R2,50 or slightly above

The initial employer offer was an 8% minimum in the lower grades and a 6% minimum in the higher grades

RDM 17/578c (140A)

Metal unions to discuss pay offer

Mail Reporter

THE Metal and Allied Workers' Union (Mawu) was the only union at Wednesday's meeting of the Industrial Council for the metal industry to refuse to recommend the employers' final offer of 12,5% to their members

However, sources at the meeting said yesterday there was still a possibility of a dispute being declared by a representative group of metal unions which is party to the country's largest bargaining forum

The unions have until May

24 to report back to their members and decide whether or not to settle on the wage, fringe benefits and working conditions package, which will apply to more than 350 000 workers

The final offer by the Steel and Engineering Industries Federation of South Africa (Seifsa) was a minimum 12,5% or 20c across-the-board on the bottom grades and a minimum 9,07% or 40c across-the-board for the artisan grades

The council added in a statement yesterday that

there were to be increased holiday bonuses, a reduction in the qualifying period of service for additional leave — from six years to five years — and increases in subsistence allowances

It is unlikely that unions representing skilled workers will reject this package, but unions representing semi-skilled and unskilled workers, who initially made demands in excess of 66%, will find it hard to settle

Both Mawu and the Steel, Engineering and Allied Workers' Union (Seawu)

spokesmen said yesterday they would only make their final decision once they had reported back to their members

A spokesman for the SA Boilermakers Society said he was "not happy" with the offer and that the union's response would depend on "what the other unions are prepared to do"

● Seifsa has proposed that wages in three sectors falling under the giant metal industrial council be negotiated separately, sources at the meeting said



Masire ... resisting SA pressure

(12) FM 18/5/84
 The "security arrangement," says the SA Foreign Affairs spokesman, would differ from a full-blown Nkomati-type treaty — for which there is "no need" in the case of Botswana, which has long denied hosting any ANC military presence

Masire also said that Botswana was "feeling all kinds of economic pressure from SA to sign (an accord) and we are resisting that." Asked about Foreign Minister Pik Botha's statement about a possible security agreement with Botswana, Masire said "That may be in the mind of the SA Foreign Minister." But, added Botswana's Foreign Minister, Archie Mogwe "It is not in the mind of the Botswana Foreign Minister."

However, the SA view seems to be that Botswana "may have other concerns" it

might wish to protect. And given the "always reciprocal" nature of such dealings, SA is evidently sticking to its course.

There is speculation that an aim of the mooted security arrangement may be for SA to press for a hand in policing Botswana territory against possible ANC infiltrators. Foreign Affairs alludes to the admission by neighbouring states that they lack the logistical capability to police their own territories against such militants.

According to the Foreign Affairs source, the "imminent" ministerial-level meeting with Botswana would also include economic and customs union matters. This is the obvious key to any leverage SA might employ to get Botswana to sign a security arrangement.

Botswana, Lesotho and Swaziland (BLS)

have been waiting for about a year for SA's proposals on a rewritten customs agreement, controlled by SA. It is expected that SA will use the BLS members' substantial customs earnings to negotiate security arrangements and accommodation of the independent homelands within the union. (Current affairs, May 11)

SA's relations with Swaziland are good. This was reflected by the visit of most of the Swazi Cabinet, led by PM Prince Bhekimphe Dhlamini, to Cape Town last week for a meeting with key members of the Cabinet led by PM P W Botha. A wide range of bilateral matters were discussed, including security and trade.

An exchange of trade representatives between Pretoria and Mbabane is imminent. However, speculation that the next step would be an exchange of full ambassadors has been dampened by both sides who say there is "no need" for it.

Lesotho and Botswana are resisting "closer co-operation" with SA. But the question is for how long? Following the visit of Lesotho's Foreign Minister, Evaristus Sekhonyana, to SA recently, indications from Foreign Affairs here were that progress towards a security pact was being made. Tiny Lesotho, ironically, has a bargaining chip of its own — water from its R1.5 billion Highlands Dams project currently being developed jointly with SA, the main customer in the future.

METAL NEGOTIATIONS

Nearing conclusion?

FM 18/5/84 (40A) (12)
 Negotiations at the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry — to set working conditions and minimum wages for the

OCCUPATIONAL HEALTH

The imminent implementation of the Machinery and Occupational Safety Act and the tabling of the Occupational Medicine Bill in Parliament have focused renewed attention on health hazards in the workplace. The issue is highly emotive and is developing into a major point of contention between trade unions and managements.

Underlying much of the debate is the thorny question of determining what constitutes safe levels when substances known to be harmful to humans are involved in the production process. It is in this area that input on risk factors from researchers is invaluable. But it is a question which is not easily answered. For, as the scientists are at pains to point out, uncertainty clouds much of their data.

This point was driven home recently at the SA Medical Research Council's International Symposium on Environ-

mental Pollution and Man, in a debate entitled "The estimation of exposure limits — possibility and potential for co-operation between science, industry and government agencies."

A great deal of occupational health research is aimed at determining how much exposure to dangerous substances causes illness. These dose-response relationships are widely used to determine minimum safety levels. But this research is fraught with problems.

□ Exposure data are often crude and the possibility that they do not actually measure the disease-producing elements is ever present, and

□ What should scientists concentrate on in measuring responses? Should mortality be the criterion or should attention be focused on the development of less drastic physical symptoms? If so, which symptoms?

Given these built-in inaccuracies, it

would seem that it would be an impossible task to lay down minimum acceptable levels based purely on scientific data. The speakers, however, emphasised that the only practical way to overcome these problems is for people in decision-making positions to be made aware of them — endorsing the principle that informed debate is preferable to ill-informed decision-making.

The other message that came through clearly is that decisions about safety levels must come about through consultation. It is likely that for many substances, asbestos being one, there is no safe level and decisions have to be made about how much risk is acceptable. Determining the acceptability of risk to the health of workers is a responsibility shared by employers, employees and government, and one in which economic considerations have to be taken into account, it was argued.

143 (151) 140A (189)
FM 18/5/84

next year — have reached a critical stage
Several meetings have been held since negotiations started on April 10. According to a statement released by the council, the Steel and Engineering Industries Federation of SA (Seifsa) has made a final offer which the metal trade unions, who represent some 380 000 workers, will respond to on May 24. It seems likely that most of the trade unions involved will accept. But the Metal and Allied Workers' Union is expected to reject it — creating the possibility of unrest in the industry.

- The final employer offer was
- An increase of 40c/hour for artisans from the present R4,41/hour level,
 - An increase of 20c/hour for unskilled workers from the present R1,53/hour,
 - A reduction in the qualifying period of service, which makes workers eligible for an extra week's leave, from six to five years, and
 - An increase in subsistence allowances paid to workers sent out on site work (details were not made available)

Seifsa's wage offer represents an 11% increase for skilled workers, and 7,6% for the lower levels — far lower than the unions' original demands for minimum increases ranging from 33% to 66%.

However, informed sources tell the *FM* that unions falling under the umbrella of the Confederation of Mining and Building Unions, which represents some 160 000 skilled workers, is likely to accept the offer. So too is the all-white SA Iron, Steel and Allied Industries Union (*Yster en Staal*).

There are also strong indications that Council of Unions of SA-affiliate, the Steel, Engineering and Allied Workers' Union (*Seawu*), will accept. This is seen as being significant since this union, along with the Metal and Allied Workers' Union (*Mawu*), represents unskilled workers. It is understood that these unions have been co-operating closely in the negotiations. If *Seawu* goes along with the Seifsa offer it will be abandoning its Federation of SA Trade Unions ally.

Not that this is likely to trouble *Mawu*, which has demanded a minimum wage of R2,50 an hour. President Jeffery Vilane told the *FM*: "We will report Seifsa's offer back to our members. But at the same time the employers must be aware that we are not satisfied with their offer."

SOWETO HOUSING

Why LTA pulled out

LTA Housing withdrew from the lucrative housing market in Greater Soweto not so much because of local councils' tardiness in allocating sites, but mainly because it was doing too little business.

The company's MD, Allan Bebbington, tells the *FM*: "This thing has been blown out of proportion. Our involvement in So-



Kgame ... 'white developers overpricing'

weto was so small you can't really say we were in the area, and there's no indication we had problems. In the period we have been operating there we built 25 houses. For a company such as ours, this is too small. So the decision to withdraw is purely financial."

However, other business concerns, including the Small Business Development Corporation, have complained of black local authorities' tardiness in allocating sites. This is frustrating development in the townships, and applies not only to housing but to business sites.

In the meantime the three local Greater Soweto councils — Soweto, Diepsmeadow and Dobsonville — have formed a representative committee, composed of three members from each, to look into the question of allocating stands to developers.

The councils say they have taken this decision to serve the interests of the community. They also claim that white corporations were "fleecing" residents and making black property market pricing "artificial."

Steve Kgame, chairman of Dobsonville Council's executive committee and president of the national Urban Councils' Association, says white developers are taking residents for a ride through overpricing.

"They charge at least R450/m² for their houses compared to the R250/m² black developers charge for the same size. We want low-cost housing for the thousands of families who have registered for accommodation, not houses ranging from R40 000 to R45 000, as these are for the rich only," he

says

Soweto Council's deputy chairman, Isaac Buthelezi, says "White developers want to monopolise the housing market in the townships and we won't allow them to. We feel blacks should play a part in the development of their own areas. They must share the cake. It's only fair."

ZIMBABWE Losers all

Last week's abortive visit by Zimbabwean and foreign journalists to the curfew area of southern Matabeleland in search of evidence for atrocities alleged by visiting newsmen and Catholic churchmen was unsatisfactory on almost all counts.

First, it was badly planned and poorly organised, a criticism that applies more and more to Zimbabwean government operations. A planned one-day trip into the bush was extended to two days because key personnel — notably army commander General Rex Nhongo — arrived several hours late from an engagement at the Trade Fair in Bulawayo and because the bus carrying the journalists was lost in the bush for several hours.

After the Wednesday wild-goose chase, the irritated newsmen agreed to go on a second day's outing, provided they could choose their own route, to which the general agreed on the understanding that *Sunday Times* journalist Peter Godwin led the armed convoy in his own car.

Godwin and *The Observer* editor Donald Treford last month published major articles accusing the Zimbabwean security forces of atrocities against the minority Ndebele tribe.

Witnesses

On their trip, the newsmen met witnesses — black villagers, nurses, a doctor and a Catholic priest — who either gave their own evidence or produced eyewitnesses to tell what had happened. During the questioning of some of the witnesses, Zimbabwean journalists sharply criticised their foreign counterparts, and Reuters reported that, at one stage, a senior official of the Ministry of Information tried to prevent the *Washington Post* correspondent from questioning an American doctor.

The Zimbabwean officials complained that the witnesses had been pre-arranged by Godwin and evidence unreliable.

The witnesses failed to produce evidence of mass graves, and the Zimbabwean Director of Information, John Tsimba, claimed after the trip that it had failed to produce evidence of mass killings.

Since the trip, the Zimbabwean media have faithfully trotted out the view that the Western newsmen are conducting a vendetta against Zimbabwe.

For their part, the foreign newsmen stuck to their guns.

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~~22~~ FM 18/5/84

it could not sign a document that is ambiguous on R-435

Swapo's new strategy is to try to split the MPC and to get as many other parties as possible to go into alliance with it. In this, Swapo has been unexpectedly successful. Among the "Swapo allies" sitting with the Swapo delegation in Lusaka were the powerful Damara Council, until recently one of the pillars of strength of the MPC; the Namibia Independence Party, with support among coloured, Baster and Nama people in the south, and the Namibia Christian Democratic Party with strong Kavango support. Another strong member of the MPC, Swanu, lost half its leadership to Swapo.

The FM has learnt that Swapo even invited the traditional Ovambo leader and old Swapo enemy, Peter Kalangula, to go to Lusaka with them. Swapo's new strength could mean increased confidence about a victory in Namibia, which would encourage the organisation to be more flexible in accommodating the demands of SA and the MPC.

The MPC, for its part, is riddled with division. It performed badly in Lusaka — so much so that the meticulously correct Kaunda more than once lost patience with them. Their present tour of Francophone Africa might help to give them more direction and confidence.

LABOUR DISPUTES

The ultimate option?

Employers are taking an increasingly tough line with truculent unions. Some even seem prepared to go all the way, including shutting down plants, if industrial disputes cannot be resolved amicably.

The management at Uniply, a Barlow Rand subsidiary in Natal, gave this as one of a range of options they are considering in their efforts to bring to an end a particularly intractable labour problem at their Cato Ridge plant.

The Paper, Wood and Allied Workers Union (PWAU) immediately interpreted the gesture as an intimidatory tactic. PWAU general secretary, Pat Horn, says the union is particularly united at Uniply and the company's action appears to be a "last-ditch attempt to crush it completely." Further, she claims, it is in line with Barlows' hardening attitudes in respect of workers' attempts to influence management decision making (*Current affairs* April 27).

But Uniply MD, Lew Behr, denies that any threat was intended or that undue emphasis was placed on the closure option in their discussions with the union. Says Behr: "The company doesn't threaten anything. All we did was lay out the various alternatives open to us in our attempts to settle the matter — one of which was the possibility of closing the plant." (Other options

Financial Mail May 18 1984

TERRORISM STRIKING BACK

FM 18/5/84

Already on the run from its traditional staging posts in neighbouring states, the African National Congress (ANC) was dealt a further blow to its operations and morale when police killed four "highly-trained and senior" men of the banned organisation's armed wing, Umkhonto we Sizwe, in Durban on Monday.

The insurgents, plus three civilians, died after a car chase and shoot-out with the police hours after they had fired a number of rockets at the Mobil oil refinery, south of the city centre.

Last week's refinery blaze brings to eight the number of reported ANC attacks in the country so far this year, according to Pretoria's Institute of Strategic Studies. In the corresponding period last year, 19 attacks were recorded.

Oil facilities have been a prime terrorist target and are thought to be carried out by specially-trained ANC "cells."

Since 1981 Durban has suffered about 14 terrorist sabotage incidents, in which 10 have died and over 50 were wounded.

The police appear to have linked the dead squad, who they later "positively identified," to the car-bomb attack which killed three people on Durban's esplanade on April 3. A brother of one of the four dead was reportedly held for questioning soon after that attack.

The four are also thought to have been connected to a bomb which went off out-

side Durban's Trust Bank building the day before their attack on the refinery. It also appears that the police had been seeking this "cadre" in connection with sabotage carried out two years ago.

Although the ANC promptly claimed responsibility for last week's attacks, it fudged responsibility for last month's car bomb.

It is almost certain that the dead insurgents had further acts of sabotage planned — especially in view of the fact that the May-June period has in recent times seen an annual peak in so-called "armed propaganda" attacks to coincide with various red-letter days in the calendar of "black liberation."

Whether the recent attacks presage an intensified ANC campaign is difficult to say, observes Mike Hough, director of the Institute of Strategic Studies. But it is clear, he adds, that the ANC will attempt to maintain some military visibility — especially after the setback it received with the signing of the Nkomati Accord.

The accord will not produce immediate results (in curtailing ANC sabotage) but its effects would show in time, said Hough.

Police Minister Louis le Grange warned after the Durban car-bomb that SA could expect more such attacks.

□ Last year, US intelligence sources reportedly estimated that the ANC had between 1 000-2 000 trained insurgents in SA (*Current affairs* June 10 1983).

were to reduce the size of the factory, fire the entire workforce and re-employ or negotiate a settlement with the union.)

The dispute arose when four shop stewards were dismissed for organising a May Day rally at the plant. Two were subsequently re-employed but management refuses to make a similar concession on behalf of others. As a result the workers reacted with work stoppages and a go-slow.

Horn contends that Barlows could be using Uniply as a "soft target" to demonstrate to the more militant unions that it means business and will in future close plants if it has union problems.

Behr, however, says any talk of closure is purely speculative. He says the management, with its obligations to shareholders, would hardly take lightly a decision to close down a successful operation.

However, Barlows' human resources executive for the building materials division, Leon Conradie, tells the FM Uniply is not a "very exciting" business. He cites a number of reasons: timber used at the plant is not grown in the area but has to be transported in, and its main competitors enjoy a range of benefits because they operate from decentralised areas. On top of that it also has a legacy of labour problems.

No final decision has been reached. In the interim, all workers have been suspended with full pay while management chews over the problem.

REGIONAL AFFAIRS

Botswana in line?

Is a SA-Botswana *indaba* aimed at clinching a joint "security arrangement" imminent?

A Foreign Affairs spokesman in Cape Town thinks so, but a government spokesman in Gaborone tells the FM he is "surprised" by the news and denies such a meeting is to take place.

Further, Botswana's President, Quett Masire, said on a state visit to Washington recently that his country "has no intention of signing a non-aggression accord with SA. Not at any price," Masire emphasised, would Botswana "trade principles for expediency."

It is no secret that SA would like Botswana to enter into such an "arrangement." This is, after all, part of Pretoria's regional peace offensive and ultimate goal of international acceptability.

DISPUTES

Defining who's who

(186) (151) (163)
(140A)

A judgment handed down by the Industrial Court last week could have far-reaching implications in defining the categories of worker who fall within the ambit of the Labour Relations Act (LRA) and other labour legislation. The court ruled that six workers employed by Rainbow Chickens in Natal are industrial, not agricultural workers.

Agricultural workers (along with domestics) are excluded from the provisions of the LRA and are among the least protected workers in SA. The judgment gives clearer definition to the somewhat blurred distinction between the two worker categories in agricultural processing industries.

It also opens the way for Rainbow, a major employer group, to become rapidly unionised. The Sweet Food and Allied Workers' Union (SFAWU), an affiliate of the Federation of SA Trade Unions, has already given notice that it intends to organise the plant.

The court was asked to decide the issue after the Legal Resources Centre took up the case of six men dismissed by Rainbow for refusing to work overtime. Centre attorney Richard Lyster contended that as the men were industrial workers, they had a right to refuse overtime in terms of the LRA and the Basic Conditions of Employment Act (BCEA). Consequently, he argued, their dismissal amounted to an unfair labour practice.

In reply, Rainbow argued that it had always regarded itself as an integrated farming operation and its employees as

(186) (163) (140A)
FM 18/5/84

agricultural workers. Therefore, neither the provisions of the LRA nor the BCEA applied and the court had no jurisdiction in the matter.

Industrial undertaking

The court found that Rainbow's chicken processing operation was, by nature, an industrial undertaking. Therefore the court had jurisdiction, and it ruled that the applicants had been unjustifiably dismissed and granted a temporary reinstatement order.

Lyster says that although the company has given notice that it will comply with the order, it intends to take the matter on appeal to the Maritzburg Supreme Court.

In Lyster's view, the company was attempting to "perpetuate a fiction" by claiming that it was an agricultural operation. He says its processing plant at Hammarsdale is in an area zoned for light industry and is rated by the local authority on an industrial basis. In addition, he points out that other chicken producers have recognised their industrial status. One, Farm Fare Chickens, has signed a recognition agreement with the SFAWU.

The case has similar elements to the recent dispute in the sugar industry where SFAWU claimed that workers loading cane in the fields were industrial workers. In that case too, the court ruled in the union's favour.

The implication of the judgment is that henceforth Rainbow workers will enjoy the protection of all the statutes governing employment — particularly in relation to wages, conditions of employment, retrenchment procedures and overtime payment.

Says Lyster "We feel that it is desirable that conditions of employment be standardised throughout industry."

1408 Sawetem 18/5/84

Seifsa makes offer

METAL unions representing 380 000 workers in the steel and engineering industries have been given until May 24 to accept a final wage offer made by the Steel, Engineering Industries Federation of South Africa (Seifsa) — or else declare a dispute.

Formal negotiations under the auspices of the Industrial Council ended on Tuesday when

Seifsa presented its final wage and service package to the unions.

This included an offer of a 20 cents per hour increase for workers in the lowest grades and 40 cents per hour increase for the top grades of metalworkers. Current minimums are R1,53 and R4,41.

The employers' associations have also agreed to more benefi-

cial adjustments on holiday leave.

The offer is a slight improvement on the proposals which Seifsa put forward on May 1, at the second round of pay talks, but falls far short of the R2,50 per hour minimum wage which the Metal and Allied Workers' Union and Steel Engineering and Allied Workers' Union are demanding.

FROM 1815 184 (152) (140A) (1811)

Bosses at Barlow paper firm are 'union bashers'

By PHILLIP VAN NIEKERK

ABOUT 500 workers from the Uniply plant at Cato Ridge, near Durban, were waiting yesterday to hear if management was going to sack them all, reopen talks with their trade union or close the factory down

The workers were suspended at full pay on Tuesday after they went on a series of strikes and work stoppages and finally a go-slow, in protest against the company's sacking of shop stewards who were involved in organising a May Day demonstration

The workers first struck on May 3 after four shop stewards were fired, following the demonstration. After an appeals committee hearing, at which two of the shop stewards were reinstated, workers struck again

On Tuesday, management suspended all the workers who were on a go-slow, and informed the union they were considering

several options, which included closing the plant, firing all the workers, reducing the workforce, or settling the plant's labour problems

A spokesman for the Paper, Wood and Allied Workers' Union (PWAU) said they saw the threat to close the factory as a union-bashing technique, as the union was particularly strong in the Uniply factory

She said this was consistent with the tougher line now being taken toward emerging unions by Barlow Rand, owners of Uniply

Mr Leon Conradie, human resources executive for Barlows' building division, said the proposal to close the factory was 'one of several options which the company faced, and was "obviously not an attempt by Barlows to crush the union"

Mr Conradie said the company had not yet reached a final decision

Pay talks hang in balance

RDM 21/5/84 24 11:59 140A
IN THE next fortnight key pay talks — in the metal and mining sectors — will move closer to their climax.

LABOUR WEEK
By PHILLIP VAN NIEKERK

Metal unions have been given till Wednesday to respond to the final offer from the Steel & Engineering Industries Federation (Seifsa). Talks between the National Union of Mineworkers (NUM) and the Chamber of Mines could be decided one way or the other before the end of the month.

In both cases a trial of strength is on the cards. This year's pay talks have not seemed likely to end in an amicable settlement.

The conflicting pressures of ongoing recession, on the one hand, and worsening poverty within the black community, on the other, have been an immense challenge to unions and employers.

Last year the mainly black emerging unions accepted below-inflation pay rises for their members who in the past 12 months have been further hit by cost of living increases and rising unemployment.

This time round the unions, under pressure from their members, have gone into wage talks with demands for increases in minimum rates of 60% and more, while employer groups, under pressure from economic conditions, have not deviated far from the 10% mark.

Small wonder that they're finding it hard to settle.

□ □ □

ONE of the features of this year's talks has been the isolated stand of the unions representing black unskilled and semi-skilled workers — particularly the NUM and the Metal & Allied Workers' Union (Mawu).

Unions representing mainly white, skilled workers have put up a token fight, but have been prepared to settle.

The Council of Mining Unions declared a dispute over a half-a-percent difference before settling for little more than 10%. Artisan unions in the metal industry are likely to agree to an effective 9,07% this week.

In the metal industry, the wild card is the SA Boilermakers Society whose general secretary, Mr Ike van der Watt, says he is not happy with Seifsa's offer and is waiting to see what other unions do.

While Mr Van der Watt says a dispute cannot be ruled out, he is more likely to opt for last year's solution: settling at the industrial council and pressing for increases over and above this with individual companies.

This was the route that unions dissatisfied with the industrial council settlement last year decided to take — and it was not a particularly successful one.

This year Mawu, the metal union which has shown the most ability to marshal support on the shop floor, is the one most opposed to settling with Seifsa.

X

X

□ □ □

YET

Mercury 21/5/84

Sacked 500 to be replaced

Labour Reporter

THE Uniply factory in Cato Ridge will begin recruiting new staff today to replace more than 500 workers who were fired on Friday after a go-slow campaign.

The entire production staff at the woodboard factory was suspended last week after protesting against the dismissal of two shop stewards, who were fired for allegedly organising a May Day demonstration.

Announcing their dismissal, a spokesman for the company said the management 'regrettably came to the unhappy decision to terminate the employment of the weekly paid production staff after very careful consideration of all the relevant factors'.

All employees affected by the notice would receive an additional one week's pay. The company was taking steps to engage a new work force as quickly as possible, he said.

The factory had had labour problems for a considerable time.

Matters came to a head earlier this month when four shop stewards were fired for allegedly organising a May Day demonstration.

Two were reinstated after the Paper, Wood and Allied Workers' Union intervened.

The company refused to reinstate the remaining two — which led to a series of work stoppages and the go-slow campaign.

Reef company hit by strike

A SHOT was allegedly fired, a black worker assaulted and threatened with a knife when workers went on strike at GEC Traction Signal Company near Germiston yesterday.

Three workers were physically forced out of the company premises after a deadlock in talks between shop stewards and management over the recognition of the Fosatu-affiliate Metal and Allied Workers' Union and other working conditions

Workers are appealing to their counterparts employed by GEC in Britain to help them, and have called on Barlow Rand to intervene in the matter. The company is a subsidiary of

SOWETAN
Reporter

Barlow Rand

A Mawu spokesman said trouble started when two shop stewards were dismissed by management following what management termed "an infringement of procedure" by the stewards

They were physically rushed out of the company premises. When they tried to tell the workers what had happened, a shot was allegedly fired by a security officer

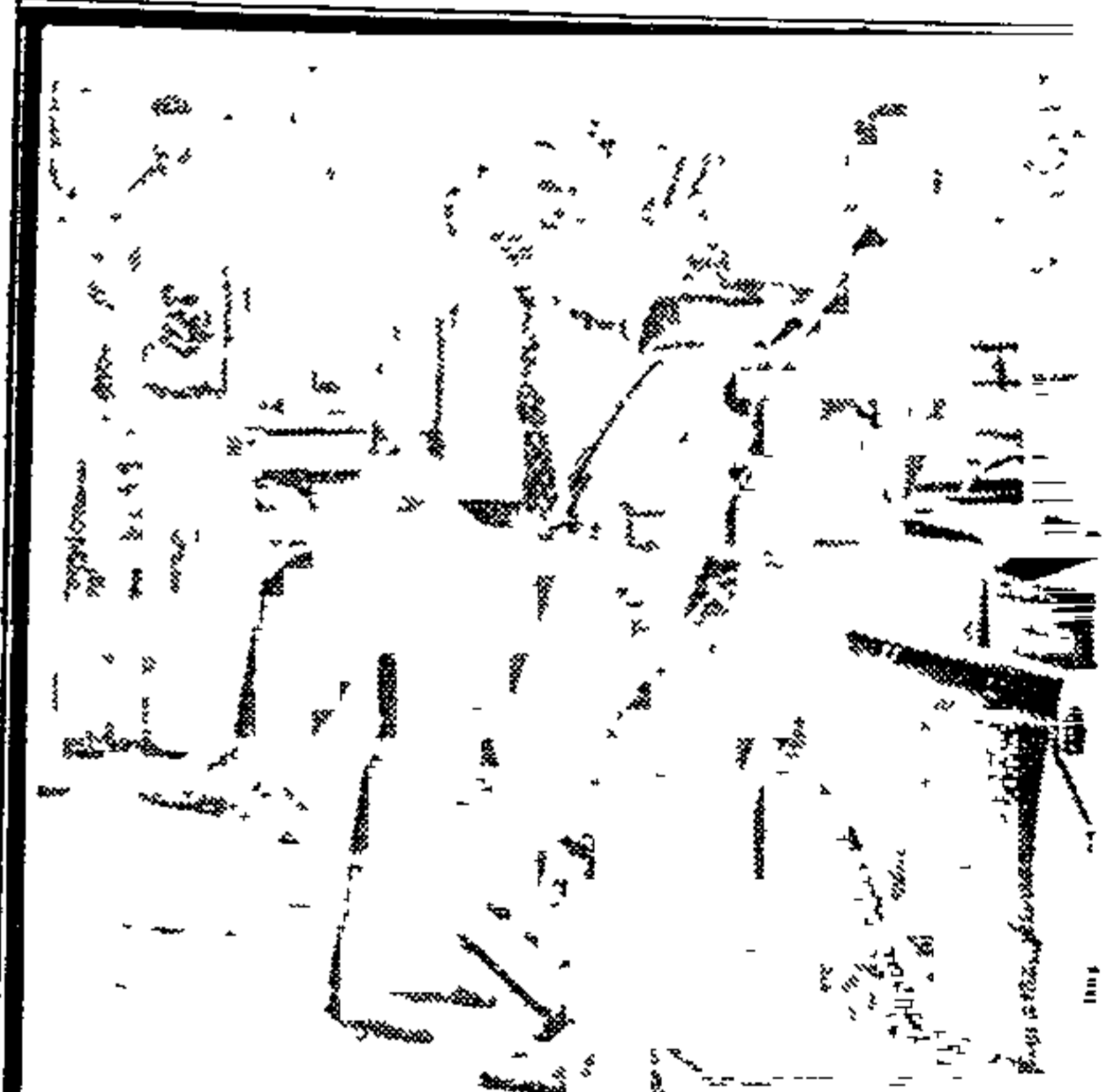
Mahlobo jailed for 20 years

SITHABISO Mahlobo (25) of Escourt, convicted of high treason for bombing two Supreme Courts in Maritzburg last year, was yesterday sentenced to 20 year' imprisonment.

Mr Justice D D V Kannemeyer sentenced Benedict Martins (27) of Imbali to 10 years' imprisonment after he was found guilty of terrorism

Duma Gqubule (19) of Edenvale, was sentenced to 30 months, suspended for five years, on condition that he does not contravene the provisions of the Internal Security Act during the period of suspension

Nkosi hit by bombs



LITERATURE Members of the Security Branch which Azapo's literature was loaded yesterday.



PRESENTATION: All smiles after receiving a TV set

Black students at Cape

HUNDREDS of protesting black students broke a door and forced their way into the University of Cape Town's Bremner administration office block yesterday and mobbed a senior staff member who tried to talk to them

Later reports said the students "seemed to have staged a sit-in inside the building"

The group — about 400-strong — broke some glass panels after besieging the building for about an hour, preventing staff from entering or leaving the building

Professor John Reid, deputy vice-chancellor, was mobbed when the protesters stormed the building and some UCT

The students demanded to speak to the principal and vice-chancellor, Dr Stuart Saunders, to protest against the alleged victimisation of 11 students who have been summoned to appear before a disciplinary committee

Dr Saunders is in Pretoria

The 11 students have been charged with disobeying an instruction from Dr Saunders to leave the site where they had erected tents opposite Jameson Hall to

Unions split over Seifsa pay offer

Star 24/5/84
By Carolyn Dempster
Labour Reporter

Unions in the iron, steel and engineering industry are split down the middle over whether or not to accept the wage offer made by the Steel and Engineering Industries Federation of South Africa (Seifsa)

Today was the deadline for unions to respond to Seifsa's final offer of a 13 percent increase for labourers and a 9 percent rise for artisans

The South African Boilermakers' Society, which represents about 30 000 metalworkers, is to ask the Industrial Council to set up a further meeting with the employers "Unless this happens, we will not be able to accept the present offer," said the general secretary of the SABS, Mr Ike van der Watt.

140A
The decision was taken after a stormy five-hour meeting of the union's executive yesterday.

Mr NLM Ferreira, general secretary of the SA Iron, Steel and Allied Workers' Union (Yster en Staal Unie), said his union, with 39 000 mostly skilled workers in the metal industry, would be accepting Seifsa's offer "reluctantly"

The two unions with majority representation among the unskilled metalworkers — the Metal and Allied Workers' Union, with 30 000 members, and the Steel and Engineering Allied Workers' Union, with 20 000 members — had not reached a decision on what course of action to take by midday today.

Both unions have in principle rejected the offer of a 20c-an-hour increase for labourers and an increase of 40c an hour for artisans

Fosatu

24/5/84
urges

worker

boycott

By Carolyn Dempster,
Labour Reporter

Under the banner "Workers Unite — don't vote" the Federation of South African Trade Unions has launched a boycott campaign against the August elections for the new constitution.

In August, coloured and Indian voters are to go to the polls to elect representatives to sit in the Government's new tricameral Parliament.

Fosatu has urged all workers to stand together against the new constitution.

Fosatu Worker News said pamphlets will be distributed to workers nationally, calling on all coloured and Indian voters to boycott the elections

SELF-SEEKING

"Forget those who for their own self-seeking reasons are trying to lead us back to apartheid. Without support, they cannot govern anything," the pamphlet says.

Fosatu also attacks "sell-out" coloured and Indian leaders for saying that once they are inside the system, they will use their position to negotiate for blacks.

"A minority cannot negotiate for a majority. No minority can be liberated in South Africa if the majority remain oppressed," the pamphlet says.

"Where is the real change? The fact is that racism is still the law of the land — we still have the Group Areas, Influx Control, the Immorality and Internal Security Acts."

Sacked workers march in protest

N. Mercury 24/5/84

140A

Labour Reporter

FIVE hundred discharged Uniply workers staged a protest march to the factory in Cato Ridge, yesterday after deciding to make an urgent application to the Industrial Court for an order to have them reinstated

Police kept a close watch and there were no incidents. On arriving at the factory gates, the workers were handed their pay packets which they accepted. They then left the factory.

Speaking after an earlier workers' meeting in Inchanga, Miss Pat Horn, Natal branch secretary of the Paper, Wood and Allied Workers' Union, said union legal advisers were being briefed and it was likely that a court application would be made.

'In terms of Section 43 of the Labour Relations Act, temporary relief for rein-



Discharged Uniply workers march to the factory in Cato Ridge yesterday.

statement may be sought pending the appointment of a conciliation board by the Minister of Manpower,' she said.

The workers had decided to accept their pay, but they did not consider themselves dismissed, she added.

The entire workforce of 550 was fired last week after a go-slow campaign in protest against the dismissal of two shop stewards, fired for allegedly organising a May Day demonstration at the factory.

Among those dismissed

were some with more than 10 years' unbroken service. Mr Bhuka Hlengwane, 78, said he had 14 years' service with the company and he was worried that he would not find alternative employment because of his age.

A spokesman for Uniply

said it was the prerogative of discharged workers to make a court application if they so wished.

He said he was pleased that they had collected their wages which had been available since Friday.

**Labour
front**

250 still out after sackings

Seweter 29/5/84 ~~1522187~~ 140A

THE estimated 250-strong black workforce at South African Traction Manufacturers near Germiston yesterday continued their strike in protest against the dismissal of three shop stewards.

The workers, members of the Metal and Allied Workers Union (Mawu), went on strike last Friday after management had accused the shop stewards of violating disciplinary procedure.

Management met union officials and explained that the three had been dismissed and that they had the right to appeal in terms of the disciplinary procedure.

Dismissal

Meanwhile more than 300 members of Mawu employed at Formscalf in Wynberg, yesterday returned to work after going on strike over the dismissal of a shop steward.

Management agreed to reinstate the workers following discussions with the union's representatives. Management has also undertaken not to victimise the workers.

At another company, Metnak, Johannesburg, management has started re-employing selectively sacked workers who are members of the Steel Engineering and Allied Workers' Union, following a strike action at the plant.

The union's general secretary, Mrs Jane Hlongwane, said the

workers had followed a colleague who was dismissed by management. This resulted in a strike which led to their dismissal. The union has sought legal advice.

At Edison Plating Works, Benrose, the 300 striking workers

have returned to work, but management has indicated to Mrs Hlongwane that it was going to retrench about 50 of the workers.

This action, she said, was seen by the union as "victimisation of members" and "we intend

taking it to the industrial court"

McPhail Coal Company has confirmed that over 250 workers who went on strike over wage demands have all returned to work. The workers downed tools on Friday.

Workers reject rise

140A



Mrs JANE HLONGWANE: General secretary of the Steel Engineering and Allied Workers union which is also participating in wage talks

MORE than 30 000 members of the Metal and Allied Workers' Union in the country have rejected an offer of 17 cents an hour pay rise for lowest graded employees in the steel industry, the union has announced.

And the union's national executive was given a mandate to make representations for "a living wage" at the National Industrial Council meeting today.

However, according to sources, the unions participating in the wage negotiations with the

By JOSHUA RABOROKO

Steel Engineering Industries Federation of South Africa (Seifsa), are likely to accept the offer when talks resume.

Attack

Members also made a scathing attack at the hike in general sales tax to be effected from July. They warned the Government of labour unrest unless the employers make pay increases that will make up for the rise in GST.

In a statement, Mawu's executive said that


strength," the union said

Indications are that in today's meeting the union will declare a dispute — one of the steps towards a legal strike.

Demand

Mawu's demands are for a minimum living wage of R112,50 a week and an across-the-board increase of R22,50 a week. It has been mooted that Seifsa offer a minimum increase of R1,53 across the board with hourly increases ranging from 15 cents to 20 cents

"They will not weaken or destroy us, instead we shall grow from strength to strength"

Mercury 24/5/84 (140A) 

Union recognition talks stall

Labour Reporter

TALKS over union recognition between the Metal and Allied Workers' Union and a Howick rubber company, BTR Sarmcol have broken down

In a statement Mawu said it believed there was no prospect of the negotiations being resumed unless the company made 'some very serious counter offers' on reasonable procedures for dis-

pute resolution and industrial peace

Whenever there are differences between the parties over what constitutes a fair labour practice Mawu will as and when necessary apply for conciliation board hearings and thereafter refer the matters to the industrial court

'The union expects that there will be increasing conflict between its shop stewards and manage-

ment on the shop floor because there are no procedures to govern such interaction at that level'

The union believes that the main reason why agreement had not been reached was because the company management wished to use the recognition agreement to 'emasculate' the union

'It took 10 years of very bitter struggle involving victimisation, harassment

and intimidation to eventually secure recognition by the company. To expect Mawu to sink to the level of a liaison committee after what happened in the past is absurd and utterly naive,' said Mawu branch secretary Mr Geoff Schreiner

The administrative director of BTR Sarmcol Mr John Sampson, said in a statement last night

'Some months ago the

company took the union to the industrial court to compel them to negotiate a recognition agreement in good faith which they had failed to do

'Subsequent negotiations came close to reaching agreement until Tuesday when the union introduced conditions which were unreasonable. The company has informed the union of its willingness and desire to continue negotiations'

Colgate workers down their tools

By JOSHUA
RABOROKO

ABOUT 300 workers of Colgate Palmolive, members of the Chemical Workers' Industrial Union, downed tools in protest against a wage offer at the Boksburg plant yesterday.

A union spokesman said the stoppage started at midnight, following a report-back meeting during the meal break. Day shift workers joined the night shift in the canteen.

Workers were incensed at management's offer of 10 cents per hour increase on the minimum for a one year period. The offer amounts to a 4,3 percent at a time when inflation is rising.

They have since refused to return to work to allow negotiations to proceed today. They will not sign any offer unless it provides a living wage.

Stewards

Meanwhile representatives of the Metal and Allied Workers' Union (Mawu) were busy negotiating with the management of South African Traction Manufacturers near Germiston.

About 250 workers returned to work yesterday after three of their shop stewards were dismissed by what management termed "violation of disciplinary procedure".

ROM 28/5/84 (140A)

Strike over dismissals at SATM persists

WORKERS at SA Traction Manufacturers near Germiston yesterday continued their strike in protest against the dismissal of three Metal and Allied Workers' Union

(Mawu) shop stewards. The 250 workers downed tools on Friday. A spokesman for Mawu said the company was negotiating an agreement with the union and had for some time

refused to afford interim recognition to the elected shop stewards. The strikers refused to work until the company discussed the matter with union representatives.

RUM 28/5/84

Union refuses to back pay-rise offer

By PHILLIP VAN NIEKERK
THE National Union of Mineworkers (NUM) will not recommend the pay offer of Chamber of Mines gold mines to members when they meet at a special mini-conference on June 9 to debate the offer.

Mr Cyril Ramaphosa, general secretary of the NUM, said yesterday that the purpose of the conference was to decide on a course of action, not to seek a new mandate for negotiations with the chamber.

The wide gap between the chamber's offer and the NUM's demands means that a dispute, which could lead to the first legal strike by black mine-workers in South Africa, is now probable.

The chamber has offered the NUM minimums ranging from 9,5% to 10,9%, which would be the smallest pay increases for black mine-workers since the beginning of the 70s.

The NUM, which is negotiating along with the much smaller Federated Mining Union, is demanding a 25% increase for all members on the eight mines where it is recognised.

While the union is only recognised in certain categories on eight chamber gold mines, the deal it reaches with the chamber is likely to affect almost all black workers on chamber gold mines.

The union began the talks on Thursday with demands of 60%, 40% and 30% for the various grades and Mr Ramaphosa said yesterday they had no mandate to go lower than the final 25% demand made on Monday.

"As they're not prepared to go much higher — though they have maintained they have one more offer to go — and we have no mandate to go lower, we have had to call the special congress to confirm our rejection of the offer."

"We won't even ask congress to accept the offer. We are going to ask the workers to decide what they should do."

Meanwhile, talks with the chamber on pay for NUM members in the coalmining industry are due to start on May 4.

Mr Ramaphosa said he would be pushing the chamber to place their final offer on the table at this meeting. This would allow the union, if necessary, to discuss the issue of coalmine wages at the special congress as well.

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Labour Reporter

In an out-of-court settlement, the Transvaal packaging firm Transpoly has agreed to pay R35 000 to 40 of the 72 striking workers dismissed from the plant in March

The remaining 32 workers who were fired are to be reinstated

The settlement signifies a major advance for the Paper, Wood and Allied Workers' Union (PWAU), which has also been recognised by Transpoly as the representative union in the plant.

PWAU's initial attempts at meeting management to discuss a recognition agreement were cut short when the company started dismissing union activists

The action led to an 18-day strike by 74 workers at the plant. The police were called to the scene and management reportedly refused to talk to the union. A union organiser was arrested and

29/5/84
payout for strikers

LABOUR BRIEFS

charged under the Intimidation Act as a result of the strike

As part of the settlement, negotiations have already begun between the union and management

● A December deadline has been set for the dissolution of the General Workers' Union of South Africa, after which the union will officially re-emerge as the Retail and Allied Workers' Union (RAWU). The president of the Pretoria-based union, Mr Donsie Khumalo, said the intent was gradually to transform the general union into an industrial union

"Our strongest element is in the retail trade, in Pick 'n Pay's northern Transvaal division where we have over 50 percent membership," he said

Once the 'retail' union had been formed, a mandate would be obtained from members whether or not to apply for a place on the feasibility committee which is drawing up proposals for a new union federation

Mr Khumalo said he did not think the new union (RAWU) would constitute a threat to the Commercial, Catering and Allied Workers' Union

● After two years of negotiations, Bakers biscuit company has signed a recognition agreement with the Sweet, Food and Allied Workers' Union (SFAU)

The agreement covers the union's 700 members at the company's Westmead factory near Pine-town. SFAU have already embarked on negotiations and have preliminary agreements with two other factories in the Bakers group — in milling and the bread and cake division

140A

Union appeals to Koornhof in Natal dispute

By PHILLIP VAN NIEKERK

THE Sweet, Food and Allied Workers' Union (SFAWU) has appealed to Dr Piet Koornhof, the Minister of Co-operation and Development, to take urgent action over a dispute between the union and the Port Natal Administration Board (PNAB)

The SFAWU is an affiliate of Fosatu and the Minister's response could be an important indication of state employers' willingness to deal with emerging unions

The union appeal follows a strike in demand of higher wages by about 500 workers at the PNAB-controlled Congella Brewery in Durban on Monday

In a statement the SFAWU said the union had been trying for the past few months to negotiate with the PNAB but had been consistently told it was only the Minister who could agree to increases

The statement said the workers were "sick and tired of the PNAB hiding behind the Minister. Our union has been recognised and we therefore demand the right to negotiate right inside the factory"

"Workers have returned to work on the assurance that management has telexed the Minister asking him to take urgent action on their demands"

A spokesman for the De-

partment of Co-operation and Development was unable to contact any of the officials at the PNAB for comment yesterday afternoon but confirmed that the strike had occurred

Meanwhile, the Minister of Manpower, Mr Pietie du Plessis, has approved a statutory conciliation board to resolve the deadlocked wage dispute between the SFAWU and sugar giant C G Smith

A statement from the Fosatu-affiliated SFAWU yesterday said both the company — which is owned by Barlow Rand — and the union had applied for the board and had agreed on an independent chairman

The SFAWU is recognised at three of C G Smith's six mills in Natal — the only three mills which negotiate wages outside the industry's industrial council. The National Sugar and Refining and Allied Industries Employees Union, which is a party to the council, is recognised at the other three

The union statement said "We are set for more difficult negotiations. Workers are in a desperate situation. We are determined to win a living wage which will allow us to live like human beings and not animals"

A spokesman for the company refused to comment yesterday but confirmed the board had been approved

INDUSTRIAL RELATIONS — WORKERS⁷

ORGANISATIONS — FOSATU

1984

JUNE — DEC.

to appeal against his judgment. The appeal will be heard by a full bench of the Natal provincial court in September.

The March case, which was heard in the Durban and Coast Local Division of the Supreme Court, centred on an issue with a complicated history.

The NUTW has long been trying to gain recognition from CFCC at the Frametex mill of the company's New Germany complex. The union alleges that at a meeting with the company in October 1982 CFCC undertook to recognise it at the mill provided it represented the majority of the Frametex workers. The NUTW claims it later proved — although the company disputes this — that the majority of workers were indeed NUTW members but that the CFCC had decided to favour the Tucsaf-affiliated Textile Workers Industrial Union (TWIU).

Whether CFCC agreed to recognise the NUTW at the October 1982 meeting and whether or not that agreement was enforceable by law later became hotly disputed. The union alleged that CFCC broke that undertaking by favouring the TWIU. The company contested it. In a Supreme Court case heard in September last year, the NUTW agreed that in any future proceedings it would not claim that any contractually binding agreement on recognition had been concluded by CFCC.

Unfair labour practice

In the same month, however, the Minister of Manpower appointed a conciliation board to establish whether CFCC had committed an unfair labour practice by refusing to give effect to the alleged agreement to recognise the union made in October 1982.

CFCC asked for the board to be scrapped because, as a result of the Supreme Court case, there was no longer a dispute. But the NUTW contested that, claiming that a breach of an agreement — even if it was not contractually binding — did constitute an unfair labour practice.

In March Mr Justice Booysen endorsed the union's contention. This opened the way for the NUTW to contest the main issue in its battle with CFCC: whether CFCC has committed an unfair labour practice by allegedly refusing to recognise the NUTW and favouring the TWIU. However, after the judgment was delivered, CFCC gave notice that it would contest the judge's findings.

This week Mr Justice Booysen said that it was very difficult for him to evaluate whether another judge would come to the same conclusions as he had in March. He therefore granted CFCC leave to appeal against the judgment, although he said the matter was not important enough to be heard by the Appellate Division.

According to a lawyer acting for the union, the judgment means that a possible hearing of the main case in the Industrial Court will be delayed yet again.

INDUSTRIAL COURT

A round to Frame

The laborious legal battle between the National Union of Textile Workers (NUTW) and Consolidated Frame Cotton Corporation (CFCC) seems set to become even more prolonged. This follows a judgment handed down in the Maritzburg Supreme Court this week.

Mr Justice Booysen, who in March rejected an application from CFCC to prevent the Industrial Court (IC) from considering the NUTW's recognition dispute with CFCC, has now granted the company leave



11A Rabie 304A

... challenging government to act

self-proclaimed law-breakers Internal Affairs Minister F W de Klerk tells the *FM* he does not wish to react to the LP decision before he has talked to the party

The Act itself reads "No person who belongs to one population group may (a) be a member of any political party of which any person who belongs to any other population group, is a member; (b) render assistance as agent, or be a member of an election committee, of a political party of which any person who belongs to any other population group, is a member, or of any person who belongs to any other population group and who has been nominated or may be nominated as a candidate for an election

The Act makes provision for penalties of not less than R300 or six months' imprisonment for a first conviction, and not less than R1 000 or one year for subsequent convictions. It stipulates, however, that no prosecution shall be instituted "except on the express direction of the Attorney-General concerned"

Transvaal Attorney-General, Don Brunette, tells the *FM* that if a charge is made and the police hand him a dossier with their investigation, "I will have to seriously consider the matter. One will have to look at the whole thing with the background of the politics of the time when the Act was made and at the present political climate"

This could be interpreted as implying that Acts passed by Parliament will not be enforced if political circumstances have changed since the legislation was drafted

PFM spokesman Tiaan van der Merwe says the LP has created a "severe dilem-

ma" for government in which Pretoria will certainly lose face. The LP action does not seem to be a contravention of the Constitution or the Electoral Act. In addition, the Political Interference Act does not make provision for declaring an election void. "The only way to avert unpleasantness and conflict at the start of the new dispensation will be to scrap the Act at the earliest possible moment," Van der Merwe says

He adds "This is the first indication that some coloured and Indian politicians are not going to accept their minority status lying down and are giving notice at an early stage that (government's) right to dictate unilaterally will not go unchallenged"

The LP seems confident that the Act will be scrapped. "How will it look if this government takes members of the future government to court," Transvaal LP leader Jac Rabie asked at the party's congress last weekend

Ironically, the showdown between the LP and government can only help the LP to do well in the coming election — and that is certainly in government's interest

If the Act is scrapped, however, there will also be nothing to stop the PFM putting up candidates in the brown elections. This is not likely to appeal to government

METAL NEGOTIATIONS

Three dissidents

The mixed reaction from trade unions to the employers' offer in the metal industry wage negotiations (involving 380 000 work-

ers) for the forthcoming year was not unexpected. But it is bound to cause serious problems for the Steel and Engineering Industries Federation (Seifsa)

When the parties last met at the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry on May 15, Seifsa made its final offer to the unions. They were given until last Thursday to respond. The Seifsa offer, which represented a 9% increase in minimum wages for skilled workers and a 13% increase for the lower levels, consisted of

- Minimum wages for artisans to be raised by 40c/hour to R4,81c;
- Minimum wages for unskilled workers to be raised by 20c/hour to R1,73;
- A reduction in the period of service enabling workers to qualify for an extra week's leave from six to five years;
- An increase in site workers' subsistence allowance, and
- Significant increases in holiday leave bonuses, particularly in respect of general labourers

Most of the unions in the Confederation of Mining and Building Unions (CMBU) as well as the Yster and Staal Unie have accepted Seifsa's offer — despite the fact that it is considerably lower than the original wage demands for a 33% and 66% increase for the upper and lower levels respectively

The SA Boilermakers' Society broke ranks with the other CMBU members to reject it, along with the Metal and Allied Workers' Union (Mawu) and the Steel Engineering and Allied Workers' Union (Seawu)

Both Boilermakers general secretary Ike van der Watt and Seawu general secretary Jane Hlongwane have called on Seifsa to make another offer. Mawu has indicated that it rejects the offer and will be reporting back to its members

IMF council members

It is significant that these three unions are not only large, representing a substantial number of the workers total, but that all are members of the recently revived SA Co-ordinating Council of the International Metalworkers' Federation (IMF)

The revival of the SA council came too late for co-ordinated action in this year's negotiations and the council decided to allow its member unions to act on an individual basis. However, it is believed that union alignments will be radically restructured in future negotiations

Seifsa director Sam van Collier declined to comment to the *FM* on the possible outcome of this year's talks. But it is likely that the Boilermakers, Mawu and Seawu will act together in confronting Seifsa.

Seifsa's strategy will be important in determining what form their action will take. It is clear that Van Collier faces a number of problems. If Seifsa goes ahead and publishes the agreement for the metal industry based on the consensus reached with the CMBU majority and Yster and Staal, the three dissident unions could challenge their

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(150) For 1/6/84 (139)

right to sign a national agreement

Alternatively, the trio could decide not to challenge the agreement, which would not bind them, and instead join forces to demand higher pay from individual metal industry companies. If their demands are not met, they could declare disputes with the individual companies.

This would be in line with the tactics adopted by many emerging unions. Indeed, one of Mawu's preconditions for joining the metal industrial council last year was that it wanted to negotiate on both industry and company levels.

Seifsa could defuse the situation by deciding to table a new offer. This would, however, involve loss of face and could be taken as a sign of weakness.

driver ring gain



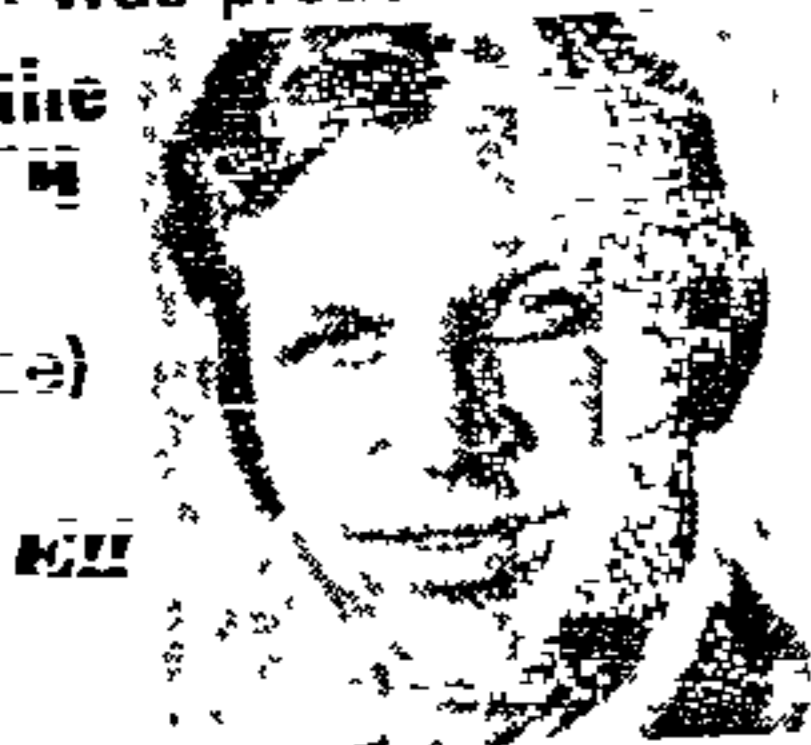
SAREL VAN DER MERWE

aces in which he will still have to compete in different American states, including the Lumberman's 500.

The eight-times South African rally champion feels confident about winning the Lumberman's 500 "At the moment, I'm riding the crest of the wave and I feel that to win, one must have a strong will and determination. It's always nice to aim for first place - it sure beats coming second," he said

POWER TO HEAL IS DAILY

under the ministry of
re healed, some were
was preached



Pastor J. R. CROMPTON

Last day today for registration

Political Correspondent

CAPE TOWN — Today is the last opportunity for coloured and Indian South Africans to register for the August elections for the House of Representatives and House of Delegates

Completed registration cards can be handed in at any police station up to midnight tonight

Registration cards will also be accepted by the Department of Internal Affairs if they bear today's postal date stamp

Voters are compelled by law to register, but no penalty is laid down for coloureds and Indians who fail to do so

Leaders of registered "participating" coloured and Indian political parties have called on as many of their supporters as possible to register, and thus have a say in South Africa's tricameral parliament

Thousands have registered at Department of Internal Affairs offices over the past few days

Fosatu election boycott plan intensifies

By CLAIRE PICKARD-CAMBRIDGE

EASTERN CAPE affiliates of the Federation of South African Trade Unions (Fosatu) are intensifying their boycott campaign against the coloured and Indian parliamentary elections on August 22 this year

Union spokesmen said yesterday that thousands of pamphlets criticising the new deal would be put into factories and distributed among Fosatu's 25 000 members in East London, Port Elizabeth, Grahamstown and Uitenhage

The campaign, which is intended to mount during July and August, was initiated last year when their factory committees discussed the issue with memberships

Local affiliates maintain in the pamphlets that refusing to vote is a "positive" action because it unites coloureds and Indians with the majority who do not have the vote

These pamphlets also claim that elections are designed to "divide and rule the oppressed", to maintain white dominance, to disinherit the majority, to restrict people to group areas and homelands and to draft coloureds and Indians into the army

A large team of Fosatu members, along with people from other groupings, will embark on house calls to discuss the boycott with the aim of conscientising the community, say union spokesmen

They said yesterday that they would issue stickers urging workers not to vote as the time of the elections drew near. These stickers would then be worn by workers in the factories

Cyclist is robbed of cash, bike

A 19-YEAR-OLD youth was robbed of R40 and his bicycle while cycling on the Uitenhage Road yesterday

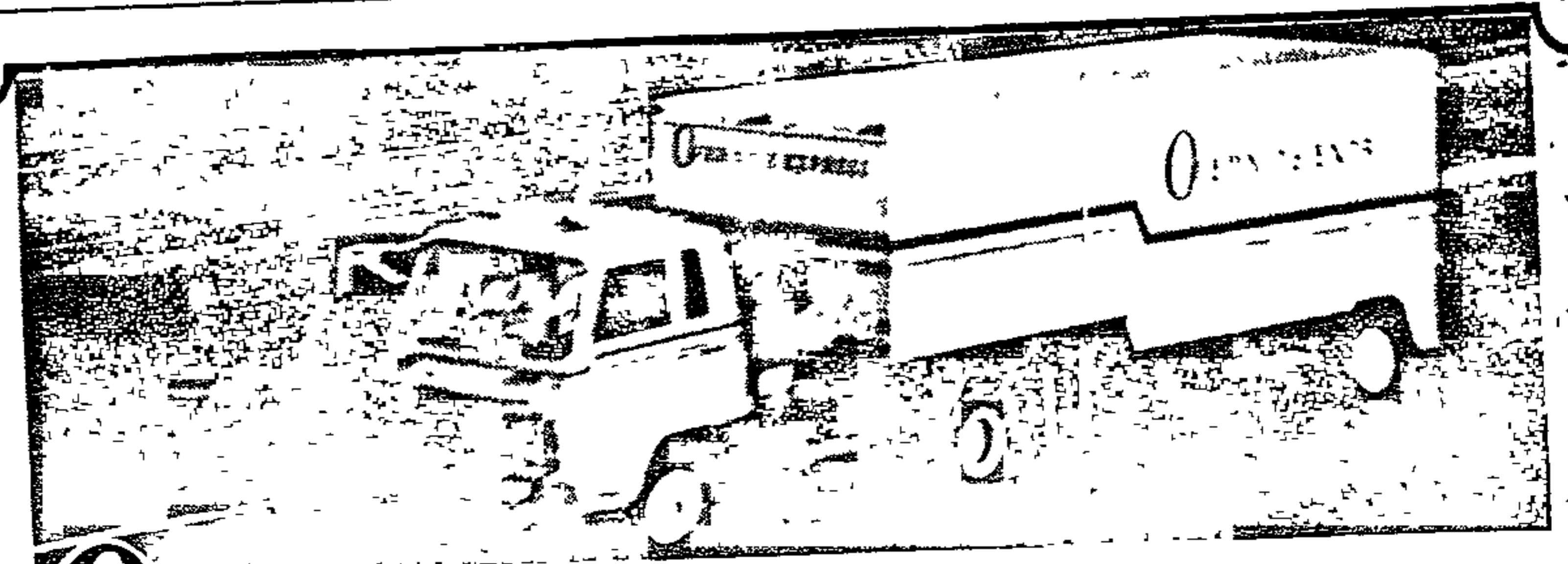
The acting police liaison officer for the Eastern Cape, Lieutenant-Colonel A. C. Vermaak, said Leonard Johann Pieterse, of Albartross Flats, Algoa Park, was cycling on the Uitenhage road near the Dulux crossing, when two men apprehended him and took his cash and his bicycle

Mr Pieterse was not hurt in the incident. No arrests have been made and police are investigating the incident

A reprimand

TEL AVIV — An Israeli army general has been reprimanded in connection with the beating to death of two captured Palestinian terrorists after a bus hijacking on April 12

He is Major-General Moshe Bar-Kochba. The 10-hour hijack drama began near Ashdod and ended in the Gaza strip — Sapa-AP



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PE, Uitenhage tyre firms offer 55% increase

By CLARE PICKARD-CAMBRIDGE

UNIONS representing about 7 000 workers in Port Elizabeth and Uitenhage's tyre and rubber industry are currently considering an offer of a 55% minimum wage increase from three giant employers

This follows lengthy negotiations between the National Allied and Automobile Workers Union (Naawu), Yster en Staal Werkers Unie and three companies, General Tire and Rubber Company, Goodyear Tyre and Rubber Company and Firestone, who are all party to the Industrial Council.

According to Mr Les Kettleidas, Naawu's regional secretary, the proposed minimum wage increases from a current R1,38 to R2,15 an hour will bring them into line with

wages negotiated in the local automobile industry

Mr Kettleidas, who led the union negotiations, said they had encountered dismally low wages in the tyre and rubber industry when Naawu first became party to the Industrial Council covering the industry in March this year

Industrial Council negotiations had begun on April 16, but up until the present proposal they had rejected all employers' offers

Unions are now considering the employers' offer and will respond on Wednesday after they have had report-back meetings with their membership

If this is accepted by the workers it will become a

two-year agreement implemented from June 11

Furthermore, this is the first time workers in the tyre and rubber industry have also been guaranteed minimum six-monthly increases for a two-year period, applying over and above the new minimum wage offers, he said

These minimum six-monthly increases to keep abreast of the cost of living were previously given at management's discretion.

Long-service leave had also been agreed upon for the first time, as well as an additional paid public holiday over and above that provided in the Basic Conditions of Employment Act.

He said union demands had been for increased wages, minimum wage rates, shorter working hours, long-service leave, lay-off and retrenchment benefits and increased annual bonuses

Naawu was committed to a struggle for a meaningful living wage and believed the manner in which new conditions of employment had been determined would set a pattern for negotiations in the future, he said

Mr Fred Sauls, general secretary of Naawu, said the union had been struggling since 1971 to break into tyre and rubber wage negotiations as the Yster-

en-Staal Unie only had been party to the Industrial Council.

However, management had become more open to talking with Naawu after legislative changes in the labour field and a breakthrough had been achieved after 10 years in the cold

Now that there is direct representation for black workers concerning conditions affecting them, there has been a marked change in the attitude of employers who are looking at wages more realistically.

The employer bodies contacted by Weekend Post said they would rather not comment at this delicate stage of the negotiations

140A
E. Post
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PDM 5/6/84

Seifsa rejects pay talks plea

By PHILLIP VAN NIEKERK

THE Steel and Engineering Industries Federation of South Africa (Seifsa) has turned down a plea by leading metal unions to reopen wage negotiations for this year's industrial council agreement.

The Seifsa decision — which would mean that unskilled and semi-skilled workers would be bound by an agreement between Seifsa and unions representing skilled workers — has been greeted with disappointment and some anger by the three unions who have rejected Seifsa's pay offer.

The unions — the Metal and Allied Workers' Union (Mawu), the Steel, Engineering and Allied Workers' Union (Seawu) and the SA Boilermakers Society (Sabs) — represent the bulk of semi-skilled and unskilled unionised workers in the industry, though Sabs also represents some skilled workers.

All three unions are party

to the local co-ordinating committee of the International Metal Workers' Federation (IMF) and it is understood they will be meeting soon to formulate a common response to the employers' position.

However, the meeting is unlikely to take place this week as several leading union figures are in Dublin attending the IMF's annual congress, where the South African issue is sure to appear on the agenda.

Seifsa appears set to sign the agreement — which amounts to a 40c an hour across the board increase for artisans and 20c an hour across the board for unskilled workers — with the artisan unions, who have agreed to settle.

Mawu rejected Seifsa's final offer outright, while Seawu and Sabs refused to accept the offer and called on Seifsa to return to the bargaining table to reopen negotiations.

RAM 6/6/84

Unions settle dispute

Mall Reporter

A LENGTHY battle between two rival trade unions at the Irvin and Johnson processed foods plant in Springs culminated yesterday with the company signing a recognition agreement with the Sweet, Food and Allied Workers' Union

The agreement follows a secret ballot victory in April by the SFAWU, an affiliate of the Federation of South African Trade Unions (Fosatu), over the Food and Beverage Workers' Union, an affiliate of the Council of Unions of South Africa (Cusa)

The ballot came after months of inter-union rivalry over the recruitment of members and overturned a previous company recognition agreement with FBWU which was signed when they had majority membership

A statement issued jointly by Mr Trevor Broderick, the I&J group's industrial relations manager, and Mr Chris Dlamini, president of the SFAWU, said the SFAWU had confirmed a fully-paid up membership of 56% of the permanent employees at the site

"A full procedural agreement was signed between I&J's processed food plant and the SFAWU at Springs on June 4," the statement said.

In the ballot held on April 18, 52% of the workers supported SFAWU with 34% supporting FBWU

Unionists attend company's AGM

JOHANNESBURG — Shareholders of the local subsidiary of a large British multinational firm, which has its headquarters in Randburg, were astonished yesterday when two representatives of the Metal and Allied Workers' Union (Mawu) attended their annual meeting after having bought 100 shares in the company

The Mawu representatives — a union organiser and the union's lawyer, — attended the annual meeting of BTR South Africa to protest against wages paid at a Howick plant, BTR Sarmcol

This form of action is virtually unique in South Africa. Mawu declared itself in dispute two weeks ago when wage talks broke down with the company offering a 10,8% increase from R1,43 an hour to R1,60 an hour

Mawu said BTR pay rates were far below the accepted minimum standard of living levels though it was a British company covered by the EEC code

Mr Peter Fatharly, the chairman and managing director of BTR South Africa and chairman of British Tyre and Rubber (Eastern Region), said Mawu's share purchase certificate and their proxy had not been registered "But we invited them to stay as guests" — Sapa

June 1984

~~Sowetan 140A/15/1984~~

200 Naawu workers strike

ABOUT 200 workers at Precision Castings in Pretoria yesterday downed tools, demanding that management recognise the National Automobile and Allied Workers' Union (Naawu).

The union's organiser, Mr R Msiza, said management had refused to talk to the

SOWETAN
Reporter

union after they had presented them with a draft of the union's constitution

"We feel very bad about the attitude of management because we were aiming at wage negotiations with them

soon," he said

The workers have demanded that management should talk to their leaders. All attempts were fruitless and they decided to take strike action

The company's managing director, Mr C A Struwe, said he had no comment.

Unionists press demands at AGM

By PHILLIP VAN NIEKERK

SHAREHOLDERS of the local subsidiary of a large British multinational were astonished yesterday when two representatives of the Metal and Allied Workers' Union (Mawu) attended their annual general meeting after having bought 100 shares in the company.

The Mawu representatives attended the annual meeting of BTR South Africa to protest against wages paid at a Howick plant, BTR Sarmcol, and to inform shareholders of a wage dispute at the plant.

The representatives — a union organiser and the union's lawyer — handed out pamphlets to shareholders and submitted a lengthy question to the board of directors which set out the reasons behind their wage demands.

This form of action is unique in South Africa but labour observers agree it could develop increasingly into a union tactic to put pressure on employers.

Mawu declared itself in dispute with the company two weeks ago when wage talks broke down with the company offering a

10,8% increase from R1,43 an hour to R1,60 an hour.

In their pamphlet to the BTR shareholders, Mawu asked the shareholders whether they were able to justify the level of wages at the company and called on the meeting to use its influence to break the deadlock by calling on the company to resume negotiations.

They said BTR pay rates were far below the accepted minimum standard of living levels though it was a British company covered by the EEC code which required firms to pay 50% above the minimum levels.

Mr Peter Fatharly, the chairman and managing director of BTR South Africa and chairman of British Tyre and Rubber (Eastern Region), said that Mawu's share purchase certificate and their proxy had not been registered.

"We explained they could not participate in the meeting," said Mr Fatharly, "but we invited them to stay as guests. At the end of the meeting they asked their question and put forward some well-presented points of view."

"They struck me as nice chaps and they were polite and behaved very well."

(176 / 140A)
**Wage deadlock
takes new turn**

By Sol Makgabutlane

The ^{7/6/84} wage increase
deadlock between BTR
Sarmcol (a subsidiary
of BTR Holdings) and
the Metal and Allied
Workers' Union
(Mawu) took a new
turn yesterday when
Mawu was refused per-
mission to state its
case at a meeting of
the company's share-
holders in Johannes-
burg

According to Mr Du-
misan Mbanjwa,
Mawu's organiser, his
union bought 100
shares at BTR with the
intention of attending
shareholders' meetings
to persuade them to
force management to
give workers a better
deal

"Yesterday, howev-
er, we were accorded
only observer status at
the meeting because
BTR said that our
shares, which we
bought on May 29, had
not yet been regis-
tered"

Mawu, which is affi-
liated to the Federa-
tion of South African
Trade Unions (Fosatu),
has 920 members out of
a workforce of 1 200
workers in BTR's fac-
tory in Howick, Natal,
said Mr Mbanjwa

fm 8/6/84

METAL INDUSTRY TALKS

Conflict ahead

The Steel and Engineering Industries Federation of SA (Seifsa) may have paved the way for unrest in the metal industry. It has announced that it is no longer prepared to negotiate with three trade unions which rejected its pay offer in this year's negotiations.

Seifsa's final offer in the drawn-out talks at the metal industry industrial council was a minimum 40c/hour increase for skilled workers and 20c/hour for unskilled workers, as well as improvements in site workers' allowances and holiday leave bonuses. Two weeks ago most of the 14 unions involved in the negotiations — including all but one of the unions falling under the umbrella of the Confederation of Mining and Building Unions (CMBU) and the Yster and Staal Unie — accepted Seifsa's offer.

But three member unions of the SA Coordinating Council of the International Metalworkers' Federation — the SA Boilermakers' Society (also a CMBU member), the Metal and Allied Workers' Union (Mawu) and the Steel, Engineering and Allied Workers' Union (Seawu) — rejected it. The Boilermakers and Seawu called on Seifsa to make another offer. Mawu stated that it rejected the offer and would refer the issue back to its members.

Now that Seifsa has rejected this call the indications are that when the industrial council meets next week it may decide to go ahead and ask the Minister of Manpower to publish the 1984 agreement and apply to have it extended to non-parties.

The Metalworkers' Federation unions' reaction to Seifsa's action has been delayed as several key officials are attending a federation conference in Dublin.

It seems that confrontation will be inevitable when the federation unions finally formulate their response. It is also likely that the International Metalworkers' Federation itself, which has in the past intervened in SA labour disputes, will be drawn into the fracas.

Unions want to negotiate pay rises outside Seifsa

By PHILLIP VAN NIEKERK

THE South African Boilermakers Society, Sabs, yesterday appealed to the Steel and Engineering Industries Federation of South Africa, Seifsa, to allow individual employers to negotiate wages above the Metal Industrial Council's minimum rates

Sabs is one of the three unions party to the council, which did not initially accept Seifsa's pay offer

They have made this proposal on the last lap of this year's pay talks which could see up to three leading unions not signing the agreement

Seifsa — which has long

opposed wage bargaining outside the Metal Industrial Council — will respond when the council's executive committee meets on Tuesday

The unions which rejected Seifsa's offer of a 20c across-the-board increase for unskilled workers were Sabs, the Metal and Allied Workers' Union, Mawu, and the Steel, Engineering and Allied Workers' Union, Seawu.

Their demand that Seifsa reopen talks was turned down last week

Seifsa's determination to sign the agreement — which will cover some 380 000 skilled, semi-skilled and unskilled workers — with

unions who only represent skilled workers has caused anger among the unions representing unskilled workers

However, informed sources said yesterday that one of these unions — Seawu, an affiliate of the Council of Unions of South Africa, Cusa — was prepared to settle with Seifsa and sign the agreement

Miss Jane Hlongwane, the general secretary of Seawu, refused to confirm or deny these reports yesterday. She said the union had a mandate which would only be revealed after the executive committee meeting on Tuesday

Hundreds of unionists march on Natal firm

By Sol Makgabutlane

Star 8/6/84
on Wednesday.

Hundreds of Metal and Allied Workers' Union (Mawu) members yesterday marched to the offices of BTR Sarmcol in Howick, Natal, and handed in a petition calling for the reopening of wage talks.

A Mawu statement said BTR management's negotiating teams agreed to reopen wage talks if Mawu withdrew its dispute with the company on the wage deadlock.

The march by comes after two Mawu representatives attended a shareholders' meeting of BTR Holdings in Johannesburg to air complaints

The representatives were not given a chance to address the meeting as their 100 shares had not been registered

The list was handed to the chairman of the board of directors, who undertook to raise the matter with the relevant BTR managers.

The union said in the statement. "All efforts by the union to secure a fair and equitable recognition agreement with reasonable dispute settlement procedures and peace obligations have failed"

Mawu also claimed that more than 1000 workers had been retrenched without compensation

ROM (140A)

June 1984

Wage dispute leads to demands

Mail Reporter

HUNDREDS of Metal and Allied Workers Union members at BTR Sarmcol in Howick marched on the company's offices yesterday where shop stewards presented management with petitions calling on them to reopen wage negotiations, a Mawu statement said last night

The action was a follow-up to the attendance of two Mawu representatives at the AGM of BTR South Africa on Wednesday, to inform shareholders of the wage dispute at Sarmcol

The Mawu representatives told the meeting that the company's proposed wage increase was 27% below the household effective level, that company profits were substantial and that wages for other workers doing the same job were at least 25% higher

In addition, about 1 000 workers had been retrenched without compensation

Yesterday's statement said the company had agreed to reopen wage negotiations

Don't vote in August

— FOSATU

~~140A~~

140A

City Press
10/6/84

THE FEDERATION of SA Trade Unions has flooded the Eastern Cape with pamphlets urging workers to boycott the August 22 elections for coloured and Indian "chambers" in Parliament.

There are more than 25 000 Fosatu members in Port Elizabeth, Grahamstown, East London and Uitenhage.

The pamphlets have been distributed to all Fosatu - organised factories in the union grouping's first real campaign against the elections in the area.

The decision to distribute the pamphlets follows Fosatu's commitment earlier this year to oppose the

By **MONO
BADELA**

elections, which they rejected as "divisive".

The pamphlets distributed this week contain statements from local Fosatu affiliates saying that to refuse to vote is a "positive action" because it unites coloured and Indian people with the millions of African people who don't have the vote.

The pamphlets also claim the elections are designed to "divide and rule" the oppressed and maintain white dominance.

Unions tell workers to stay away

The pamphlets also say the "new deal" offered by the SA Government will disinherit the majority of people, restrict people to group areas and allow the Government to draft coloured and Indian people into the army.

A Fosatu spokesman said the union grouping — the

largest independent federation in South Africa — will follow up its pamphlet campaign with house visits to "educate" people.

They intend to distribute stickers urging people not to vote.

Workers at Fosatu-organised factories will also wear the stickers, the union spokesman said.

KDM 11/6/84 □ □ □ (140A)
WHAT could be a new precedent was set last week when Metal and Allied Workers Union (Mawu) representatives attended the annual meeting of the local holding company of the multinational British Tyre and Rubber company.

The Mawu representatives, who had bought 100 shares in the company, informed shareholders of their wage dispute with a Howick subsidiary, BTR Sarmcol, and put forward reasons why their members deserved a larger increase than was being offered.

The action was followed up the next day by a march by Mawu members at the plant to the company's office where they handed over a petition setting out their wage demands.

Attending shareholders meetings to put pressure on employers is an almost unprecedented tactic for unionists in SA though in other Western countries it is quite common. The Southern African Society of Journalists also attends employers' annual meetings to ask pertinent questions.

Sarmcol has been in the news before for a "first". It was the first company to charge a union with an "unfair labour practice" case for refusing to bargain in good faith, though this was later withdrawn.

Club-
140A Stan
No charges ~~1/18/84~~
~~1/18/84~~ against unionist

Charges against a trade unionist — of convening an illegal gathering — were withdrawn in the Johannesburg Regional Magistrate's court this morning

Mr Jeremy Michael Baskin (25) of the Paper, Wood and Allied Workers Union (PWAU) had not been asked to plead

He was arrested on March 12 at a Johannesburg factory where he had gone to settle a strike. He was then released on R200 bail

Women vow to fight harassment

A NUMBER of trade union members attended the launch of a book on the position and circumstances of women workers in our industrial economy at the weekend.

"Women Workers" is a book that is a publication every working woman must get hold of and read thoroughly as the material in it is of vital interest and importance to the working woman

The essence of what the authors of this book that was launched at the Fosatu offices on Saturday are writing about is aptly summarised in a passage they quote

This passage, taken from a 1980 United Nations Report is one

By LEAH MATIARE

140A

every woman can identify with, whatever her vocation in life. It says

"Women are half of the world's population. They are a third of the official labour force. They put in two-thirds of all the hours worked. They get a tenth of the world's income. They own less than one-hundredth of the world's property."

Threat

Among the women who contributed to this book are Maggie Magubane, Refiloe Ndzula, Grace Monamodi, Jane

Barret, Chris Bonner, Liza Makalela and Adrienne Bird

These Fosatu members carried out research for this book among trade union members affiliated to the union. They analyse in this publication the types of jobs women do, the problems women face, the threat of unemployment once they have actually managed to get the job, among other things

The material in this book is therefore based on hard facts drawn from real-life situations. It exposes the multi-

various ways in which women workers are discriminated against in their places of work. It further looks into the malpractices against women and the demeaning sexual and other forms of harassment women workers are subjected to

These are the issues, the women who attended the launch agreed need further exposure and investigation

This book and any further information on any topic in it is available at:

Fosatu Education, 30 World Centre, 48 Railway Street, Germiston, 1404 Telephone. 825-6508



CONTRIBUTORS: They are Chris Bonner, Jane Barret, Grace Monamodi, Refiloe Ndzula, Liza Makalela and Maggie Magubane.

12/6/84

~~12/6/84~~

The Natal Mercury, Tuesd



Part of the large turnout at the Garment Workers' Industrial Union meeting at Curries Fountain in Durban yesterday.

Workers back single union representation

~~12/6/84~~
140A

Labour Reporter

IN ONE of the largest trade union meetings at Curries Fountain in Durban, more than 15 000 garment workers yesterday pledged support for the Tucsa-affiliated Garment Workers' Industrial Union in the face of union rivalry that threatens to disrupt the clothing industry.

Hundreds of clothing factories in Natal were shut down to enable workers to attend the rally convened by the union to discuss alleged inroads made into its membership by Fosatu-affiliated National Union of Textile Workers and other unions.

Most workers were on duty last Saturday at normal rates of pay to get the day off yesterday.

The meeting was attended mainly by Indian and black women and unanimously resolved to give the GWIU full support.

It called on the union to use all powers at its disposal, including strike action, to oppose infiltration of rival unions into the garment industry.

GWIU supporters carrying placards denouncing rival unions were applauded as they marched into the crowded sports ground.

Banners stated 'Unity is strength — we are happy with our union', and 'Garment workers do not want more than one union'.

Opening the meeting, union president Ismail Muckdoom said attempts were being made by other unions to win support although the GWIU had a closed shop agreement with many factories.

He said the GWIU had a membership of more than 55 000 workers at 425 clothing factories in Natal.

Since its formation about 50 years ago it had made significant strides in improving wages and working conditions.

He said the union was not racially-segregated. Its membership was open to all races.

The presence of workers at the meeting was a public demonstration of their faith in the GWIU, he said.

He claimed that the GWIU was a workers' union and was not affiliated to any political body.

General secretary of the union Frankie Hansa told the meeting that attempts were being made to sow division among garment workers by allowing more than one union to represent them.

300 Nigel workers on strike

By JOSHUA RABOROKO

ABOUT 300 workers at Nigel Carriage yesterday entered their third day on strike, demanding the reinstatement of a sacked colleague.

The workers, members of the Metal and Allied Workers' Union (Mawu), downed tools on Tuesday after a colleague was dismissed for allegedly going on tea time before the scheduled time.

A Mawu spokesman said that the workers have vowed that they would not return until their colleague was reinstated. They felt that the dismissal was "unfair" and have charged that they tried to open discussions with management on the subject, but their attempts have fallen on deaf ears.

The union was locked in talks with management in an attempt to resolve the matter.

A management spokesman said that they will only talk to the Press on the matter today.



140A



14/6/84

Source for

Merany 14/6/84 ~~18/6/85~~

Court told of union dispute on shop floor

140A

Labour Reporter

HOSTILITY was growing among workers in the garment industry and chances were that officials of the Tucca-affiliated Garment Workers' Industrial Union might be assaulted if they went into factories, an Industrial Court sitting in Durban was told yesterday

This was said in evidence by Mr Johnny Copelyn, general secretary of the Fosatu-affiliated National Union of Textile Workers, in support of an appeal by the union for membership on the Industrial Council of which GWIU is a party

Petition

The union, which had earlier been refused membership on the council, is appealing to the Court for an order to grant membership to the council or exempt its members from a closed shop agreement reached between the GWIU and a Natal company, James North (Africa) Ltd

Under cross-examination by Mr Heaton Cheadle, representing NUTW, Mr Copelyn said

80 percent of workers at James North had signed a petition stating that they did not wish to continue being members of GWIU, but were bound in terms of the closed shop agreement.

In spite of the agreement — in terms of which the company may not employ a worker who is not a member of GWIU — NUTW won recognition at the plant after about 80 percent of the workers voted in favour of NUTW in a secret ballot conducted by the company

Mr Copelyn alleged that GWIU threatened workers with their jobs if they joined NUTW

The hearing was adjourned to June 15 Mr I A Cockrane appeared for the Industrial Council

Southern African miners will discuss federation

By Carolyn Dempster,
Labour Reporter

A new federation of Southern African mine-workers' unions is on the cards

Talks between the South African National Union of Mineworkers (NUM) and the Lesotho, Botswana, Zambia, and Zimbabwe mine-workers' unions are planned in the next

eight weeks — and the new federation is on the agenda

The steps towards the formation of a Southern African federation are part of a long-term scheme to bring all of the major African mine-workers' unions under one federation

Mr Cyril Ramaphosa, general secretary of NUM, said the proposal was first mooted at

a preliminary meeting of the Southern African unions some time ago

The Miners' International Federation (MIF) congress on May 24 and 25 provided the forum for a report-back on the feasibility of the federation and it was decided to go ahead with the plan.

Ultimately, the African federation would encompass miners'

unions as far afield as Sierra Leone, Nigeria, Senegal and Zaire

Mr Ramaphosa said the reason for forming the federation was to give African mineworkers a stronger united voice in the MIF

As most miners on the continent shared the same employers, it would benefit them to present a solid front, he said

Union signs wage pact

THE Fosatu-affiliate Chemical Workers' Industrial Union (CWIU) and the international Colgate Palmolive have signed a wage agreement covering about 300 workers in Boksburg.

In a statement to The SOWETAN yesterday, the union's branch secretary, Ms Chris Bonner, said the minimum wages are to be increased by between R2 and R2,60 per hour as from June

30

Increases granted range from 32 cents to 40 cents per hour, according to the statement, as compared with 10 cents per hour rates offered when negotiations began earlier

Colgate, an American owned company, was hit by a strike during May this year when the initial offer was rejected

The statement further says that im-

provements to various other conditions of employment were also negotiated. Leave benefits, shift allowance and public holidays have been increased

A company spokesman confirmed that wage negotiations have been concluded

Meanwhile the Steel Engineering and Allied Workers' Union (Seawu), under Mrs Jane Hlogwane, had indicated that it will accept the Steel Engineering Industries Federation of South Africa (Seifsa) wage offer under protest.

"We are disap-

pointed at the aggressive attitude adopted by Seifsa as this has aggravated the situation during the wage talks," he said

Seawu has found management to be "intolerable" by refusing to bargain in "good faith" for the industries' 380 000 workers. It also found that even if "we refused the offer the Minister will still carry it out"

However the union has decided to accept the offer under protest and will negotiate with different managements at plant level

Two other unions in

the metal industry — the Metal and Allied Workers' Union (Mawu) and the South African Boilermakers' Society — have rejected the Seifsa's offer

The unions could not say whether they will declare a dispute, but sources close to Mawu said that the union is to hold a special national meeting at the weekend to discuss the matter. Ten other unions have accepted the 40 cents across the board increase for unskilled and 20 cents for skilled workers

els of dust emission

So far the union's two-year national campaign has turned up 30 workers suffering from suspected brown lung (byssinosis), a disease thought to be associated with cotton dust particles

The survey, which has received the cooperation of most employers in the industry, has revealed vastly varying levels of dust control The Frame Group's New Germany factories employ between them some 7 000 mill workers, a group the union believes could be at high risk

To circumvent the ban, the union's medical examiner, Dr Neil White, has been conducting medical examinations of workers at a local church hall Tests have shown that of the 1 500 workers examined, 90 displayed symptoms of brown lung

Frame Group joint MD, Selwyn Lurie, however, vigorously denies that the tests mean the workers are stricken with the disease He says byssinosis is a notoriously difficult disease to diagnose conclusively and that its symptoms are common to a host of other diseases This is confirmed by Dr White

Further, Lurie says the group is in the forefront of industrial health and safety in the textile industry and has modern and sophisticated machinery which reduce cotton dust to the maximum extent possible In addition, plants have been re-equipped with modern waste filtration which has further reduced hazards

According to Lurie, the group is co-operating with the special committee on byssinosis set up by the Textile Federation It has two representatives on the six-man committee, chaired by a doctor, and he says he will act on any of its recommendations

Laudable as the federation's efforts are,

INDUSTRIAL HEALTH
Brown lung battle

The National Union of Textile Workers' brown lung campaign among cotton mill workers is being stymied by the tiff over representativeness between the NUTW and the Frame Group Union officials claim the company refuses to allow them access to the mills to examine workers and test lev-

47

union officials ² say they would prefer an independent investigation into the problem of brown lung Two pieces of legislation could provide the solution The new Occupational Medicine Bill is expected to give local authorities greater powers of factory inspection If the picture is as bad as Dr White suspects, he says he will request that a regulation be written into the Machinery and Occupational Safety Act setting dust emission at the prescribed World Health Organisation level of 0.2 mg/m³ and banning machine blow cleaning

As far as the suspect brown lung cases at Frametex are concerned, he admits that further tests are necessary If it can be conclusively proved that they are suffering from byssinosis, he says the union will apply for workmen's compensation on their behalf

White says the number of suspects at Frametex is high by national standards, but points out there could be a distortion "We are obviously getting those workers who are concerned about their health Consequently it cannot be said to be a true representation of the 7 000-odd Frametex workers"

Concerned

Lurie says the company is concerned about the welfare of its workers A team of specialist physicians has been appointed as consultants and the company doctors are screening workers during medical examinations He gives his assurance that if any workers are found to have symptoms of byssinosis they will not be retrenched

"Workers who show any symptom of lung disorders will be transferred to other departments immediately where there is less risk of dust contamination," he adds

W.A. ... 15/6/44 (140A)

Mediator called to chair wage dispute

Labour Reporter

ADVOCATE Paul Pretorius has been appointed mediator for a meeting in Durban today to help resolve a dispute between the Sweet, Food and Allied Workers' Union and the C G Smith sugar company

The dispute, which affects about 1500 workers at C G Smith mills at Pongola, Noodsberg and Umzimkulu, has been dragging on since April when wage increases were to have come into effect

A conciliation board, appointed by the Minister of Manpower, Mr P T C du Plessis, met last week but failed to find agreement

Mr B Horlock, the company's personnel director, confirmed yesterday that further talks would take place today.

He said a meeting had already been held under the chairmanship of Mr Pretorius at which some progress had been made

Interdict

In a statement yesterday, a spokesman for the union said 'The appointment of a mediator is a significant breakthrough in the deadlocked wage negotiations. We hope that a settlement will be reached today.'

Meanwhile, the union has been called upon to show cause why it and its 14 shop stewards at

Noodsberg sugar mill should not be interdicted from stopping non-union members from working at the C G Smith-owned mill when the matter comes before the Supreme Court in Pietermaritzburg later this month

The company's application for an interdict was heard in the Supreme Court on May 18.

Wearing 16/6/84

Sugar workers to get pay rise

140A

Labour Reporter

WORKERS at three CG Smith sugar mills in Natal are to receive pay increases of between 10 and 14 percent backdated to April 1

Yesterday's announcement which ends a three-month-long dispute, was made in a joint statement by Mr Jay Naidoo, general secretary of the Sweet, Food and Allied Workers' Union and Mr Barrie Horlock, personnel director of CG Smith Sugar, after a meeting of a Conciliation Board chaired by Advocate Paul Pretorius

In terms of the agreement workers at the Noodsberg, Pongola and Umzimkulu mills will receive an increase in

wages from 14 percent at the unskilled level to 10 percent at the semi-skilled level. Food allowances at the three mills would be fixed at R50 going up to R55 in October

The statement said 'The talks, which have been going on for some months, during which there had been some tough talking on both sides, ended on a conciliatory note with the agreement.

'This further meeting was suggested by Mr Pretorius, who had been appointed chairman of a Conciliation Board by the Minister of Manpower, Mr PT C du Plessis, as the first meeting under his chairmanship last week produced no agreement.'

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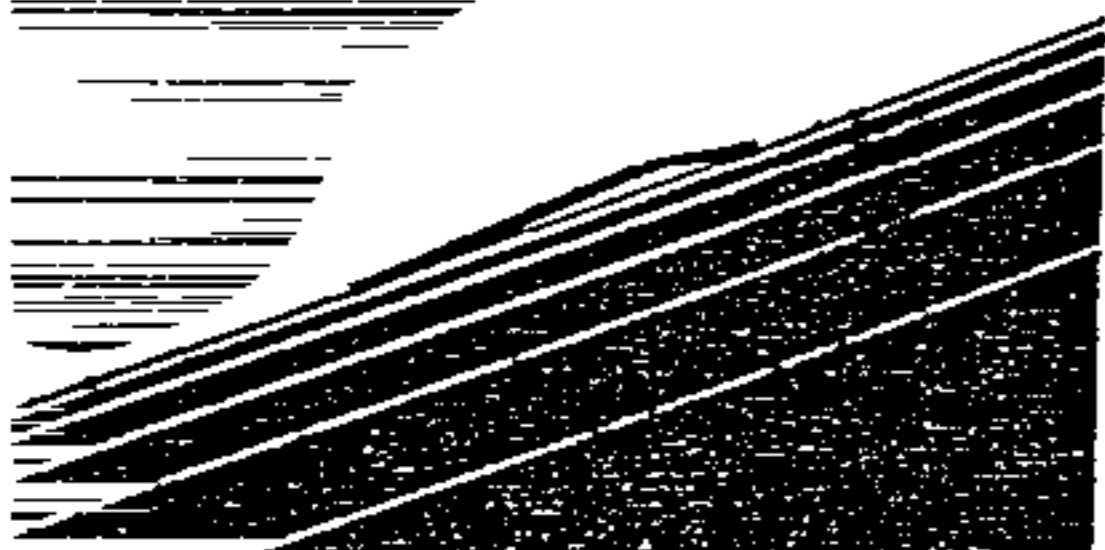
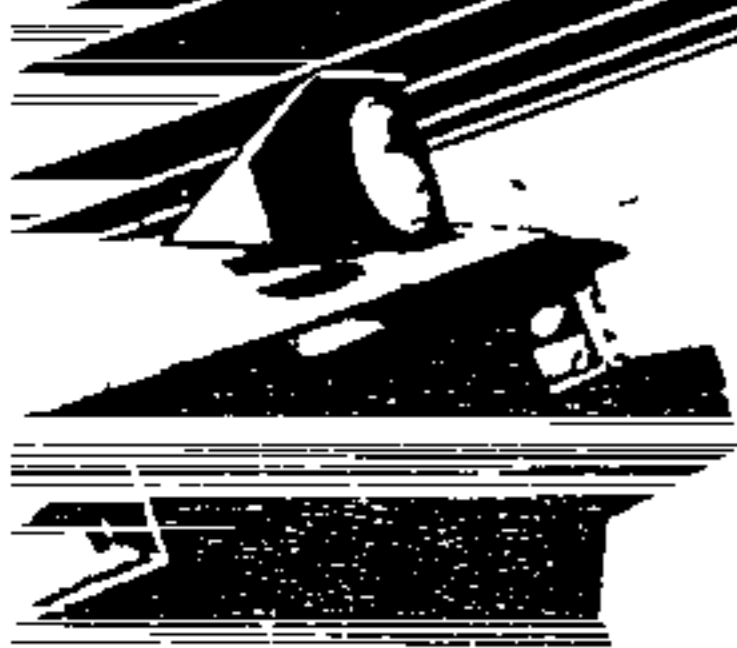


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'Workers may beat up Tucsa unionists'

140A
C.P. 17/6/84

HOSTILITY was growing among workers in the garment industry and it was likely that officials of the Tucsa-affiliated Garment Workers' Industrial Union may be assaulted if they went into factories, an Industrial Court in Durban was told this week

CP Reporter

This was said by Fosatu-affiliated National Union of Textile Workers' general secretary Johnny Coplyn in support of an appeal by the union for membership to the Industrial Council, of which Gwui is a party

The union, which had earlier been refused membership to the council, is appealing to the court for an order to grant membership to the council or exempt its members from a closed-shop agreement reached between Gwui and a Natal company, James North

Under cross-examination by NUTW's representative Heulton Cheadle, Mr Coplyn said 80 percent of the workers at James North had signed a petition stating that they did not wish to continue being members of Gwui, but were bound in terms of the closed-shop agreement.

Mr Coplyn alleged that Gwui threatened workers that they might lose their jobs if they joined NUTW

The hearing continues today

Crude sentence for gang members

GANG justice for a prisoner who disobeyed rules was a throat slashed by a sharpened spoon

Keith Beukes, member of the Mongrel gang, survived the attack to recover in hospital

But two of his fellow gang members in the Fort Glamorgan Prison, Johnny Corderay, 26, of Duncan Village, and Lawrence Windvogel, 25, also did not go unpunished. They were convicted in the East London Regional Court for their

actions. Court sentenced him to 18 months and further six months to run consecutively to the session of the

Magistrate sentenced him to 18 months for that you can victim of violence

Windvogel was sentenced to 18 months for the same offence. Both had previous charges

Mercury 18/6/84

Closed shop appeal seen as a test case

Labour Reporter

THE Industrial Court sitting in Durban has reserved judgment on an appeal by the National Union of Textile Workers to have its members exempted from a closed-shop agreement at a Natal clothing factory, James North (Africa) Ltd, which led to a nine-month-long dispute

The outcome is seen by labour experts as an important test case likely to affect about 45 000 workers in the clothing industry — the majority of whom are members of the Garment Workers Industrial Union.

In terms of the agreement reached between the garment union and some clothing factory owners, no employer who is a party to the agreement may employ a worker who is not a member of that union. The agreement, which has been in force for 47 years, effectively barred rival unions from making inroads into the membership of the Tucsa-affiliated GWIU.

Blocked

The Court was told that the NUTW won recognition at James North after a majority of the workers voted to join the union, although they were legally bound by the closed-shop agreement to be members of the GWIU to which union dues were still being deducted.

Mr Halton Cheadle, who represented the textile workers, told the Court that the exemption was being sought specifically in respect of its 219 members at the James North factory.

He claimed that the GWIU had blocked several attempts by the NUTW to have the dispute resolved in a mature way and the situation in the

industry had become extremely volatile. He said workers should be free to choose which union should represent them.

If the Court refused to grant the relief sought, the company would be faced with the choice of either pulling out of the Industrial Council — in a move to break away from the closed-shop agreement — or face a mass resignation.

A withdrawal from the Industrial Council would also eventually lead to the breaking up of the council and would put an end to collective bargaining at industry level — a move which would weaken the bargaining strength of workers in the industry.

Approval

Opposing the application, Mr A de Kok, for the GWIU, said the NUTW was effectively asking for an ending of the closed-shop agreement — an agreement which had been reached with the approval of all workers in the industry.

'There are really no grounds for why the agreement should be nullified merely because a union, knowing of its existence, elects to move into the industry by obtaining a minuscule measure of support — 219 members out of a labour force of 45 000,' he said.

Mr I H Cochrane, who appeared for the Industrial Council, questioned whether the Court had the power to award costs in the application. He said the Industrial Council, which was the first respondent, was obliged to appear before the Court in terms of Section 51 of the Labour Relations Act and it was unfair to expect the council to be called upon to pay costs to any of the parties.

140A

SALDRU
SCHOOL OF ECONOMICS
U.C.T.

PRESS STATEMENTS



WAGE DISPUTE SETTLED

IN a joint statement Mr. Jay Naidoo, General Secretary of the Sweet Food and Allied Workers Union – affiliated to FOSATU and Mr Barry Horlock, Personnel Director of C G Smith Sugar, announced that agreement had been reached over an increase in wages and feeding allowances covering about 1 500 employees at the Noodsberg, Pongola and Umzimkulu mills at a meeting in Durban today

This further meeting had been suggested by advocate Paul Pretorius who had been appointed chairman of a conciliation board by the Minister of Manpower, as the first meeting under his chairmanship last week produced an agreement

The agreement provides for an increase in wages varying from 14 per cent at the unskilled level to 10 per cent at the semi-skilled level Feeding allowances at the three mills will be fixed at R50 going up to R55 in October. Both awards are back-dated to April The talks which have been going on for some months, during which there had been some tough talking on both sides ended on a conciliatory note with the agreement

In a separate statement a union spokesman added, 'Though we have not achieved what we demanded we consider the outcome a success as we have moved the company offer from 10,5 per cent to 14 per cent However we will still continue our struggle for a proper living wage we will now be conducting a series of report backs to our membership'

Sweet Food and Allied Workers Union
15.6 84

SETTLEMENT BETWEEN THE NATIONAL AUTOMOBILE AND ALLIED WORKERS UNION (NAAWU) AND B.M.W S.A (Pty) Ltd

NAAWU and B.M.W. have reached agreement on wages and working conditions applicable from July 1 1984 to June 30 1985

Among items agreed are the following -

1 WAGES

Increases averaging 13 per cent have been awarded Increases in the grades are as follows

GRADE 1	33c A.T B
GRADE 2	35c A.T B
GRADE 3	37c A.T B
GRADE 4	39c A.T B
GRADE 5	41c A.T B
GRADE 6	50c A T B

2 ATTENDANCE ALLOWANCE

A service attendance ranging from 5c per hour to 12c per hour depending on length of service will be awarded

3. BONUS

A guaranteed bonus ranging from 4 per cent to 8,33 per cent depending on length of service will be awarded to workers

Both parties have expressed their satisfaction with the outcome of the negotiations

NAAWU – 18.6 84

Wednesday 19/11/64

Dairy workers ask for recognition

140A

Labour Reporter

MORE than 700 workers from the three major dairy factories in Natal decided at a meeting in Durban to stand united and demand recognition of their union.

In a statement released after the meeting yesterday, Mr Jay Naidoo, general secretary of the Sweet, Food and Allied Workers' Union said the union, which represents a majority of the workers at Clover Dairies in Durban and Pietermaritzburg and Creamline in Pinetown had been having difficulty in negotiating recogni-

tion with certain companies.

'Workers at the meeting in Bolton Hall resolved to stand united in spite of all attempts to divide them, and to demand recognition of their union. It was decided further that any attempt to victimise any member will be taken as an action against all of them.'

Mr R J Floweday, divisional manager for Clover Dairies in Natal, said he was aware of a meeting, but preferred to reserve comment until he was fully briefed on what had transpired.

BMW workers now best paid in industry

Star 19/6/87
Labour Reporter

Automobile workers at the BMW factory in Pretoria are to receive wage increases averaging 13 percent as from July 1

The announcement was made yesterday after an agreement was concluded between BMW and the National Automobile and Allied Workers' Union

The increases, pushing the minimum hourly wage at the plant up to

R2,73, will mean that the BMW workers will be the highest paid in the motor industry

Also negotiated in the agreement is an attendance allowance ranging from 5c an hour to 12c an hour depending on length of service, and a guaranteed bonus ranging from four percent to 8,33 percent also depending on service

MAWU HITS OUT AT SEIFSA

Sowetan 20/6/84
 110A
 2/10

THE Metal and Allied Workers' Union has accused the Steel Engineering Industries Federation of South Africa (Seifsa) of showing a "cynical contempt" for the process of collective bargaining for the industries' over 380 000 workers.

The union was reacting to a series of annual wage negotiations which have been rejected by them and the South African Boilermakers' Society at the Industrial Council

A total of 11 out of the 13 unions have signed the Industrial Council wage agreement — but the majority of these who have been signed are craft unions

In a statement to The SOWETAN yesterday, Mawu slammed the actions of Seifsa during the wage talks. Mawu accused them of using artisan unions as a means of "avoiding bona fide col-

lective bargaining".

Contemptuous

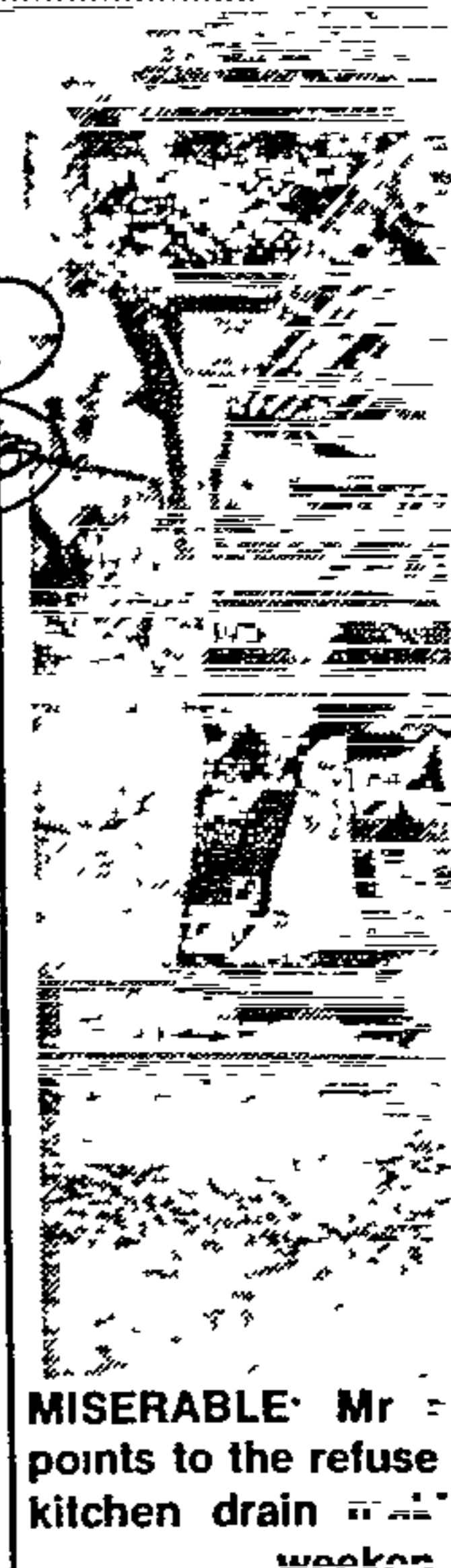
"By forwarding to the Minister for gazetting, an agreement which has been rejected by the two largest unions representing unskilled and semi-skilled workers, Seifsa has once again shown that it is completely contemptuous of these workers," the union said

The union also expressed feelings that the action by Seifsa and its associates at the IC confirmed that the majority of employers had never intended to accept collective bargaining

Both Mawu and SABS, who are mem-

bers of the International Metalworkers' Federation, have rejected Seifsa's wage offer of a 20 cents an hour increase for unskilled workers and 40 cents an hour rise for artisans and asked for further talks with the employers

However, the request for further meetings has been rejected by the employers. The wage agreement is to be presented to the Minister for gazetting soon



MISERABLE: Mr [unclear] points to the refuse kitchen drain [unclear] weeks

Turfloop graduation

THE 23rd graduation ceremony of the University of the North (Turfloop) will be held on Friday and Saturday when a total of 673 degrees and diplomas in seven faculties will be awarded, Mr Frank Swart, the publicity relations officer, announced yesterday.

Faculties concerned on Friday are Arts, Mathematics and Natural Sciences and Theology. On Saturday degrees will be conferred by the faculties of Economics and Administration, Education, Law and Agriculture

The university will also award two honorary doctorates to Mr T K Mopeli, Chief Minister of QwaQwa (Doctor of Administration HC) and Professor A J D Meiring, retired professor Zoology (Doctor of Education HC)

Congress literature

A SOWETO man pleaded not guilty in the Johannesburg Regional Court yesterday when he appeared on a charge of possession of a prohibited publication.

Mr Gilbert Mogari Kgomo (27) of Orlando West appeared before Mr H J Brandt who postponed his case to July 18 for trial

The State alleges that on June 14 he was found in possession of a publication titled Strategy and Tactics of the African National Congress (ANC) without the consent of the Minister. The publication, it is alleged, is published or distributed by or under the direction or guidance of the ANC

Lost something?

A SCOOTER driver on his way to town dropped something on Monday morning. That something has been picked up by a motorist, who wants the owner to claim.

Mr Jeffrey Lekalakala would like this particular scooter driver to call and claim by telephoning him at 337-6639 during working hours and 939-1682 after hours. The scooter driver will have to describe what he lost to Mr

R13-m already

PART of the R18,5 million required for the building of the giant commercial training centre in Katlehong, which is due to be erected early next year, has been raised.

This was told to The SOWETAN over the weekend by Mr Oscar Mamba, the chairman of the Katlehong Junior Chamber of Commerce and Industries (KJCOCI), whose organisation is behind the erection

According to Mamba, some companies based in the USA and West Germany have donated R13 million and negotiations are at an advanced stage with some local companies and private busi-



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1409

AKG 20/6/84

Steel bosses show contempt — union

JOHANNESBURG. — The Metal and Allied Workers' Union has accused employers in the steel and engineering industries of displaying a cynical contempt for the process of collective bargaining.

The charge arises from the recent series of annual wage

negotiations covering some 180 000 workers in the metal industries.

In a strong attack on the actions taken by the Steel and Engineering Industries Federation (Seifsa) during the talks, MAWU's national executive said the employers had used the artisan unions party to the Industrial Council as a means

of avoiding bona fide collective bargaining.

Altogether 11 of the 13 unions party to the council have signed the agreement, but the majority of these are craft unions.

MAWU, together with the South African Boilermakers' Society, rejected the Seifsa offer of a 20-cent-an-hour in-

crease for unskilled workers and 40-cent-an-hour raise for artisans, and asked for further talks with the employers. The request was turned down.

Seifsa has also advised its employer members not to negotiate outside of the agreement. In recent years bargaining at plant-level has been the major avenue used by MAWU.

500 on Reef stage strikes

Sunder
21/6/84

152
140A

MORE than 500 black workers at three separate companies on the Reef were reported to be on strike over wages and trade union recognition yesterday. At Glaxo company in Wadeville, about 120 workers downed tools yesterday following a deadlock between workers' representatives and management over wages and the recognition of the South African Chemical Workers' Union. The company's chief executive, Mr M J Meyer, said that they were negotiating with the union. He declined to comment further on the issue but said it would be resolved soon.

Sacked

About 300 workers at Union Carnage in Nigel were still on strike demanding the reinstatement of a sacked colleague and recognition of the Metal and Allied Workers' Union Management. A Mawu spokesman confirmed the strike. He said that several incidents of intimidation had been reported by members and they were hoping to resolve the matter with management.

Advisers

In another move, Mawu's legal representatives have written an urgent letter to the management of Crown Chrome and Plating company in Johannesburg asking them to meet the union over the dismissal of about 120 workers. Management has refused to talk to union officials saying that the matter was in the hands of legal advisers.

Sowetan 21/6/84
K10A

Wage hike for workers

THE National Automobile and Allied Workers Union (Naawu) has signed a wage and working conditions agreement with BMW South Africa covering more than 1,500 workers.

In a statement to The SOWETAN yesterday the company said that the hourly-paid workers will receive a wage increase of more than 13 percent effective from July 1984 to June 30, 1985.

This raises BMW's minimum wage to R2,73 an hour — the highest in the country's motor manufacturing industry, according to the statement. The effective average wage has been increased to R3,30 per hour.

BMW was forced to close its plant in Rosslyn early this year following labour unrest sparked off by wage demands and working conditions. The company later reopened its doors for the thousands of workers.

The company has also reached an agreement with the union on certain changes in the working conditions. A service attendance allowance ranging from 5 cents per hour to 12 cents per hour depending on length of service will be awarded.

The company has also undertaken to pay a guaranteed bonus ranging from 4 percent to 8,33 percent depending on length of service, according to the statement.

The union's branch secretary, Mr Charles Nthite, said that the wage negotiations which took almost six weeks, were "tough" and he was "quite happy with the outcome".

He said that management has shown great co-operation with the union and hoped that they will keep good labour relations with them in future.

"This is a major victory for us," he said.

Sunder
**Mawu
calls
for
talks**

21/6/84
140A
[scribble]
[scribble]

THE Metal and Allied Workers Union (Mawu) has asked for legal advice in an attempt to pressurise Crown Chrome Plating Company to open discussions with them, concerning more than 100 sacked workers.

The union's legal representatives have already written a letter, requesting the company to hold talks with them on the matter soon

About 120 workers were dismissed by the company, following a strike over two colleagues who were sacked and transferred to another plant last week

The workers are also demanding that the company should recognise their union, but management has refused to do so

140A 22/6/84

CNA GALLO'S SOURCES

	Sales Rm	% of group sales	Pre-tax profit Rm	% of group profit
Retail stores	192.5	67.9	9.3	38.5
Gallo division	70.2	24.7	9.4	38.9
Support subsidiaries	21.0	7.4	4.2	17.7
Holding company financial services	—	—	1.2	4.9
	283.6	100	24.1	100

provide considerably more impetus to acceptance of these media

Stronger emphasis on educational products will help to make the group's earnings less cyclical

Bloom predicts higher earnings for the group this year, flowing from the elimination of loss-making companies and the expansion into the profitable video business. Despite the recent share price fall, the market recognises there is potential as it values the share well above the net worth of 182.7c. By next year, if consumer spending revives in line with forecasts, the company should look increasingly attractive. The share yields 5.3% at the current price of 280c, against the yield of 4.6% for the sector.

Andrew McNulty

The CNA stores will also remain general booksellers, while specialist shops formerly held by Gallo, such as the Exclusive and Campus bookshops, will concentrate on specialist markets

Band notes that non-CNA retailers probably account for about 85% of Gallo's sales

and will always remain a major part. Longer term, management expects the SA markets to increasingly follow US and UK trends. That means preparing for another major market — that for cable and satellite TV. Possible government subsidies for computer education in schools could

THE CLOSED SHOP

Controlling the entry points

Few labour issues can heat emotions like that of the closed shop. The practice of employers hiring only workers who are members of specific unions is controversial — and particularly so in SA, where race is an ever-present factor in the workplace.

Before 1979, in the pre-Wiehahn period, Africans could not be members of legally-recognised trade unions. The closed shop was widely condemned by labour reformists as entrenching job reservation. Only recognised unions could enter into closed shop agreements prohibiting employers from hiring non-union labour — and all these unions excluded Africans.

Since government accorded legal recognition to black trade unions, much has changed. Unions mainly representing unskilled black workers — founded both before and after Wiehahn — have flourished. And as they gained strength they began to challenge the closed shop prerogatives held by the older unions. Some have applied for, and been granted exemptions. The Federation of SA Trade Unions (Fosatu) affiliate, the Paper Wood and Allied Workers' Union, has, for instance, been exempted from the SA Typographical Union's closed shop at a number of Nampak factories.

At one stage it seemed that if the emerging unions continued to gain exemptions, there would be a long-term erosion of the closed shop. But, recently, the older unions have begun to use the closed shop to resist the organisational gains made by the newer unions. One defensive tactic has been to develop a mechanism to expel workers from established unions if they join emerging ones — and so bringing down closed shop penalties on the employer.

This seems to be the case in the present battle between Fosatu's National Union of Textile Workers (NUTW) and the Garment Workers' Industrial Union (GWIU). Both have members at the Pinetown protective

The principle of the closed shop has come into focus because of two current court actions relating to inter-union rivalry. Many feel that the system is too entrenched in SA to be easily abolished. Nonetheless, it runs counter to the ideal of freedom of association.

clothing manufacturer, James North (Africa). Conflict started last year when the NUTW applied to the Natal clothing industrial council for membership. The application was refused on the grounds that the NUTW did not have sufficient representation in the industry. The NUTW subsequently announced that it would challenge the industrial council's decision in the Industrial Court.

The GWIU, which is affiliated to the Trade Union Council of SA (Tucsa), followed up late last year by amending its constitution to allow it to expel any member who joined another trade union. It was a masterful tactic. Labour law does not prevent workers from belonging to two trade unions. But in terms of the GWIU's closed shop agreement with James North, it meant that the company would be liable for censure and prosecution by the industri-

al council if it continued to employ NUTW members.

While the GWIU's tactic was undoubtedly aimed at ensuring its survival against the NUTW onslaught, it posed a gigantic headache for James North. No company enjoys being caught in the middle of a trade union membership war. James North took the sensible decision to test the workers' true feelings by conducting a secret ballot. The result was a resounding victory for the NUTW. Some 219 workers voted in favour of it, while only 43 opted for the GWIU.

But the GWIU did not take the matter lying down. It alleged ballot irregularities and worker intimidation, and has questioned the impartiality of James North's ballot auditors.

The NUTW's challenge of the Natal clothing industrial council's rejection was heard in the Industrial Court last week. No decision had been handed down by the time the FM went to press. But the GWIU did concede in court that the ballot results were accurate. The judgment will be crucial for determining the future of the GWIU's closed shop in the Natal clothing industry, into which the NUTW has made significant inroads. NUTW general secretary John Copelyn tells the FM his union has organised some 5 500 Natal clothing workers — although not all fall within the GWIU's closed shop.

The closed shop emerged as a point of contention in another case heard last week in the Rand Supreme Court. This arose out of an application lodged in March by the National Union of Furniture and Allied Workers (NUFAW) for an urgent interdict preventing the Paper Wood and Allied Workers' Union (PWAWU) from recruiting workers in the furniture manufacturing industry. The furniture union, which disaffiliated from Tucsa recently, argued that the PWAWU was acting in contravention of its

FOCUS ON OIL PRICES

At the beginning of this year the FM created a markets section to focus on and extend its coverage of foreign and domestic financial and commodity markets. This week it extends that coverage by including key oil prices, both spot and forward, quoted in international markets. See page 104.

Handwritten scribbles and numbers: 140A, 147, 166

own constitution, which did not cover furniture workers. The NUFAW's action stemmed out of the PWAU's encroachment at Brits furniture factory Pat Cornick. But the NUFAW obviously intended to stop its Fosatu rival from organising anywhere in the furniture manufacturing industry.

A complicating factor in the case is that the PWAU had applied to have its scope extended before the NUFAW's application to the Supreme Court. By the time the matter came up for hearing last week, the extension had been granted. The hearing therefore revolved around costs and whether the NUFAW had been entitled to prevent the PWAU from recruiting furniture workers at the time the application was lodged.

The NUFAW argued that employees who joined the PWAU would be endangering their right to continued employment in the furniture industry because it has a closed shop. The PWAU's legal representatives countered by saying employees had every right to belong to more than one union. The NUFAW stated in court that it intended amending its constitution to prevent this — as did the GWIU. The *FM* went to press before the court passed judgment.

Flashpoint issue

These two cases vividly illustrate how the closed shop has become a flashpoint between the emerging and older unions. Tucsas general secretary Arthur Grobbelaar is a staunch supporter of the concept. "It is a legitimate means whereby trade unions can ensure that they retain their representation and representativeness. The Labour Relations Act provides various escape routes to keep them on their toes."

But while the emerging unions seldom have much in common with Tucsas, it would be far off the mark to assume that they are against the closed shop in principle. A leading Fosatu representative told the *FM*: "We feel the closed shop is a legitimate union demand. Fosatu does not accept that the closed shop is against freedom of association, but it has been abused in SA because of minority and racist unionism. The closed shop must be based on representivity. The industrial closed shop that some SA trade unions have was not based on that. Workers must also have a way of getting out of a closed shop in the event of a union losing support."

According to a National Manpower Commission (NMC) report on the closed shop issued in 1981, 50 industrial councils out of a total of 104 had 57 closed shop agreements. These covered about 250 000 workers, 23 000 of them union members. The report stated that certain unions are involved in up to eight closed shops. Of the exclusively white unions, 25% had closed shops, while of the unions which catered for whites, coloureds and Asians, 82% had closed shops. Only one black union had a closed shop. A senior gov-



NUTW's Copelyn ... onslaught into clothing

ernment spokesman tells the *FM* these figures remain roughly valid.

The majority of these agreements contain a reciprocal clause — that employees are obliged to work only for employers who are party to the agreement, while employers can only hire union labour.

The NMC's investigation of the closed shop arose from the Wiehahn commission's consideration of the practice. It reveals exactly how contentious the closed shop is. In Part I of the Wiehahn report the majority of commissioners recommended that the closed shop should be maintained, subject to constant surveillance by the NMC. However, government in its responding White Paper, favoured the minority view that future closed shops should be prohibited and that existing agreements should be maintained depending on the wishes of the participating parties. But it instructed the NMC to investigate the matter further.

After much deliberation the NMC's 1981 report recommended that the capacity to negotiate closed shops should be retained but that more safeguards should be considered. The NMC stated that "although there are strong philosophical and practical objections to the closed shop it is a long-established practice in SA the retention of which will have more advantages than disadvantages. It is a way of recognising that trade unions need some sort of security arrangement which is justified because of the role they play in the maintenance of industrial peace."

It added that a prohibition on future closed shops, despite possible merits, would result in profound disruption of a large number of stable employer-employee relationships.

In its White Paper on the fifth Wiehahn report government accepted the NMC's recommendation — but decreed that a 90-day period should be allowed before an employee has to become a union member.

That will not be the NMC's last word on the closed shop. It is shortly to release another report on safeguards.

There are many arguments for and against the closed shop — and they are not restricted to SA. According to Kate Jowell of UCT's Business School, the International Labour Organisation (ILO) has not taken a stand on the issue despite the fact that it has adopted more than 156 conventions on labour issues. This, she says, could be seen as indicating the conference's acceptance of the practice. However, it could also be indicative of the difficulty of formulating a convention acceptable to the three parties involved in the ILO — international labour, management, and the organisation's various states' representatives.

Arguments for closed shops are

- They contribute to industrial peace since they lead to the development of larger and stronger trade unions. This obliges employers to pay due heed to them and to comply with agreements,
- They help prevent the establishment of a large number of trade unions in the same industry, so contributing to greater trade union stability,
- They aid trade union discipline, and consequently help employers too,
- It would be unfair for non-union members to derive benefits from the actions of trade unions without bearing the obligations of membership, and
- They are so entrenched in SA that abolition will lead to disruption.

Some find these arguments compelling. But in the final analysis closed shops restrict both employees' and employers' labour choices. This goes against the grain of all that free enterprise represents. Just as workers should have the freedom to associate, and to join the trade union of their choice, they should also have the freedom not to associate. In a country like SA this is a vital principle.

~~140A~~ ~~197~~ ~~135~~ ~~6.6~~ ~~D~~

FROM 22/6/84 140A ASP

500 Reef workers on strike

By PHILLIP VAN NIEKERK

MORE than 500 workers at two Reef firms — Glaxo in Wadeville and Union Carriages in Nigel — remained out on strike yesterday

At Union Carriages more than 400 members of the Metal and Allied Workers' Union (Mawu), a Fosatu-affiliate, have been out on strike since last Tuesday over the dismissal of a colleague

A union spokesman said several workers had been arrested and charged under

the Intimidation Act Two appeared in the Nigel Magistrate's Court yesterday, and their cases were postponed

A company spokesman refused to comment, but the Mawu spokesman said the workers had been given an ultimatum to return to work next week or face dismissal

At British multinational Glaxo, about 120 members of the South African Chemical Workers' Union downed tools on Wednesday morning over wage demands and over a union recognition

agreement

A union spokesman said the workers were protesting against delaying tactics used by the company during negotiations

A company spokesman said the strike was a "unilateral action" which had been timed to coincide with the visit to South Africa by a member of the board from Britain and to embarrass the local company

He confirmed that negotiations with the union had been delayed this week because of this visit



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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

TO IMPROVE the handling of complaints about the non-arrival of home delivered copies of SAAN publications — the Rand Daily Mail, the Sunday Times, the Sunday Express and the Financial Mail — a new hunting line telephone system has been installed by SAAN

Readers can telephone 710-2917, a number from which calls will be automatically routed to a number of extensions

The circulation complaints telephone service is monitored from 6 am onwards from Monday to Friday, and from 8 am to 11 am on Saturdays and Sundays

POLITICAL comment in this issue by R A Gibson. Mike Stent newsbills by Paul Hordoyd headlines and sub-editing by Bryan Pearson, cartoons by David Anderson all of 171 Main Street Johannesburg

Man left for dead in street still nameless

From Page 1

If freezing was the only problem, chances of recovery would be very good

The body, Prof Mitchell said, could cope with extreme cold because as it got colder its metabolic processes would "shut off" and energy would be preserved

"Once the body temperature drops to below 33°, the patient cannot recover spontaneously and would require medical attention," Prof Mitchell said

Meanwhile, Mr X is still unidentified He was found on the corner of Pim and West streets, Newtown, Johannesburg at about 7am on Monday

He had been badly assaulted and stripped to his underpants It is believed he was exposed to the cold for at least a night — possibly longer

A hospital spokesman said Mr X's condition was stable It had improved slightly yesterday

He has grey hair, is between 50 and 60 years old and has very blue eyes There is an appendix operation scar on his stomach. He has no teeth

Police have opened an investigation into assault with intent to do grievous bodily harm They have called on any witnesses, or anyone who may be able to identify Mr X, to contact Constable Van Zyl at John Vorster Square

Anglo grant for genet

Mall Reporter

THE University of Stellenbosch yesterday received a grant of R500 000 from the chairman's fund of Anglo American De Beers, for research in genetic engineering

In announcing the donation in Johannesburg the chairman of the fund, Mr Michael O'Dowd, said the donation

was made because genetic engineering is seen as the technology of the future

He said the company recognised that there were other areas in education which were a constant worry, such as black education, but one should not always be "pre-occupied with short-term problems"

Mr O'Dowd said the dona-

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A HUMAN being, left naked in the gripping cold of a typh-

BY DAVID CAPEL

beaten

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OUR'S

insists on Indian vote

17 strikers are held in Nigel

By PHILLIP VAN NIEKERK
AT least 17 striking Union Carriage workers have been arrested in Nigel for alleged intimidation, a spokesman for the Metal and Allied Workers' Union (Mawu), said yesterday

Two of the workers — Mr Samuel Seepe and Mr Joseph Vumendlin — appeared in court on Thursday, charged under the Internal Security Act and were released on R200 bail

More than 400 Mawu members have been on strike since last Tuesday, in protest against the dismissal of a colleague. They have been given an ultimatum to return to work by 7am on Monday, or face dismissal

The union spokesman — who gave the Rand Daily Mail a list of the detained workers — accused the police of trying to "break the strike" by detaining workers, but that "no amount of determination could shake the worker's militance"

By last night, the Police Directorate of Public Relations had not replied to a telex from the Mail requesting details of the alleged detentions

Meanwhile, more than 400 workers at the Bosal Africa exhaust firm in Pretoria went on strike yesterday morning, demanding a 20% increase, which management was not prepared to grant, reports the Pretoria Bureau

Mrs Dora Nowatha, the general secretary of the United African Motor and Allied Workers' Union said she received a phone call from Bosal saying the workers were on strike

She said she went to the firm and found that workers had downed tools. She persuaded them to return to work

"The management agreed to talk to us on Thursday to discuss the issue, which I think will not be difficult," Mrs Nowatha said

A spokesman for the company, Mr J Lubbe, declined to comment

At Glaxo in Wadeville yesterday, about 120 members of the South African Chemical Workers' Union, who have been on strike since Wednesday over wages and union recognition, returned to their jobs, pending negotiations with the company

90A
Star 23/1/84
MAWU strike continues

DURBAN — One hundred workers at a factory in New Germany entered their fifth day on strike yesterday after talks between the Metal and Allied Workers Union and Pineware Management broke down

A spokesman for the union said the strike was caused over the company's refusal to comply with an agreement with the union to re-employ members who were retrenched about a month ago.

LD 25/6/84

□ □ □ (140A)

THE International Confederation of Free Trade Unions (ICFTU) has expressed its concern at the growing use of security legislation against striking workers.

This trend has been becoming more and more apparent in recent months

The ICFTU has especially noted the case of Mr Leonard "Skakes" Sikhakhane, the general secretary of the Food Beverage Workers' Union, who is facing charges under the Internal Security Act along with 26 workers at Chubby Chicks Poultry Farm in Potchefstroom

While the case was under way in the Potchefstroom Regional Court last week, police were busy detaining 17 striking workers at Union Carriages in Nigel and charging them under the Intimidation Act.

140A (12) W.M. 25/6/84, 1984

Metal unions split lets employers off hook

TWO weeks ago, three of the unions party to the Metal Industrial Council seemed on the verge of formulating a common response to the final pay offer by the Steel and Engineering Industries Federation of SA (Seifsa).

It was to be an important test of the effectiveness of the local co-ordinating committee of the International Metalworkers' Federation (IMF), a remarkable show of solidarity between skilled and unskilled workers and a fundamental challenge to the bargaining structure of the

LABOUR WEEK by PHILIP VANNIEKERS

matist, opted not to be party to the agreement, but supported its extension to all parties.

Finally, the Metal and Allied Workers' Union (Mawu), also rejected the offer but criticised Seifsa for extending the agreement to non-parties.

HAD all three metal unions taken the same stance they could have exposed a serious flaw in the industrial council.

Because of the sheer size of the council

which regulates wages and working conditions for some 380 000 workers — there are in effect two sets of negotiations one for skilled workers and one for unskilled and semi-skilled workers

Seifsa refused a request to renegotiate the final offer with the three unions, who represent virtually all unionised unskilled and semi-skilled workers in the industry, though Sabs represents artisans as well.

Seifsa was in a position where it could then sign an agreement with the 10 artisan unions on the council and extend this agreement to cover all parties even though the unions representing unskilled workers were not party to the agreement.

It was precisely this situation that prompted one unionist to refer to the whole process as a "travesty of collective bargaining".

It was on this crucial aspect that the three unions split. Sewusa became party to the agreement and Sabs (because it did not want to affect the council's benefit structure) wrote to the Minister of Manpower supporting the extension of the agreement to non-parties.

This left Mawu very much on its own

It criticised Seifsa for showing itself "completely contemptuous of the unskilled and semi-skilled workers" in the industry and for using the artisan unions to present a "facade of collective bargaining" but their choice of action was limited by the decisions of the other unions.

SABS' stand has been one of the most interesting features of this year's protracted Industrial Council negotiations.

Sabs told members in the union newsletter that it had taken the decision not to be a party to the agreement on "practical", not "ideological", grounds.

That Sabs did not sign will have no effect on members who will receive their increases, anyway.

But the union has not tied its hands as far as further negotiations for improvements over and above the council minima. Nor has it agreed to something which was "not the result of fair bargaining".

RDM 25/6/84 □ □ □ ~~152~~ 140A ~~132~~
THE common employer practice of selective re-employment during a strike has been challenged in the industrial court in Durban

An application for a reinstatement order has been brought for four former employees of Ninian & Lester, a Pinetown textile firm, following a strike at the firm in March this year in which only 75 out of 80 workers were reinstated

The case is complicated by the company's argument that the workers were dismissed in terms of an agreement with the National Union of Textile Workers and senior shop stewards

The presiding officer could restrict his judgment to considering the fairness or unfairness of the dismissals in terms of this aspect

However, the workers' legal representatives have argued that the concept of selective re-employment is itself unfair

If a ruling is made on this then the case of Mr Ephraim Hlophe and others versus Ninian & Lester could join the two or three other landmark judgments of the industrial court which have seriously limited the powers of management. —

RDM 26/6/84

Strikers at work

140A

DURBAN — The 100 Pineware workers at New Germany who were out on strike for five days last week were back at work yesterday, but the dispute is not yet over

The workers said they went on strike last Monday because the company did not re-employ three retrenched members in accordance with an agreement between the company and their union, but employed three others

A Pineware spokesman, Mr D J Cornelius, said all the workers were back at work

yesterday, but he was not sure if the dispute was over

"I cannot comment at this stage because we have not yet spoken to the representatives of the Metal and Allied Workers Union (Mawu) so we are not sure what is happening at the moment," he said

The general secretary of Mawu, Mr Geoff Schreiner, said the dispute was definitely not over and the workers had decided to go back to work so the union could formally declare a dispute with the company — Sapa

RDM 26/6/84
140A

Fosatu men held in raids

By MONTSHIWA MOROKE

TWO members of the Federation of South African Trade Unions (Fosatu), are among five people who were detained by the Security Police in Daveyton, Benoni, two weeks ago.

They are being held under Section 29 of Act 74 of 1982, Lieutenant-Colonel Vic Heyns, a spokesman for the Public Relations Division of the South African Police, confirmed yesterday.

In one home, seven members of a household, including a two-year-old child, were taken away to Pretoria, the Soweto police headquarters, and then detained at three Soweto police stations.

Among those still being detained are Mr Xolani Mordaka Nduna, 23, organiser for the Chemical Workers' Industrial Union, and Mr Zambivula Mapela, organiser for the Paper, Wood and Allied Workers' Union.

Others are Mr Duke Madoda Gidana, 20, Mr Dennis Wandu Gonxeka, 24 and Mr Michael Velele Mithwazi, 32.

One of those detained and released 48 hours later is Mrs Violet Nduna, 55, a widow, and her two-year-old grandson. Her son is one of those still detained.

A Johannesburg attorney said yesterday the security legislation under which the five are being held, meant they were held incommunicado and would not be allowed access to family and friends.

~~Workers~~
Workers

26/6/84

to take

strike

vote

Labour Reporter

WORKERS at a rubber company will decide in a factory ballot tomorrow whether to go on strike over a pay claim

The clash is between the Howick firm BTR Sarmcol and the Metal and Allied Workers' Union

A union spokesman said yesterday the company was threatening to effect increases which the workers had already rejected

Wage talks broke down earlier this month BTR Sarmcol had offered a 10,8 percent increase — from R1 43 an hour to R1 60

Union members later marched to the factory offices with a petition calling for the talks to be reopened

Two union representatives also attended the annual meeting of BTR South Africa after taking the unprecedented step of buying 100 shares in the company

Waiting

They went to the meeting to protest about the wages at the Howick plant and to tell shareholders about the pay dispute

An application has already been made to Minister of Manpower P T C du Plessis for a conciliation board to be appointed But both the union and the company are still awaiting a decision

Mr John Sampson, the firm's administrative director, said yesterday he knew the union was planning to hold a strike ballot.

He said that if the conciliation board was not established within 30 days, the company would implement its own increases

The union wanted a rise of about 26 percent, said Mr Sampson

Save for 28/6/84
1409

THE GIANT Putco bus company and two emerging trade unions have averted a legal strike after an arbitrator settled a long-standing wage dispute involving thousands of workers in the country.

The arbitrator has awarded the unions — the Transport and General Workers' Union and the Transport and Allied Workers' Union — a 15,5 percent across the board increase in their weekly pay, retrospective from January this year.

The award also involves a six percent interest on the back payment of over 8 000

workers in the country

The parties are to meet and negotiate the in terms of the Labour Relations Act

A spokesperson for the two unions said that they were happy the long-standing matter between them had finally been settled. "This is a victory for the unions," the spokesperson said.

Putco's financial ex-

ecutive, Mr J L Coetzee, has confirmed the settlement.

standing wage increases which affect the workers from July to December last year, spokespersons from both parties said yesterday.

The award was made

between the parties after a mediator had failed to resolve the matter last year. If the arbitrator had failed to make the award it meant the matter would have been referred to conciliation — hence opening the way to a legal strike,

140A 28/6/84 Staw

Putco workers settle for 15,5 pc pay rise

By Carolyn Dempster,
Labour Reporter

More than 8 000 Putco bus workers are to get 15,5 percent pay rises after a year-long dispute with the company.

The award made by an arbitrator in Johannes-

burg yesterday has been hailed as a major victory by the two unions which declared the dispute the Transport and General Workers' Union and the Transport and Allied Workers' Union.

A crowd of about 350 Putco drivers gathered

outside Amaleng House to hear the outcome of the three-month arbitration hearing, chaired by University of South Africa labour consultant Mr P K le Roux.

As the transport service is considered an essential service, by law

the workers have not been able to resort to legal strike action in support of their demands.

Mr le Roux made the increases retrospective for six months, which means that all Putco workers will receive an across-the-board rise of

15,5 percent back-dated to January in addition to the interest on the retro-active lump sum.

In terms of the judgment, Putco drivers will now receive a minimum increase of R16 and other transport workers a minimum rise of R9 or R10.

Sowetan 29/6/84 (140A)

Mawu case

dismissed

THE Industrial Court has dismissed an application by the Metal and Allied Workers' Union (Mawu) for the reinstatement of workers at Vetsak Company sacked during a dispute over wages and union stop order facilities.

The sacked workers had applied for reinstatement, arguing that their dismissal constituted an unfair labour practice in terms of the Labour Relations Act.

The hearing is a sequel to the dismissal of 272 workers employed by Vetsak, an agricultural implements manufacturer. They were fired during a dispute over wages and union stop-order facilities and the company later re-employed 71 percent of them.

Mr Peter Ngobeni and 60 others, all members of the union, were refused re-employment and applied for their reinstatement in the court.

According to the

workers' statement, they gathered on the company's premises after making their demands. After discussions with management they were warned that if they did not return they would be fired.

They were subsequently sacked following a series of meetings. The counsel for the applicants argued that the workers had all participated in the strike and there was no reason why selective re-employment had taken place.

Vetsak's legal representative argued that the workers had participated in an illegal strike and had therefore been fired.

In his judgment, the president of the court, Mr J C Erasmus, said that the workers' counsel had not attacked the reason for the dismissal but the result of the re-employment.

From that premise, the president continued, the workers' representatives had tried to infer that the dismissal was unfair. These two concepts differed completely.

Under the circumstances he refused their application. However, the matter is only temporary because some of the workers fall under the industrial council and have applied to the Minister to appoint a conciliation board to hear the dispute.

RDM 29/6/84 (140A)

Union in council U-turn

Mall Reporter

THE Paper, Wood and Allied Workers' Union (Pwawu) has decided to join the industrial council for the pulp and paper industry

This represents a major change in direction for the union, an affiliate of the Federation of South African Trade Unions (Fosatu). In the past it has refused to participate in the council.

According to an article in Fosatu Worker News, the decision was taken in order to "step up our fight against the hard-nosed paper bosses"

A Pwawu organiser said the union had put forward eight conditions for joining

the council, four of which had been partially met.

She said the union would continue its fight for the right to plant-level negotiations.

Pwawu claims 7 000 members, 4 000 of whom are in the pulp and paper industry. This means Pwawu has more than three times more members than the total of the other unions sitting on the council.

The union says the decision to join the council paves the way for a resolution of the wage dispute with Mondi and means that from October, black workers will be represented in the council's wage negotiations for the first time.

● The National Automobile and Allied Workers' Union (Naawu) has negotiated a large minimum increase from R1,38 to R2,15 an hour for workers in the Eastern Cape tyre and rubber industry.

This was the first time Naawu had participated in the industrial council for the industry and the first time black workers had direct representation on the council.

A Naawu statement this week said the increases represented a "major step forward in the campaign to move minimum wages to an acceptable living standard in this industry".

FM 29/6/84 (Saldm)

COMPENSATION BIAS

The workmen's compensation system discriminates against the bulk of workers who are most likely to be injured at work, according to a study by University of Cape Town (UCT) researcher, Ighsan Schroeder.

Compensation is calculated on the basis of a percentage of an individual's wages "Thus no fixed amount is paid to workers losing an arm, for example. Instead, compensation is determined by how much a particular worker earns. Thus all unskilled workers are, to some extent, discriminated against."

Schroeder adds that the granting of rebates to factories with low accident rates discouraged employers from reporting accidents.

to punish him selectively for participating in a collective decision.

Summing up the implications of the case, Siemens group industrial relations manager Bill Doyle told the FM "This case shows that both parties are bound by the principle of fairness with regard to discipline and grievance procedures. If you have procedures, you must apply them. By applying them, you make sure that you eventually reach the best and fairest decision."

DISMISSALS

Following procedure

Anyone who fails to comply with negotiated grievance and disciplinary procedures in labour matters does so at his peril. This is clear from an Industrial Court judgment which strongly endorses the concept that the law will support those who comply with negotiated procedures against those who deviate from them.

The court refused to reinstate a Siemens worker who claimed he had been unfairly dismissed because he had been selectively punished for a group decision taken by a number of workers. The company argued that disciplinary and grievance procedures negotiated with the Metal and Allied Workers' Union (Mawu) had been ignored.

The worker was employed in the winding section of Siemens's Isando plant, which operates a system of production target times. He had been warned for failing to reach his targets. A Mawu shop steward said workers found it difficult to comply with the target times and this had been drawn to management's attention.

The worker claimed that, in accordance with a group decision by workers in his section by which he felt bound, he refused to go to the supervisor's office to be warned for working slowly. He was fired for refusing to obey orders. This led to a strike involving 350 workers which was eventually settled after management threatened to fire workers who failed to report for work.

The company argued that the worker had not been dismissed selectively, since he had been fired before the strike for refusing to obey an order and that the workers had failed to follow the prescribed grievance procedure.

The court found that because the worker had not obeyed an order, his dismissal was lawful in terms of common law. It also found that there was no factual evidence that Mabizela had been dismissed in order

Union loses a case

Fm 29/6/84

Employers will be heartened, and trade unionists dismayed, by a new Industrial Court finding in a case involving the selective rehiring of workers fired during a strike. The case is fairly clearcut and its outcome could give important guidelines for future employer conduct in strike situations.

It evolved from the dismissal in January

Financial Mail June 29 1984

court, counsel for the workers argued there was no reason why the 29% of workers who were not re-employed would have been treated more severely than the 71% who were. All the workers participated in the work stoppage. Vetsak's legal representative argued that workers had participated in an illegal strike and had therefore been fired.

In weighing up the fairness of the dismissal, the court found that all the workers had been treated in the same way. There was no room, therefore, for a submission that some workers had been treated more leniently than others. The court also found that workers' refusal to return to work constituted a breach of their contract of employment and that in view of management's attempts to explain why their requests had been turned down, their action was unreasonable.

Dismissal

The court said the workers' counsel had not attacked the reason for the dismissal, but the result of the re-employment. From this he had tried to infer that the dismissal was unfair. "The fallacy of the argument seems to lie in the fact that the unfairness of the dismissal is not sought in the reasons for the dismissal, but in the result of the conclusion of the contract of employment. These two concepts differ completely," the court ruled. As a result there was no onus on Vetsak to explain why it had re-em-

ployed some workers and not others.

The court's decision has led to union fears that employers may be deemed to be justified in dismissing any workers participating in a work stoppage no matter what circumstances led up to it.

If this is the case, some labour lawyers argue, the court will invalidate certain important sections of the unfair labour practice definition.

However, as the court's order is only temporary the matter is not yet settled. Some of the workers fall under the jurisdiction of industrial councils, although the majority do not. The majority have applied to the Minister of Manpower to appoint a conciliation board to hear the dispute. If the board fails to resolve it, the workers can apply for the court to hear the matter again.

But if the Minister refuses their request, or if he excludes the allegation of unfair dismissal from the conciliation board's terms of reference, they will have no further legal recourse.

The metal industry industrial council has failed to resolve the dispute and has been refused an extension to consider it. The 12 workers who fall under its jurisdiction may now apply to the Industrial Court for a final determination. The motor industry industrial council, which covers four of the workers, has been granted an extension to hear the matter. If it fails to settle the matter, those workers can also return to court.

reinstated two others before the court hearing.

The case arose out of demands, for a pay increase and union stop-order facilities, made by Mawu shop stewards during a meeting with Vetsak's personnel manager. At a subsequent meeting management refused the demands and the personnel manager undertook to convey this news to Vetsak workers the next day. However, he could not attend the meeting and sent an assistant in his place.

The workers were dissatisfied with this and insisted that the personnel manager should address them.

The personnel manager and another management representative then arrived and asked the workers to appoint shop stewards to represent them. The workers did so and then returned to work. The shop stewards were told of management's decision. This message was conveyed to the workers who decided that they would clock in the next morning but would not work until management explained its decision to them.

According to the workers' statement, they gathered in the factory yard the next morning. Vetsak's chief manager Piet de Jager arrived and asked why they were not working. After wrangling about which management representative should address the workers, De Jager told them a wage increase was out of the question.

Recognition

A discussion about recognition of the union followed. De Jager then said that if the workers did not return to work their action would be regarded as an illegal strike. Management finally said that if work did not resume by 3pm the workers should collect their wages. At 4.30pm the workers clocked out and left.

On January 30 the workers arrived and found the factory gates locked. They were told that management was seeking advice from the industrial council. Later they were told to return the next day to be re-employed. On the Tuesday the workers applied for re-employment and were told to return the next day to find out whether they had jobs.

FOUNDATION'S CREED

The Urban Foundation — now seven years old — was established not only to eliminate injustice but to fight against institutionalised discrimination. Addressing the organisation's annual meeting its chief executive, Jan Steyn, said "The foundation is — and has to be — as businesslike and efficient as possible in its activities, but the commitment with which it identifies and addresses its tasks comes from a desire to see a more just society in which the worth and dignity of every individual in SA is recognised and preserved."

The foundation, he added, should never forget that it is dealing with people, real individuals and families, with aspirations and emotions, with a desire to secure a better living for themselves and their families. It should continue to contribute to the reform of society and thus provide the avenues through which people can improve the quality of their own lives.

"Only thus can the reform process in SA achieve its objectives of a more just society without forfeiting stability and plunging into the abyss of violence, where the future of all our people, whatever their race, colour or creed, will be jeopardised for generations to come," he said.



Steyn ... staving off 'the abyss of violence'

300 VW
E. Post
workers
30/6/84
out on
strike (140A)

By CLAIRE
PICKARD-CAMBRIDGE

ABOUT 300 workers went on strike at the Volkswagen factory in Uitenhage this week following a dispute initially sparked off by a clash with a supervisor.

Mr Fred Sauls, national secretary of the National Union of Automobile and Allied Workers Union (Naawu), said most of the workers involved in the strike were members of the union

He said the problem had been sparked off about two weeks ago following a dispute with a foreman which led to some workers downing tools in the assembly line

As a result the body shop could not continue operating and workers in that section had been laid off temporarily without being paid

He said the dispute had been settled in the assembly line, but workers in the body shop were still dissatisfied with the situation and wanted compensation for the period they had been laid off

Mr Sauls said Naawu had lodged a grievance with management about compensation for the workers

This was confirmed by a company spokesman, Mr Graham Hardy, who said the company would make a comment once the matter had been resolved.

Western 30/6/84 (140A) ~~140A~~

Workers stage pay protest

Labour Reporter

ABOUT 200 workers at a metal factory staged a placard protest about pay at lunchtime yesterday

The workers at Wispeco, in Mobeni, Durban, said an increase in their wages was 'meagre'

A spokesman for them said they had asked for an increase of 50 c an hour to offset the increase in general sales tax. The company offered a rise of 20 c an hour, in line with the Industrial Council agreement for metal workers

The workers rejected the offer, and decided to stage lunchtime placard demonstrations in front of the administration

building during each working day

They aimed to carry on the dispute until the company agreed to reconsider its offer or to hold talks with the Metal and Allied Workers' Union

Some of the placards read '20 c can't buy a loaf of bread' and '20 c is not even enough to feed dogs'

The protesters were well-behaved, and returned to their jobs immediately after the 10-minute demonstration

The workers said they had decided against strike action, and hoped that their peaceful demonstration would get the management to take no-

tice of their grievance

J Milburn, the firm's regional manager, said a statement would be issued by the company's head office in Johannesburg later

'It is company protocol that all Press statements be made from one central source,' he said

Mercury 2/7/84
152
140A

911 vote to strike over wages

Labour Reporter
IN A 94 percent poll, 911
workers at a Howick fabri-
ber company, BTR Sarp-
col, decided to take strike
action to resolve a pay dis-
pute with the company,
while four voted against,
spokesman for the Metal
and Allied Workers
Union said.

Mr Geoff Schreiner, gen-
eral secretary of the
Fosatu-affiliated union,
said no date had been set
for the strike but members
indicated that if the
conciliation board was not
appointed within two
weeks then they would
consider taking action.

He said the company
was threatening to make
effective the increases
which workers had al-
ready rejected.

The union declared it
self in dispute with the
company earlier this
month when wage talks
broke down with the com-
pany offering a 10.8
percent increase from
R1.43 an hour to R1.60 an
hour.

An application has al-
ready been made to the
Minister of Manpower, Mr
P T C du Plessis, to ap-
point a conciliation board.

Mawu members later
marched to the factory of-
fices with a petition call-
ing on the company to re-
open wage talks with the
union.

Mr John Sampson, the
company's administrative
director, was not available
for comment yesterday but
he told the Mercury last
week that he was aware
that the union was plan-
ning to hold a 'strike
ballot'.

He said that if the
conciliation board was not
established within the
statutory 30 days, the com-
pany would implement the
increases.

The union requested an
increase of about 25
percent, he said.

ROM 317/84

□ □ □ 140A

THE Paper, Wood and Allied Workers' Union (PWAU) has announced its intention of joining the industrial council for the pulp and paper industry, ending its long-standing objections to serving on the council.

The union argues that they have three times as many members as the unions already on the council and, while they will be continuing their fight for the right to plant-level negotiations, there are a number of benefits to be had from joining

Not least is that black workers will, for the first time, be directly represented in the council's wage negotiations.

Anyone who doubts the effectiveness of this need merely ponder the fruits of the National Automobile and Allied Workers' Union's (Naawu's) first effort on the industrial council for the Eastern Cape tyre and rubber industry

Minimum wages in the industry have been upped from R1,38 an hour to R2,15 an hour, an increase of almost 60%.

Workers to protest over new wage offer

merc
3/7/84
WCA

Labour Reporter

NEARLY 4 500 member companies within the Steel and Engineering Industries' Federation of South Africa will from this month have to pay higher wages to employees who are members of the Metal Industries Industrial Council

The increase is part of a negotiated amendment to the main agreement of the Industrial Council, proclaimed in the Government Gazette of June 29, 1984

Mr James Milburn, regional manager of Wispeco — one of the Durban companies within the federation, said in a statement yesterday that his company welcomed the introduction of the new minimum pay scales, and would from this week be increasing the wages of staff involved accordingly

But the workers at Wispeco have rejected the pay rise, pointing out that the increase of 20 c an hour was 'meagre'. They want an increase of 50 c an hour, which, they said, would cover the recent increase in cost of living and the rise in the general sales tax

A spokesman for the workers said they had decided to hold lunch-time placard demonstrations on the company premises

'We want management to take note of our dissatisfaction over wages. We will continue our protest until such time as they are prepared to negotiate wages with the Metal and Allied Workers' Union,' he added

A union spokesman yesterday confirmed that the workers were 'not happy' with the latest increase and were staging peaceful placard demonstrations during their lunch-hour

LOW 217/84 (104)
Poll backs
metal strike

DURBAN. — In a 94% poll, 911 workers at a Howick rubber company, BTR Sarmcol, decided to take strike action to resolve a pay dispute, a spokesman for the Metal and Allied Workers' Union (Mawu) said yesterday.

Mr Geoff Schreiner, general secretary of the Fosatu-affiliated union, said no date had been set for the strike but members indicated that if the conciliation board was not appointed within two weeks they would consider taking action.

He said the company was threatening to put into effect a 10,8% pay increase which workers had already rejected. They are demanding 26% increases. — Sapa.

RAM 3/7/84

222-140A

THE protracted Putco wage dispute, finally resolved last week with the arbitrator awarding increases of 15,5% back-dated to January 1, was a good example of emerging unions exercising restraint and expertise to achieve their goals

Because transport is classified as an essential service the unions involved — the Transport and Allied Workers' Union (Tawu) and the Transport and General Workers' Union (TGWU) — were barred by law from calling legal strike action

Over a period of 11 months they plodded through the procedures of mediation and then arbitration, providing lengthy evidence on the cost of living and minimum living levels, proving Putco's ability to pay more and comparing the wages of their members with those of other bus companies

Small wonder — when one considers this level of sophistication — that it is management that increasingly has to go on industrial relations courses to learn how to negotiate.

One thing, though, has disturbed the unions. Though the length of the dispute was no fault of theirs nor their members, the fact that the arbitrator had the power only to back-date the increases for six months, meant their members lost out on the increases from July last year, when they were to have come into effect.

^{2. Post}
^{3/7/64}
**Striking
workers
at VW/40A
return
to work**

Post Reporter

ABOUT 300 workers who went on strike at the Volkswagen factory in Uitenhage last week returned to work yesterday.

Mr Fred Sauls, national secretary of the National Union of Automobile and Allied Workers' Union (Naawu), said shop stewards were holding talks with management and trying to clear up the matter through negotiation.

The workers had returned to work against the background of the talks.

The workers went on strike after a dispute initially sparked off by a clash with a supervisor which led to some workers downing tools on the assembly line.

As a result, the body shop could not continue operating and workers in that section were laid off temporarily without being paid.

The dispute was settled on the assembly line, but workers in the body shop were still dissatisfied. They wanted compensation for the period they had been laid off.

Mr Sauls said this grievance about compensation for the workers was being discussed with management by the shop stewards.

RDM 3/7/84
New deal
for mothers

By PHILLIP VAN NIEKERK

THE Chemical Workers Industrial Union (CWIU) has negotiated a wage agreement with a Pinetown company, NCS Plastics, which includes provisions for paid maternity leave which are the first of their kind in the country.

And setting a further precedent, the agreement also includes provision for two days paternity leave.

According to a statement released by the CWIU yesterday the increases, which are to apply from July to September, range from 12,8% to 15,9% and include a guaranteed year-end bonus of one months pay.

The company has also agreed to pay 33% of normal wages for three months obligatory maternity leave with a further three months optional unpaid leave.

There is also to be paid time off to attend post-natal clinics and mothers are "guaranteed job security without any loss of benefit or good standing".

In its statement yesterday, the CWIU said this was the first time maternity leave had been negotiated with NCS plastics.

The union believed an "important start" had been made towards providing for proper child care for workers' children and signalled a move away from discrimination against women in the workplace.

NATIONAL/CITY

argus 5/7/84
Solidarity pledge by union (140A)

By PIPPA GREEN
Labour Reporter

THE 106 000 strong Federation of SA Trade Unions (Fosatu) has pledged itself to "building international worker solidarity" and effective worker organisation across national boundaries

In a comprehensive international policy statement, Fosatu said it would also assist in increasing international pressure on and condemnation of the South African Government

Referring to multi-national corporations (MNCs), Fosatu said it believed they had "excessive power which is used to

the detriment of the workers both in South African and in the home countries of these MNCs"

Calling for international contact at all levels of union membership and leadership, Fosatu said it would "initiate and join any positive attempt to build international organisation within each multinational"

In a significant move, the federation has also said that, after "careful consideration", it had decided that international pressure for disinvestment in South Africa had had a "positive effect" and should not be lessened

"Fosatu is definitely opposed to foreign investment that accepts the conditions of oppression maintained by this regime"

The federation has also warned the international trade union movement not to station permanent representatives in South Africa or to visit the country except by arrangement with local independent unions, as visits would be "used" by the South African Government to gain credibility

The policy statement comes at a time of growing contact between South African trade unions and those overseas

Pressure has worked, says Fosatu

By STEVEN FRIEDMAN
Labour Correspondent

THE Federation of SA Trade Unions said pressure on foreign companies to disinvest from South Africa "has had a positive effect" and "should not be lessened".

However, Fosatu did not call for actual disinvestment by companies

It said only that it was against forms of foreign investment that accepted "the conditions of oppression" maintained by the Government.

And it added that its own concern was to build a strong labour movement which would ensure that plants and machines presently inside the country would be retained in South Africa "for the benefit of all"

These points were contained in a section on disinvestment in a Fosatu statement on international policy, which was released yesterday. The policy was the result of decisions taken at a Fosatu central committee meeting in April.

Essentially, the Fosatu policy statement argued that pressure for disinvest-

ment had had an impact on company labour policies but that it did not mean that local unions should seek actual disinvestment.

It argued that the chief priority of local unions should be to ensure that foreign investment acts in the interest of workers, rather than seeking to have it withdrawn.

In its statement, Fosatu said that as a union organisation "concerned with the jobs and livelihood of its members", it had to give "careful consideration" to the disinvestment issue.

140A 1800

Unions to back civic bodies

TWO Federation of South African Trade Unions' affiliates have resolved to actively support progressive community organisations in their fight against apartheid and exploitation.

The unions — the Metal and Allied Work-

ers' Union (Mawu) and the Sweet Fruit and Allied Workers' Union — said they supported non-racial democratic organisations for the liberation of blacks in the country

The resolutions were taken at a meeting in

Reiger Park this week. The meeting was called to discuss community problems

In a statement to The SOWETAN after the meeting the unions said that there were various problems affecting black people in their residential areas.

They were concerned about the high house rents, electricity tariffs, water bills, lack of recreational facilities, shortage of houses and schools in those areas.

"We feel that as workers lack of these facilities equally affect us and fighting against them

will need a joint venture by all concerned organisations," the unions said.

The unions have also pledged to fight apartheid and exploitation of workers at factories. Many workers were not earning "decent wages" to afford the high tariffs

"We also call upon workers to unite against fighting the vexatious laws such as influx control, Group Areas Act, separate development and others

"We intend informing employers to regard June 16 as a public holiday," they said

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RAM 5/17/8 (140A)

Social

work for unions

Mail Reporter

SEVERAL hundred members of the Metal and Allied Workers' Union (Mawu) and the Sweet, Food and Allied Workers' Union (SFAWU) resolved at a mass meeting at Reiger Park, Boksburg, at the weekend to build up "progressive community organisations controlled by workers"

The meeting of East Rand members of the two unions, both of which are affiliated to the Federation of South African Trade Unions (Fosatu), was called to examine the links between trade unions and community organisations

The meeting resolved to build up worker-controlled community organisations, to join already-existing "progressive community organisations" and to actively support the "nonracial democratic organisations of this country"

RAM 6/7/84 (140A)

Fosatu spells out funds policy

By STEVEN FRIEDMAN
Labour Correspondent

THE Federation of SA Trade Unions has reaffirmed its support for the use of overseas union funds by emerging unions — but has warned that local unions need to exercise “clear control” over foreign union funding

This statement comes at a time when a National Manpower Commission report has urged the Government to clamp down on foreign funding of emerging unions

It recommended that unions which do not receive most of their funds from their members be denied Government approval and hence be barred from operating.

Fosatu was barred from receiving foreign union funds by a Government order some years ago

Its attitude to foreign funds is spelled out in a statement on international policy

which was released this week. The statement is the result of a meeting of Fosatu's central committee in April

It also reveals that Fosatu is against joining international union bodies to which national union bodies belong, but believes its unions should support international trade secretariats for unions in particular industries

It criticises the actions of some foreign union bodies, arguing that foreign union money has been used to fight international political battles rather than build up unions, but does not name them

Fosatu says local unions have required and “will continue to require” financial aid from the international union movement. This aid is, it says, “fundamental to international worker solidarity”

It believes a stage will be reached when it and its

unions will be able to fund their own running expenses but that, even then, overseas union aid will be needed for “extra-ordinary projects to further develop the worker movement”.

But it also charges that international union bodies are still “bedevilled” by “Cold War” politics

It is against joining either the International Confederation of Free Trade Unions, which represents Western union federations, or two other federations comprised of Eastern European unions

It adds that, because of these factors, local unions must develop control over and “clear policies” towards international union funding.

These funds have at times been used in South Africa, it charges, to “prop up non-existent unions and create disunity” and “can be used for particular political purposes rather than to assist in the development of unions”

Sexual abuse outcry

THE Foastu-affiliated Metal and Allied Workers' Union is considering legal action against an Isithebe metal factory, Kempar in KwaZulu, following a strike over sexual harassment and wages.

A union spokesman told The SOWETAN yesterday that workers had approached management following reports from women that an induna was forcing them to have sex with them.

However Kempar's manager told Mawu shop stewards that he was not prepared to fire the induna. Management also told workers that if they were not happy they were free to leave.

A shop steward was subsequently dismissed following numerous issues at the company which sparked off a strike.

After attempts by Mawu to resolve the issue, workers at seven Isithebe factories downed tools in sympathy. However the strike failed to break ground and workers were eventually forced to return to work, while Kempar workers were dismissed.

The spokesperson said that sexual harassment and other malpractices were rife in decentralised areas, like Isithebe. Mawu was having problems in fighting the practices because workers in "homelands" were not covered by South Africa's labour laws.

Sowetan 6/7/84
140A



KILLER

... and here's one of the victims

It started with a cough...

IT started with a cough Greta thought it was a winter's cold ... until it didn't go away.

Monday was bad. It was the day she started her weekly stint at a cotton factory in Pinetown. It was always bad on a Monday. She had fits of coughing, her chest tightened with pain And she wheezed.

She didn't relate any of these things to the place she worked There were no signs which said "Beware" Cotton dust could be dangerous to your health."

Her employers, part of the multi-million rand textile industry in South Africa, did not take internationally-accepted safety precautions against brown lung disease.

Greta Maphumulo has worked in the cotton industry on and off since she was 19. At 55 she is a respiratory cripple.

"It's so hard to breathe. Especially when I walk up a steep hill or carry heavy things or get dressed," she said through an interpreter

In 1976 the coughing started She said the doctor employed by the factory suspected she had asthma, but cough medicine he prescribe did not help.

This year Dr Neil White, medical officer for the National Union of Textile Workers, diagnosed her sickness

"We tested the lung function of 4 500 workers in the industry. Using a spirameter, we found Greta had only 43 percent of her expected lung function.

"She showed the classic symptoms of brown lung"

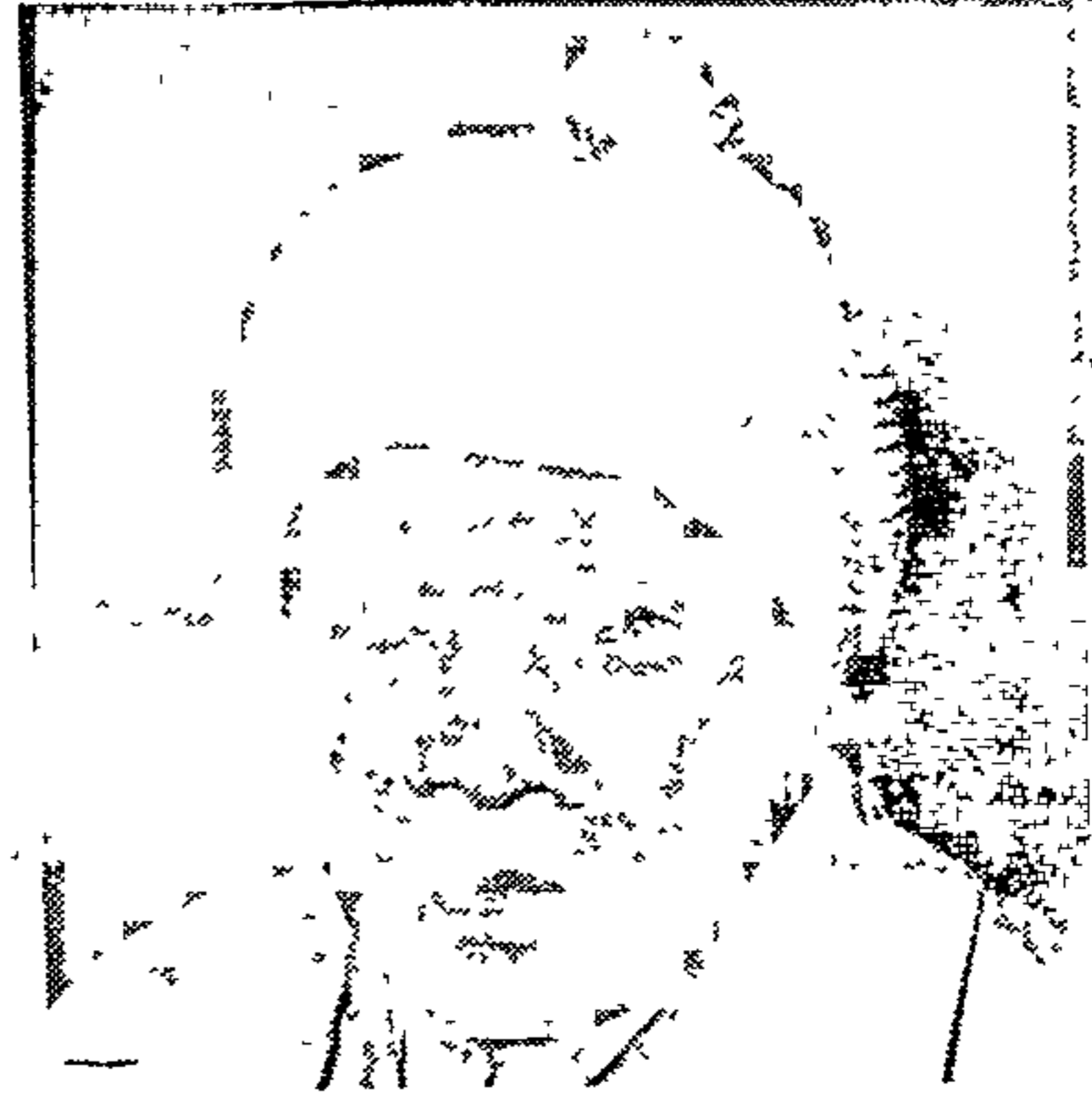
Dr White said the disease could have been brought under control if detected early

"The solution is to prevent further exposure to cotton dust — which is being done now Unfortunately in Greta's case the damage is permanent."

Soon after Greta's disease was diagnosed, she was told there was "no longer any job"

She had worked most of her life in the cotton industry, but was now maimed by it She felt angry she had not been warned of the hazard of cotton dust

Now she spends her



Mr Greta Maphumulo — a victim of brown lung



In the blow room a worker dons a mask



A spinning operator — maskless

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Differences in climate, racial differences, and America's "overhasty" implementation of regulations were all reasons why South Africa couldn't merely accept international standards, he said.

Best ways

Mr Schlagman said the federation was co-operating with the Department of Health and would carry out an investigation to establish the best ways of combatting high levels of cotton dust — which could take eight months

"We will collaborate with the department to draw up regulatory measures to ensure reasonable laws are put into effect," he said

Selwyn Lurie, joint managing director for Consolidated Textile Mills Limited, said the Frame Group was part of the federation's special committee investigating byssinosis

"Active steps are being taken during the research period As the Group's workers are its prime concern, Frame Group medical teams have been alerted to watch out for any symptoms during medical checks If any Frame Group workers show any symptoms of lung disorder, they are immediately transferred to another department in which there is less risk of dust contamination There is no question of any such worker being retrenched," he promised.

days at home in Umlazi, looking after her youngest child, Mildred, 14. And she is adamant she will not allow her daughter to enter the cotton industry.

"I don't know if I'll be able to get another job," Greta said. "Maybe I can get work as a domestic. I am doing a bit of sewing and taking peppermint cough mixture, but it doesn't help It only helps if I lie down a lot"

She doesn't know if she will get compensation

One of a handful of victims of the disease who have been compensated is John Hlela, 34, of Hammarsdale

He worked for 10 years in a spinning department as a cleaner, using a compressed-air blower — a process which stirs up clouds of cotton dust

Dr White said "John Hlela showed marked symptoms of byssinosis Initially he experienced chest tightness, usually at

the beginning of the working week And when he walked uphill he became short of breath

"Eventually it became so bad that he couldn't breathe when he was working He had to rush outside to get fresh air, otherwise he would collapse

"He stayed away from work for three days and came back without a sick certificate The company dismissed him as a result."

Dr White carried out a lung function test on Mr Hlela in July, 1981, and the result was 46 percent. Asthma treatment didn't help and he applied for workmen's compensation

In June, 1983, he was ruled 70 percent disabled and granted a R109-a-month pension

By granting this compensation, said Dr White, the state had acknowledged that byssinosis was caused by cotton dust in the factory

20 000 workers at risk from deadly lung disease

By Carolyn McGibbon

COTTON K

NEARLY 20 000 workers in the country's cotton mills are at risk from the killer disease, brown lung, because no safety standards are set down by law.

The insidious lung disease is caused by inhaling cotton dust over a long period of time. It leads to blocking of the lung passages, and if not checked early it is incurable and can be fatal.

Although the toll of respiratory cripples — written off as permanently disabled — is rising, South Africa lags far behind the rest of the world in formulating protective legislation.

Brown lung disease, or byssinosis as it is known medically, can be curbed. After thousands of American cotton workers were crippled by byssinosis in the 70s, stringent laws were brought in to reduce the hazard.

And after a great deal of scientific research, the World Health Organisation set a limit of 0.2mg of cotton dust per cubic metre as the maximum safe level, above which workers risked becoming disabled.

Ten times

In South African mills the National Union of Textile Workers has measured concentrations up to ten times greater than this safe level — an indication of the need for enforceable standards, said union general secretary John Copelyn.

For the past three years the union has investigated conditions in mills and come up with the following list of

changes it would like to see introduced

■ Employers must warn workers that cotton dust can damage their health

■ Workers must be given masks to protect them from the dust

■ Workers must be allowed to monitor levels of cotton dust

■ Levels of cotton dust must be kept below the internationally-acceptable limit by using appropriate ventilation

■ Regular tests to be carried out on workers

■ Workers showing symptoms of brown lung disease should be given job security by being transferred away from dusty areas without loss of wages

Fell short

Most cotton processing factories fell shockingly short of these requirements, said Mr Copelyn.

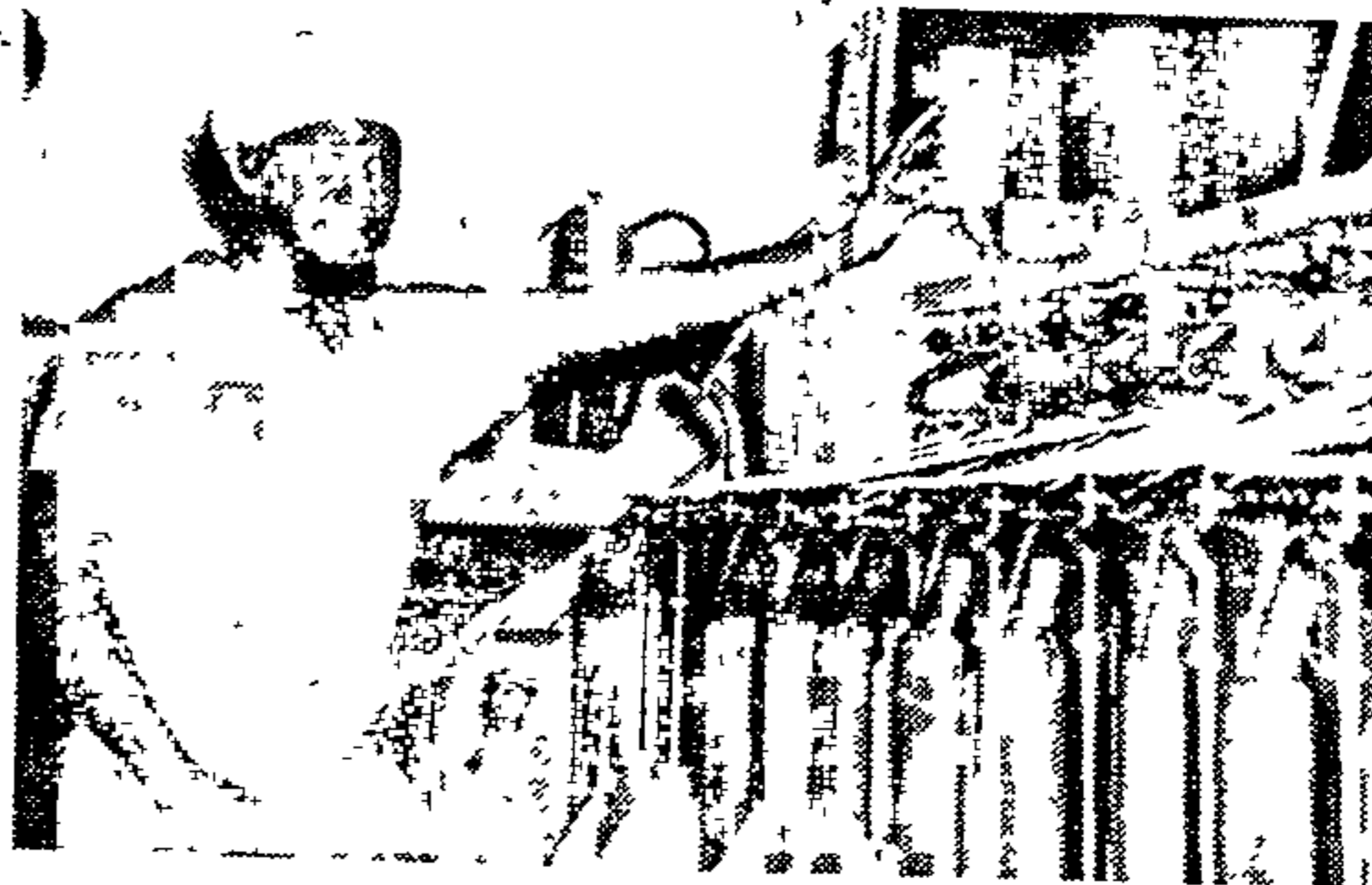
There were no warning signs, no prescribed masks (one Natal mill issued masks last month for the first time in 20 years), monitoring of dust levels was haphazard, and workers still risked being fired once they became crippled by the disease.

Mr Copelyn said employers were aware of the danger of exposure to cotton dust and were guilty of neglect.

He said the Textile Federation had taken up the issue only after the union had "stirred up the dust". The union had campaigned for three years to warn workers of the danger of cotton dust and the union doctor screened thousands of



□ The union tests for brown lung disease



□ A speed frame operator — maskless



□ A speed frame operator — maskless

workers for symptoms of the disease.

As a result, six disabled workers have been compensated for life and another 30 are applying for compensation.

Mr Copelyn said the Textile Federation represented employers' inter-

ests and was "creeping into an area directly affecting unions. It is yearning to be able to make representations to the state that either no cotton dust standard be set or that no changes from the present practices of employers are

required"

He recalled that in America employers bitterly opposed the high standards required for the safety of workers.

"The standards were challenged by employers, who said they were unfairly harsh on the industry, but all their attempts to get standards relaxed came to nothing."

Meanwhile, the Textile Federation has set up a special committee to investigate byssinosis, and the executive director, Stanley Schlagman, has slammed the union's campaign as "emotive and dramatic".

He said an investigation of the international scene over 16 months showed South African conditions warranted further study before laws could be formulated.

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ROM 9/7/84

Employee victory on maternity rights

AN AGREEMENT signed between the Chemical Workers' Industrial Union (CWIU) and a Pinetown company, NCS Plastics, last week comes as a significant worker victory in the increasingly important field of maternity rights.

While most emerging unions are restricted at this stage to demanding unpaid maternity leave, which amounts to the right to return to work, the NCS deal is the first time a union has won the right to paid maternity leave.

The company has agreed to pay 33% of normal wages for three months obligatory maternity leave with a further three months optional unpaid leave.

There is to be paid time off to attend post-natal clinics and mothers are to be guaranteed job security without any loss of benefit or good standing.

Thus, though it sounds quite sane and reasonable, is a right virtually unheard of in SA industry.

The plight of working mothers — the lack of legal protection and the hostility of many employers towards providing for their needs — was highlighted in a paper recently published by researchers at the University of the Witwatersrand.

They concluded that only trade union pressure on employers could start to change the vulnerable situation of mothers who often do the most unskilled, low-paid, labour-intensive jobs.

The NCS agreement also includes an unusual precedent in that fathers have been granted two days paternity leave.

□ □ □

THE National Union of Furniture and Allied Workers (Nufaw) has been defeated in its attempt to prevent a Fosatu affiliate, the Paper, Wood and Allied Workers' Union (PWAU), recruiting members in the furniture industry.

In so doing it has further weakened the closed shop in the industry which — despite protests from established unions that it is a hard-won right serving the interests of workers — is seen as a means of preventing workers joining the unions of their own choice.

The attempt by Nufaw (which has a nationwide closed shop in the industry compelling every worker to belong to it) to block the PWAU is a good example of this.

Nufaw asked the Rand Supreme Court to stop the PWAU recruiting workers in the furniture industry after a dispute at a Brits factory, Pat Carrick, in which workers wanted to resign from Nufaw and join the PWAU.

The Rand Supreme Court handed down a judgment last week in which Nufaw's case was defeated.

tion, particularly among coalminers, and there could be more spontaneous industrial unrest this month.

While the National Union of Mineworkers (NUM) has members at all four mines hit so far and is in dispute with the Chamber of Mines over the increases, they have not called for a strike and in fact don't want their members out at this stage.

According to Mr Cyril Ramaphosa, general secretary of the NUM, they want to go through all the legal channels first and are determined to opt for a legal strike if no settlement is reached.

This means the labour situation on the mines looks set to be interesting for some time to come.

BOMMERSHEIM
The cremation service for Auguste Bommersheim late of Kempton Park will be held at the St. Peter's Church, corner 43 Lower Park drive and Ennes Road, Zoo Lake on Wednesday afternoon at 1 pm, prior to the cremation which will be private. No flowers by request. Suggest donations in lieu thereof to The German Old Age Home, 7 Lewis road, Richmond. **DOVES AND WILMOT.** TEL 339-5967.

COX
A cremation service for John late of Selection Park Springs will take place on Wednesday the 11th July 1984 at 4 pm, from the Methodist Church, Selcourt. Cremation will take place privately. **DOVES AND KLOPPERS SPRINGS.** TEL 56-0501.

DAMES
The funeral cortege of Lillian Dames late of Brixton will leave the Doves and Wilmot East chapel, 10 Jorissen St, Braamfontein on Wednesday morning 11th July 1984 at 11.30 am, prior to interment at West Park Cemetery. **DOVES AND WILMOT.** TEL 339-5967.

DANIEL
The funeral service for Clara May late of the Happy Autumn Aged Home, Yeoville will be held at The Church of Jesus Christ of The Latter Day Saints, Phillips street, Discovery on Wednesday 11 July 1984 at 12 noon. The cortege will then proceed to the New Rodepoort Cemetery for the interment. **THOM KIGHT AND CO. (FUNERAL DIRECTORS) TEL 837-8176.**

DAVIDSON
Gertrude May. Passed away July 8, 1984 after a short illness at the end of a wonderful and full life of 92 years, a grand old lady, much loved, will be missed by daughter Vivienne, by David and Cathy, Roger and Trudy, John and great-grandchildren, Neville, Russell, Nikki and Warren. A Memorial service will be held at the Bryanston Methodist Church, Grovenor Road, Bryanston at 3 pm, on Tuesday July 7th. No flowers by request, donations in lieu to The St. Giles Assoc. (FVL) PO Box 9625, JHB, 2000. **DOVES AND WILMOT TEL 339-5967.**

DOWNES
A funeral service for Laura late of Wandwood will be held at St. Martins in the veld Anglican Church, corner Cradock avenue and Eastwood road, Dunkeld on Tuesday July 10th 1984 at 10.30 am. The cortege will then proceed to the West Park Cemetery for the interment. No flowers by request, suggest donations in lieu thereof to the SPCA, PO Box 38035, Booysens. **THOM KIGHT AND CO. (FUNERAL DIRECTORS) TEL 837-8176.**

DRAPER
The cremation service for Cecil Roberts Draper late of Malvern will be held at the East Chapel, 10 Jorissen St, Braamfontein on Wednesday afternoon the 11th July at 2 pm, prior to cremation which will be private. No flowers by request suggest donations in lieu thereof to The Masonic Benevolent Fund. **DOVES AND WILMOT.** TEL 339-5967.

FISON
The cremation service for Frank Donald Fison late of Margate and formerly of JHB. Dearly loved father of John and Desiree will be held in St. Margaret's Anglican Church, Margate this Wednesday morning at 11.30 am. Will family and friends kindly assemble at the Church for the service as the cremation will take place privately. In lieu of floral tributes suggest donations to Boys Town, PO Box 57, Magaliesburg, 2805. **DOVES AND ADLAM REED, Aiken St, Port Shepston Tel 0391-22587.**

HALLIWELL
The cremation service for ... late of ...

Funeral Notices

MYBURGH
The cremation service for Abraham late of Springs will take place Wednesday 11 July 1984 at 12.30 from the Doves and Kloppers Chapel, 4th Avenue, Geduld Springs. Donations in lieu of flowers to Child Welfare. **DOVES AND KLOPPERS, SPRINGS** Tel 56-0501.

PEACHY
The cremation service for Harry Peachy late of Tedstoneville Germiston will be held in Doves and Berrange's chapel, corner Jack and Meyer street, Germiston on Wednesday 11th at 3 pm. No flowers please. Suggest donations to St. Andrew's Presbyterian Church Building Fund, Germiston. **DOVES AND BERRANGE.** TEL 51-8138.

RIBEIRO
A Requiem Mass for Elvira Dos Santos Nogueira late of Malvern Johannesburg will be celebrated at The Catholic Church of the Blessed Sacrament Corner Mullins and Geldenhuis Roads, Malvern East on Tuesday July 10th 1984 at 10 am, prior to the interment at The South Park Cemetery. **THOM KIGHT AND CO FUNERAL DIRECTORS.** TEL 837-8176

ROGERSON
A graveside service for Thomas Neville late of Hillbrow will be held at the West Park Cemetery on Tuesday July 10th 1984 at 3 pm. Will people attending please meet at the Main Gate of the Cemetery at 3 pm. **THOM KIGHT AND CO FUNERAL DIRECTORS TEL 837-8176.**

SARDINHA
The funeral service of Maria Arsenia late of Pretoria will leave the Nossa SR De Fatima, Luttig st, Pretoria West on Wednesday after service commencing at 2.30 pm, proceeding to the Sandfontein Cemetery. **EL BROBERT LAR AND SONS PTY LTD FUNERAL UNDERTAKERS,** cor Church and President Burger Street, Pretoria Tel (012) 28-7127

SHORTEN
The cremation service for Herbert Bennett, late of Springs will take place in the Anglican Church in Springs on Tuesday 10th at 10 am, prior to the cremation which will be private. Donations in lieu of flowers may be sent to The Springs Red Cross Home of the Aged. **DOVES AND KLOPPERS, TEL: 54-0926.**

SMITH
The funeral service for Johannes Solomon (Mannetje) late of South Hills JHB will be held at the Thom Kight Chapel, 29 Solomon St cor 10th Street, Braamfontein West on Wednesday 11 July 1984 at 12 noon. The cortege will proceed to the West Park cemetery for the interment. **THOM KIGHT AND CO FUNERAL DIRECTORS TEL 837-8176.**

SOLOMONS
The funeral service for Hazel Joyce Solomons (Nee Lawrence) of Eloff St, JHB will be held in Christ The King Cathedral, Saratoga Avenue, Berea on Wednesday 11th at 11 am, proceeding to the West Park cemetery. **AVBOB 51 De Korte St, Braamfontein Tel 724-2166/77 or 724-2196/77/8.**

SPARROW
The cremation service for Herbert Edward (Herby) late of Lombardy East will be held at the Thom Kight Chapel, 29 Solomon St, Braamfontein West, on Wednesday July 11th 1984 at 10.30 am, prior to the cremation which will be private. No flowers by request suggest donations in lieu thereof to The Hospice Assoc of The Witwatersrand PO Box 78310, Sandton, 2146. **THOM KIGHT AND CO FUNERAL DIRECTORS TEL 837-8176**

STATHOULIS
The funeral of Dimitra ... late of ...

SA unions support pressure on Pretoria

By Carolyn Dempster, Labour Reporter

The Federation of South African Trade Unions (Fosatu) supports fully the policy of disinvestment and the application of international pressure on South Africa to bring about "social justice and democracy".

In an international policy statement released this month, the federation sets down a commitment to international worker contact in the pursuit of five goals.

- OPPRESSION**
- These are to.
- Build international worker solidarity in the struggle against the economic, social and political oppression of workers
 - Build effective worker organisation to counter the power of the multinational corporations
 - Support workers' struggles in other countries
 - Ensure that the institutions of the international

trade union movement are not used to create divisions and a loss of independence within the SA worker movement.

● Assist in increasing the international pressure on the "present racist regime" in South Africa

Guidelines for the achievement of these goals deal with financial assistance, international travel by trade unionists, exchange of expertise and information and closer co-operation with workers in multinational corporations in Third World countries

"The dangers of foreign funding have already been seen in South Africa. It props up non-existent unions, creates disunity and can be used for particular political purposes rather than to assist in the development of trade unions"

Despite the implications disinvestment has for the jobs and livelihood of workers, Fosatu states that this policy has had a positive effect and should not be lessened

Greedy robber first made a meal of it

A super-cool crook first enjoyed a meal at a Springs Restaurant before holding-up and robbing the owner. Police said the robber ordered a meal at the Lantern Restaurant in Fourth Avenue before holding-up Mr Wayne Visser. After eating, he went

to the cash desk on the pretext of paying his bill. He took out a gas pistol and demanded money. When Mr Visser refused, the man fired gas into his face. The robber then tried to grab cash, but a struggle ensued. He eventually got away with R50 — East Rand Bureau

Northcliff boulder: reward offered

By Shirley Woodgate

A R500 reward has been offered for information leading to the arrest of the people responsible for pushing a boulder down Northcliff Hill into a plush Fredrick Drive home on Friday afternoon, causing damage estimated at R25 000

The owners, Mr and Mrs Eric Felton, were in Natal for the Durban July at the time and are expected back at their home late today.

The domestic servant, Mrs Marie Bolokwe, said she saw three "big boys" throwing stones around on the hill above

"They smashed one big rock down onto another and suddenly the whole mountain seemed to be moving. This huge boulder broke away and came down, smashing through the back fence and the pigeon loft full of birds, crashing into the dressing room wall."

HOOIGANS

The Felton's next door neighbour, Mr R Heddon, said it appeared that the massive boulder, which weighed a couple of tons and would take at least 20 men to move, was dislodged when the young hooligans loosened a rock higher up the mountain

"This smashed into the boulder sending it 200 or 300 metres down the face of the mountain in 20 or 30 foot bounds

"In the process the avalanche caused sparks which started a veld fire," he said.

Mr Heddon said this was not the first time youngsters had hurled stones on Northcliff Hill.

Police are investigating the incident.

Bishop Bavin to head UK diocese

Religion Reporter
The Anglican Bishop of Johannesburg, the Rt Rev Timothy Bavin, has been appointed Bishop of Portsmouth, the church announced in London at the weekend

The Rev Wmston Ndungane, liaison officer for the Anglican Church, said: "Although we are saddened and distressed by his impending departure, we are nevertheless proud that one of our bishops has been called on to serve the church as bishop in an Anglican diocese"

Sowetan 10/7/84

140A

Mawu sacks four organisers

FOUR prominent members and employees of the Metal and Allied Workers' Union (affiliated to Fosatu) have been dismissed from their posts as Eastern Transvaal organisers.

The organisers, Mr E Gondogwana (East Rand branch secretary), Mr S Ntuli (organiser), Mr A Zulu (Eastern Transvaal chairman and vice-president of Fosatu) and Mr D Sinabi (organiser), were expelled by the union's national executive at a meeting in Durban at the weekend.

According to the union this action follows months of internal politicking and has effectively left workers in the East Rand and Eastern Transvaal without orga-

niser support The four organisers were earlier suspended following allegations of misbehaviour, according to a union spokesman yesterday

The spokesman said that Mr Zulu's expulsion meant that he was also "fired" from his position as vice-president of Fosatu — one of the country's biggest trade union federations.

The organisers were dismissed after they were found "guilty" of certain misconduct and maladministration in the regions. They will be forced to vacate the union's offices with im-

mediate effect

The spokesman said that there was no fear that the union would split following their expulsion. In fact, he added, workers in those regions have been unhappy with certain irregularities. "We are capable enough to run the region without those men," the spokesman said.

In a statement to The SOWETAN, Mr Zulu said the union's leadership was controlled by a "tiny bureaucratic white elite" and blacks were not playing a major role in running the organisation

Over 800 at Brits down tools for 50c

10/7/84
By Carolyn Dempster,
Labour Reporter

More than 800 workers downed tools at the Alfa Romeo plant in Brits yesterday in support of their demand for a 50 c across-the-board increase

Production was halted but negotiations between management and shop stewards of the National Automobile and Allied Workers' Union continued

REFUSED

Wage negotiations deadlocked last Friday when management tabled an offer of an 11 c across-the-board increase which was rejected by workers

A Naawu spokesman said the management of

Alfa Romeo refused to continue discussions with workers in the presence of union officials

They also refused to negotiate improvements in working conditions if the workers were not prepared to accept the 11 c increase

Mr N Bianco, managing director of Alfa Romeo, denied that there had been a stoppage and said there had been no halt in production, no action and no labour unrest at the Brits plant.

Discussions between the personnel manager of Alfa Romeo and the workers' representatives were continuing peacefully with proposals and counter-proposals being brought to the negotiating table, he said

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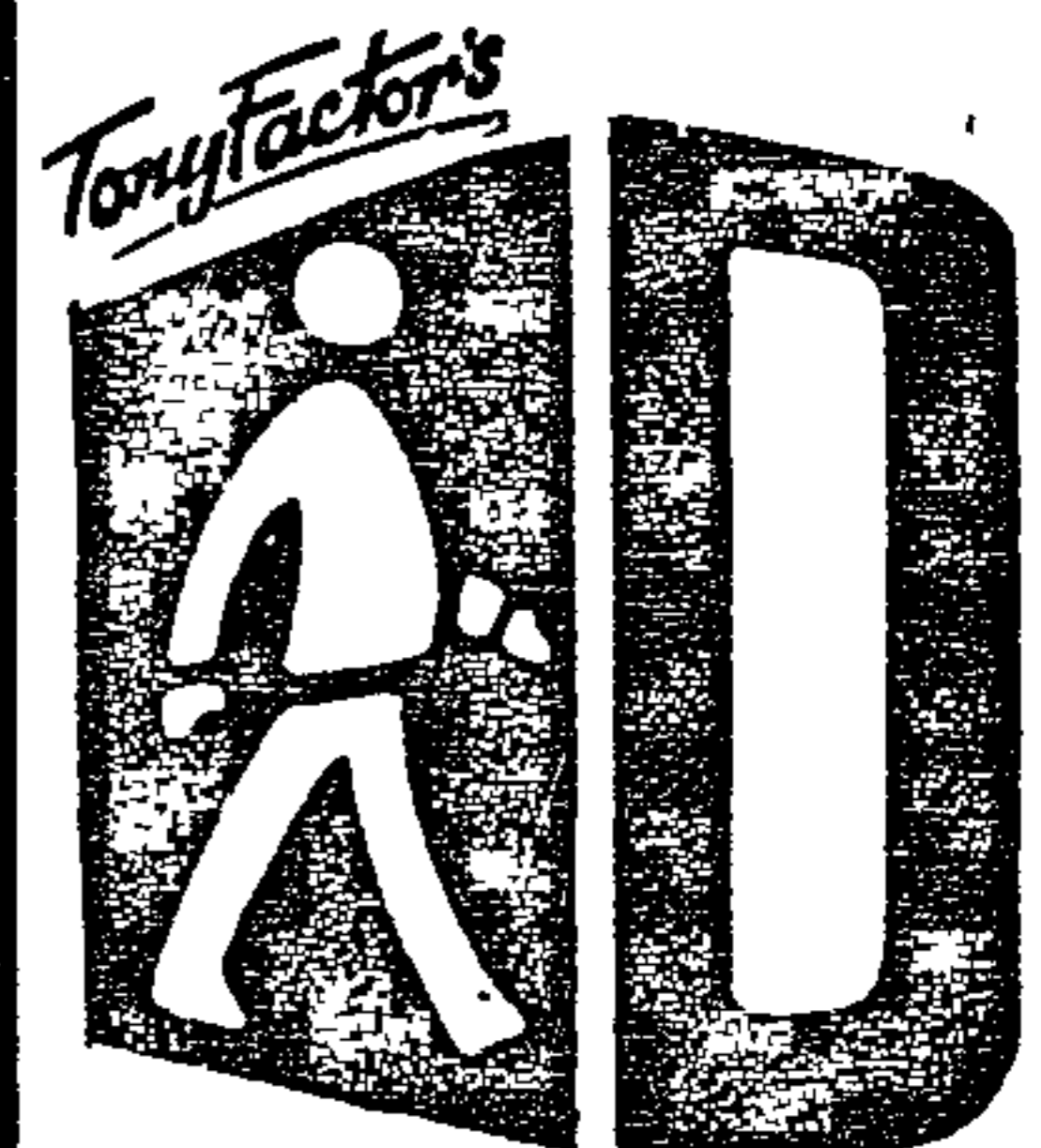
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Cirrus 10/7/84

Hotel waiter case settled

(140A)

Labour Reporter

THE case of the Mount Nelson waiter, who was dismissed for serving tartare sauce out of a stainless steel bowl, has been settled "to the satisfaction of both parties" in the Industrial Court

Details of the settlement are confidential.

The waiter, Mr Willard Nodlela, was granted a temporary reinstatement order by the Industrial Court in March, after his union, the Liquor and Catering Trades Employees Union, alleged he had been unfairly dismissed

The union, of which Mr Nodlela is an executive member, claimed he had been "victimised"

The major reason given for Mr Nodlela's dismissal was that he had served tartare sauce out of a stainless steel, instead of a silver bowl and had put the bowl on the table for guests to help themselves, instead of serving them

General secretary of the union Mr Ted Frazer said a settlement had been reached in the Industrial Court which was to "the eminent satisfaction of both parties"

● Anyone interested in the art of calligraphy can attend a calligraphy course being held in Wynberg on Thursday and Friday. The courses cost R40. To book ☎ 777123

● The Big Top Tussle, a musical play for children, is running at the Arena Theatre in Orange Street at 10 30am and 2 30pm. Tickets are obtainable from Computicket and at the door

● The Just Us company presents Winnie the Pooh in the Nico Malan theatre foyer. There are two performances daily at 11am and 3pm. Tickets which cost R3,25 are obtainable from Computicket and at the door

18 1/2

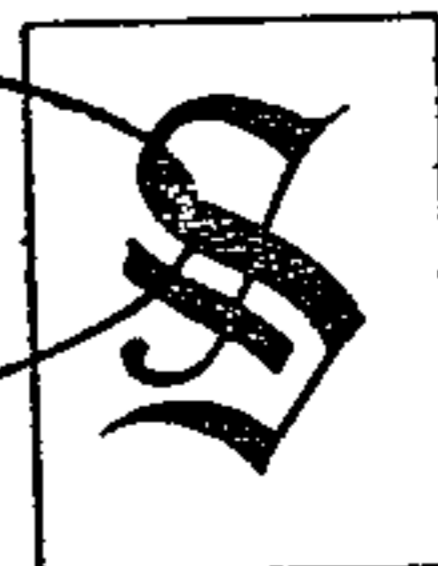
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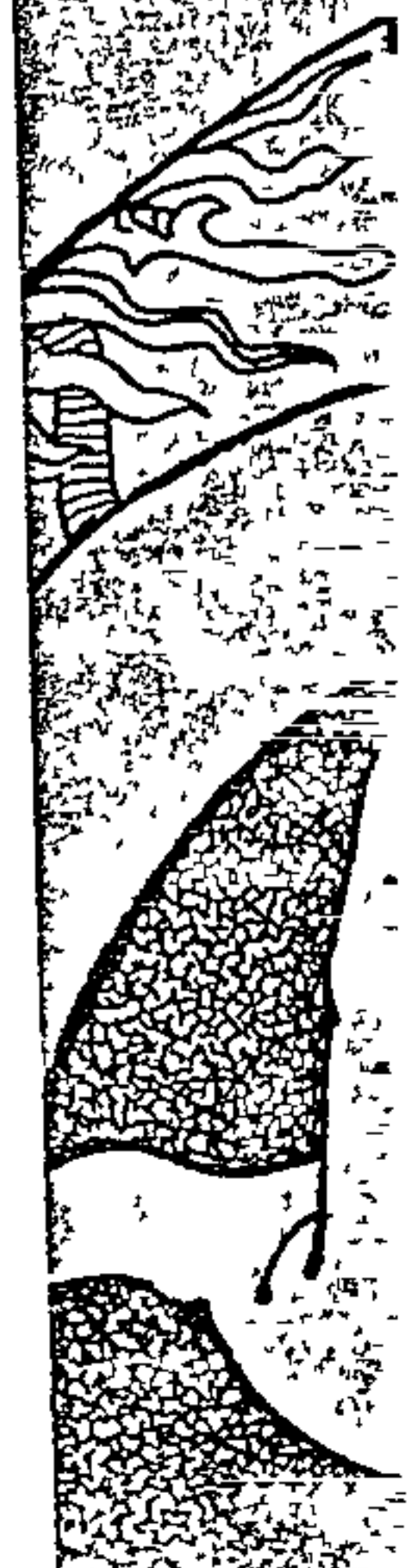
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RDM 10/7/84

Big split threatens key metal union

By PHILLIP VAN NIEKERK
Mail Reporter

THE suspension of four leading union officials by the Metal and Allied Workers' Union (Mawu) — probably the most active emerging union in the metal and engineering industry — has sparked a bitter row and a potential split within the union.

Mawu's national executive has recommended that Mr Andrew Zulu, a vice-president of the Federation of South African Trade Unions (Fosatu), be expelled from the union following a Press statement last week in which he slammed Mawu for being controlled by a "tiny bureaucratic white elite".

Mr Zulu's statement was the first public utterance on the upheaval that has affected the union in recent months.

Among changes in the union are the replacement of the union's general secretary, Mr David Sebabi by Mrs T C Nabe, and the closing of the East Rand and West Rand branches to form one Reef branch of the union.

At a Mawu National Executive Committee (NEC) meeting at the weekend Mr Sebabi and three other suspended officials — Mr E Gondwana, Mr S Ntuli and Mrs N Sebabi — were dismissed from the NEC for "financial mismanagement and gross misconduct".

The statement by Mr Zulu — who claims to be chairman of the Eastern Transvaal branch — contained a number of allegations against the NEC and two white union officials, and alleged that Fosatu of which Mawu is a member had backed the other side.

He alleged that all office equipment had been removed from the East Rand branch after a break-in by rival officials, that the branch's bank account had been frozen and transferred preventing them from bailing out jailed workers at Union Carriages and that almost 25 000 workers were left without an organiser after the officials had been suspended.

The NEC said in a statement that they were not prepared to debate these issues in the Press and claimed Mr Zulu represented a small group of individuals with little support in the union.

KDM 10/7/84 (140A)

Alfa workers down tools over pay dispute

Mail Reporter

MORE than 800 workers at Alfa Romeo's motor assembly plant at Brits, Brits Engineering, downed tools yesterday following a deadlock over wages between management and the National Automobile and Allied Workers' Union (Naawu)

Sources at the plant said there was no production yesterday and workers waited inside the factory gates while management held talks in the afternoon with Naawu representatives

However, Mr V Bianca, the managing director of Alfa Romeo South Africa, denied there had been a strike at all and said they were still discussing the problem "very, very peacefully"

Talks deadlocked last Friday with the company making a final offer of an 11c an hour across the board increase and the union demanding 50c an hour across the board.

A Naawu statement said yesterday that the company had flatly refused to negotiate other conditions of employment if the workers did not accept the

11c an hour offer.

"The workers have expressed concern over this attitude of management and as a result decided to down tools".

The statement said the company had also refused to allow Naawu officials to take part in the discussions yesterday morning but a union spokesman said last night that union representatives had taken part in negotiations in the afternoon

It is not known whether an improved offer was made by the company, but negotiations are to continue today

Putco workers will receive increases in two weeks' time

MORE than 8 000 Putco bus company employees are to receive an additional 6,75 percent increases in their pay packets within two weeks.

The announcement — hailed as a major victory — was made by the general secretary of the Cusa-affiliate Transport and Allied Workers' Union, Mr J Sikhosana, who said the increases covered a period between July-December last year.

Mr Sikhosana added that the new increase will also have an interest rate of 9 percent and the union saw them as "a move in the right direction for our members."

Two weeks ago, Putco

bus workers received an increase of 15,5 percent following an award by an arbitrator after a year-long wage dispute with the bus company.

These increases covered the period between January and July this year

Essential

During the dispute, workers could not go on strike as the transport service is considered an essential service

Mr Sikhosana said that the increase was far better than the final offer made by Putco company before the dispute went to mediation and arbitration

At the time Putco was offering a R4 a week increase followed by an

additional R3 at a later date.

Putco's executive PRO, Mr Pat Rodgers, confirmed the increases. He said the new salary scales will be effected within two weeks

He said the increases were neither a "victory or defeat" on both parties. The company has actually offered higher wages

He praised both the TAWU and the Transport and General Workers' Union leaders for the type of patience they practised during the wage dispute

The delay was unavoidable but the company was happy that the issue has been resolved, he said

Sowetan 11/7/84

Nufawu plea dismissed

18
140A

A RAND Supreme Court judge has dismissed an application by the National Union of Furniture and Allied Workers' Union preventing the Paper, Wood and Allied Workers' Union (Pwawu) from recruiting in the furniture industry.

Nufaw had asked the court to stop the Pwawu recruiting workers in the furniture industry after a dispute at a Brits factory, Pat Cornick, in which workers wanted to resign from Nufaw and join the Pwawu.

The judgment has been welcomed by Pwawu who said that it was "a major breakthrough for the union's strength" The union will no longer have problems in industry, the spokesman said

However, the national secretary of Nufaw, Mr Lala Ram, told The SOWETAN yesterday that they felt the judgment was fair and will no longer continue with the case

In papers before the court Nufaw argued that Pwawu was acting in contravention of its own constitution, which did

By JOSHUA RABOROKO

not cover furniture workers It contended that by so doing it was endangering their right to continued employment in the industry because it has a closed shop policy

On the contrary the Pwawu contested the action and applied that its scope extended before the Nufaw's application to the court Pwawu's counsel counter-argued that employees have every right to belong to more than one union.

Costs

The Nufaw had stated in court that it intended amending its constitution to prevent employees belonging to more than one union

The application was handed down by the judge who ordered that Nufaw pay costs

The Pwawu's victory over the Nufaw is the second following a battle with the South African Typographical Union, a Tucsa affiliate, in the printing and packaging industry concerning the closed shop agreement

Wednesday, July 11, 1984

Mercury 132 140A 166

'Change destructive industrial councils'

Labour Reporter

A CALL for drastic changes to the industrial-council system to make it more representative of workers was made by trade unionist Johnny Copelyn at a conference on labour law in Durban yesterday.

Mr Copelyn said industrial councils were collective-bargaining institutions, destructive of trade unionism and unrepresentative of most workers.

He said they adopted

undemocratic practices

Mr Copelyn, who is general secretary of the Fosatu-affiliated National Union of Textile Workers, called for amendments to the legislation governing industrial councils to make it an obligation on unions in the council to consult workers before committing themselves to agreements about wages or conditions of employment.

Membership of the council should be opened

to anybody with seating being based on a pro-rata representation in the industry, he said.

Speaking in defence of the industrial council as a collective-bargaining institution, Johannesburg labour lawyer Arthur de Kock said the system provided a number of benefits to employers and employees.

There was no law setting minimum wages for workers, but through the council employers could fix minimum wages by negotiation.

July 1984

140A

S A L D R U
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PRESS STATEMENTS



MATERNITY AND WAGE AGREEMENT WITH NCS PLASTICS

The Chemical Workers Industrial Union has entered into a Wage Agreement with NCS Plastics of Pine-town for the period July to December. Increases ranged from 12.8% to 15.9%. This is a guaranteed year end bonus of one month's pay.

An important feature of the agreement is Maternity leave. The Company will pay 33% of normal wages for 3 months obligatory leave and in addition there is a further 3 months optional unpaid leave. There is paid time off to attend post natal clinics. Mothers are guaranteed job security without any loss of benefit or good standing. Two days paternity leave is also provided for.

This is the first time maternity leave has been negotiated with NCS Plastics and the Chemical Workers Industrial Union believes that an important start has been made towards providing for proper child care for workers' children and away from discrimination against women in the workplace. As far as we are aware these paid maternity leave provisions are the first of their kind in South Africa.

General Secretary, CWIU, 27 84

WAGE NEGOTIATIONS

MAWU has recently concluded plant level wage negotiations at the following factories -
Glacier Bearings, K B W Valves, City Metal Products, W B Camerons and A P V Kestner (P M Burg)

The increase at Glacier Bearings will now bring the minimum starting wage to R99 per week and at K.B W Valves to R89 per week.

At C M P and W B Camerons the shop stewards and management agreed to across the board increases of R14,85 per week which will now bring the minimum wage at both plants to R111.60 per week.

At A P V Kestner at Pietermaritzburg increases of up to 15% were agreed (R13.50 per week) which will now bring the minimum starting rates to R100.35 per week.

The Companies concerned (except KBW) are affiliated to SEIFSA and are party to the National Industrial Council for the Iron Steel, Engineering and Metallurgical Industries.

There are however some companies which are still refusing to negotiate wages with the Union at plant level Hart - Wispeco, Ocean Manufacturing and McKinnon Chain.

At McKinnon Chain a court case is presently pending on this matter while at Hart and Ocean where disputes have been declared and overtime boycotts are operative, members are discussing taking industrial action to get these employers to discuss wages with the union stewards - strike ballots are expected to be held next week. At Wispeco in Mobeni members have surrounded management offices at each lunch break this week demonstrating with placards but in silence over the Company's refusal to discuss wages with MAWU.

At Sarmcol in Howick where the union and the company are deadlocked over wages with the company proposing a new minimum rate of R67 a week, the union held a strike ballot on Wednesday. The results of this secret ballot were 911 members in favour of strike action and 4 members against in a 94 percent poll amongst members. No date has been finalised for the commencement of the strike but members have indicated that if no Conciliation Board is called then it will be within the next two weeks.

Union official commented "we have concluded some useful wage agreements which we are satisfied with - as for those Companies who are refusing to negotiate wages or are intent on paying starvation wages, there are going to be endless problems for which their short-sighted management will have to bear the full responsibility."

G. Schreiner, Branch Secretary, MAWU 29 6 84

Sacked unionists hit back

By MZIKAYISE EDOM

THE four prominent members and employees of the Metal and Allied Workers' Union (Mawu), an affiliate of Fosatu, who were dismissed from their posts as Eastern Transvaal organisers have hit hard against certain white officials within the union who want to take over its (Mawu) leadership.

The organisers, Mr Enoch Godogwane (East Rand branch secretary), Mr Sam Ntuli (organiser), Mr David Sibabi (organiser) and Mr Andrew Zulu (Eastern Transvaal chairman and vice-president of Fosatu), were expelled by the union's executive at a meeting in Durban at the weekend.

The four said yesterday they would defy the executive's decision to "fire" them and would continue with their duties as if "nothing has happened".

Mr Ntuli said "We are not going to allow certain individuals in the union to intimidate us and for that matter to dismiss us without a clear and valid reason. We are going to defy the executive's order. Only the workers have the right to terminate our services".

For the past four months, Mr Ntuli said, certain white officials in Mawu and in Fosatu have been manipulating the national executive to dismiss them.

He said "These whites have been planning for the past months to take over the leadership of Mawu, but it seemed we were the stumbling block and as a result the national executive was influenced to get rid of us in order that these whites should take over".

The organisers were dismissed after they were found "guilty" of misconduct and maladministration in the region.

Mr Ntuli, however,

denied these allegations and claimed they were false.

A union spokesman had earlier told The SOWETAN this week that

there was no fear that the union would split following the organisers' expulsion. He further said the four would be forced to vacate the

union's offices with immediate effect if they refused to do so on their own.

Mr Jeffrey Vilane, the national president of Fo-

satu, his deputy Mr Maxwell Xulu and the union's general secretary, Ms Tembani Nabe were yesterday not available for comment.

The three were said to be attending the union's national executive meeting in Durban and will only be available tomorrow.

Mall Reporter

KAM 1217184 (140A)

WORKERS from all over South Africa will converge on Milner Park on Saturday when the 12 000-strong Federation of South African Trade Unions (Fosatu) hold their annual festival and education workshop.

The festival includes choirs from various factories, worker plays, jazz, videos, and the launch of a new series of worker books run jointly by Fosatu and Ravan Press.

In one of the plays workers will act out their 10-year recognition battle for their union, the National Union of Textile Workers, at Frame's

Fosatu to hold annual festival

New Germany textile mills.

Also performing will be the African Jazz Pioneers and groups performing traditional Zulu dancing and singing migrant workers' songs.

The first in a series of worker books, "The Sun shall Rise for the Workers", dealing with the metal workers' struggles on the East Rand, is to be launched.

Don't vote, says Fosatu

THOUSANDS of pamphlets calling on Indian and coloured workers not to vote for the new constitution have been widely distributed by the Federation of South African Trade Unions (Fosatu) at factory floors throughout the country.

The pamphlets — under the banner of Workers Unite — say the aim of this constitution is to deepen the racial divisions between workers because this will weaken the organisation at the workplace

The distribution of the pam-

By JOSHUA RABOROKO

phlets is part of the campaign to enlighten workers about the elections for Indians and coloureds under the new constitution in August.

Oppressed

In the pamphlet the federation says: "We, the workers, are the most oppressed people in South Africa. It is us who suffer poverty wages, dangerous conditions, long hours of work and the destruction of our family life

"We know from our struggle that those problems can only be overcome by unity and organisation. The aim of this constitution is to deepen the racial divisions between workers because they know that this will weaken our organisation in the workplace.

"They are not only trying to divide whites, so-called coloureds and Indians but also African workers by putting them in separate bantustans," the pamphlet says

(Report by Joshua Raboroko, of 61 Commando Road, Industria, Johannesburg)

LABOUR NEWS

1 400 striking workers 'fired'

Mall Reporter

THE Federation of South African Trade Unions (Fosatu) Johannesburg shop stewards council have pledged their support for more than 1 400 workers allegedly dismissed for striking at Illman Plastics.

- In a strongly worded statement yesterday the council - which represents four Fosatu unions - said they would not let the dismissals rest and appealed to other workers not to "divide" them by taking jobs at the company.

According to the statement, the workers, members of Fosatu's Metal and Allied Workers' Union, were fired on June 27 after striking at four of the company's plants in protest against the dismissal of a colleague.

Negotiations for the workers' reinstatement had been held, but no settlement had been reached.

The council statement said they would "campaign in all our factories until the Illman management comes to their senses"

They appealed to Illman to continue negotiations on the workers' reinstatement.

The statement said the dismissals came at the same time as increases in general sales tax, rent, water and electricity and that the loss of employment to about 1 500 workers would create problems for the community

A spokesman for the company said about 99% of the council's statement was "science fiction" and that the board would study the complete statement before "maybe" responding to it.

Argus 12/17/84 (281) 140A

Union battle at the Cape Sun

Labour Reporter

THE dispute between 110 contract workers and the Cape Sun hotel has escalated into a bitter inter-union battle

The workers, on strike in protest against their monthly wages of about R173, say they have R4 a month deducted from their pay for subscriptions to the Liquor and Catering Trades Employees' Union, which has a closed-shop agreement with the hotel.

The striking workers say they have joined the Commercial, Catering and Allied Workers' Union (Ccawusa), which is not recognised by the management.

"We did not sign any forms for this other union, but they are just taking our money," one worker said.

ACCUSED

The general secretary of the Liquor and Catering Union, Mr Ted Frazer, accused Ccawusa of being "only interested in power".

"It is too bad if workers have not signed joining forms. They still belong in terms of the closed shop. But we haven't dragged them into the union with a rope around their necks."

Meanwhile, the management of the Cape Sun has made several appeals to the strikers to return to work.

The strikers — wine-stewards, waiters, bar-hands, porters and cleaners — say they will not return until the management discusses their grievances.

SIMILAR

It is the second known stoppage at the Cape Sun.

Last October workers struck briefly over similar grievances.

A Cape Sun spokesman said it was "compulsory" to belong to the Liquor and Catering union.

THE MATERNITY concession made recently by NCS Plastics in Pinetown is likely to benefit not only employees but also the company.

"I believe that one should look towards improved productivity," said Mr R F Drew, the group industrial relations manager

"By looking after our workers we encourage their goodwill and co-operation"

But the sad fact is that most companies apparently don't share this viewpoint. Many prefer to dismiss a pregnant woman and employ someone else

According to a paper recently published by researchers in the social science department of the University of the Witwatersrand, although maternity rights are not unknown in South African companies, they are couched in general clauses.

This leaves far too much to the discretion of management

An example it gives is the existing agreement between ASSEMP (the employer's association of the retail trade) and the retail unions

A woman who has worked for two years or longer is allowed to go on maternity leave for up to six months and may be re-employed after this period

This is not automatic, however. It depends on whether her work has been considered satisfactory or not by the company.

A woman who has not worked for two years has no protection at all

Management not only has the right to refuse to re-employ her because the job is no longer available, but also to refuse to re-employ someone if she is seen as "undesirable".

The first of the independent unions to negotiate a separate and comprehensive maternity agreement was the Commercial Catering Allied Worker's Union (CCAWUSA)

This was concluded with the OK Bazaars about two years ago

Mr Richard Blackwell, OK Bazaars personnel manager, regards the 12 months unpaid maternity leave given by his company as "most generous"

"We guarantee re-employment after this maximum period of time and women who are members of the medical aid scheme and pension fund have the option of continuing their payments

"They are entitled to normal unemployment insurance fund benefits during this period as well"

What the UIF benefits amount to is this: a woman can claim 45% of her earnings from UIF but, since she is only entitled to one week's benefit for every six weeks of contributions, this means she has to pay three full years to UIF to be eligible for 26 weeks benefit

On the whole the present arrangements for maternity leave are very meagre, especially compared to the situation in Europe, where most countries have arrangements for 100% paid maternity leave with guaranteed re-em-



Paid maternity leave is a first

Women workers at NCS Plastics, a Pinetown factory, have recently won a small victory regarding their rights to paid maternity leave. They have been awarded 33% of their normal pay for three months obligatory maternity leave, plus an option of a further three months unpaid leave. The union — the Chemical Workers' Industrial Union — is the first in South Africa to get a company to agree to paid maternity leave. NCS Plastics has also agreed to two days unpaid paternity leave.

ployment

Certain unions in South Africa are now including proposals for paid maternity leave as standard when they are negotiating with companies for better pay deals

Mr Taffy Adler, general secretary of the National Automobile and Allied Workers' Union, says it is his union's policy to ask for paid maternity leave

"We have had moderate success with our demands. In one case we got a company to agree to guarantee re-employment, plus four months maternity leave

"In another case we had to settle for the company simply making certain concessions regarding pregnancy

"They agreed not to dismiss a pregnant woman and to give her

preference should she want to return to work, but would only be prepared to re-employ her if there were a job available"

According to the Witwatersrand University paper, only trade union pressure on employers can start to change the position of working mothers — the most vulnerable to dismissal and exploitation by management

Yet at ISCOR, for example, though seven unions represent workers, most women don't belong to any of them — many because there is no union for clerical workers.

Jan Prinsloo, personnel manager, said "We have a specific policy arrangement within the company and are not under much pressure from the unions to intro-

duce other arrangements for maternity leave"

Maternity leave is only one of the benefits being sought by trade unions

Dr Anna Scheepers, president of the Garment Workers Union, although pleased to hear of the paid maternity leave, described NCS Plastic's intention of allowing fathers two days' unpaid paternity leave as a "mere concession to the principle"

She feels it "is important to establish a principle for paid paternity leave in order to emphasise the need for shared familial responsibilities

"In Sweden there is fully paid paternity leave of one week for men. It is very important to accept that bringing up children is a combined venture

"The least one can do is give paid paternity leave so that fathers can be at home for the first week of the baby's life and help the mother"

Her union has just concluded an agreement for 16 weeks unpaid maternity leave — a small step towards her ultimate goal

"We had hoped for paid maternity leave, but the present economic situation does not help"

Doro Cockerell

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Fired Penge workers given hostel deadline

By PHILLIP VAN NIEKERK

ABOUT a third of the 1700 sacked Penge asbestos mineworkers were still at their hostels yesterday and had been given until the weekend to leave, Mr Pat Hart, the managing director of Gefco, owners of the Lebowa-based mine, said yesterday.

The workers were fired this week after failing to meet management deadlines to return to work after going on strike in protest against the company's annual wage increases.

A spokesman for the Black Allied Mining and Construction Workers' Union (BAMCWU) said yesterday that they had briefed their lawyers and were considering legal action against the company over their dismissals.

Mr Hart denied reports that police were called in against the strikers, though he said he had contacted the South African Security Police and the Lebowa authorities to inform them of the strike "as a matter of routine".

He said the police who stood guard around the compound during the strike were the usual mine police and that they had not requested other police.

Mr Hart said he had refused to speak to

BAMCWU because they were not recognised at the mine, though he conceded that during the strike the workers had requested he speak to the head office of the union.

The BAMCWU spokesman said the workers were holding a mass meeting with union officials last night where they would plan a course of action against the company.

He said according to his information all the workers — who were paid "poverty" wages of about R150 a month — were still at their hostel.

● The National Automobile and Allied Workers' Union (Naawu) and Alfa Romeo appeared close to resolving their pay dispute yesterday which has prevented any production at their Brits plant for three days.

Mr N Bianco, managing director of Alfa Romeo South Africa, said the union was taking an improved company offer back to their members and he would know by today whether this had been accepted or not.

Workers downed tools on Monday in protest against the company's offer of 11c an hour across the board, but Mr Bianco said yesterday this had been improved to 16c an hour.

Jan 1974
Alfa workers
still on strike (40A)

The Alfa Romeo plant at Brits was shut again yesterday as 813 workers continued their pay strike

Production halted on Monday over the increase offered by the management in negotiations with the National Automobile and Allied Workers' Union

After talks yesterday the management increased its offer from 11c to 16c. The union wants 50c — Labour Reporter

Black worker is author too

By Carolyn Dempster,
Labour Reporter

"The Sun Shall Rise for the Workers" is the personal story of the struggle of an East Rand foundry worker and his union — the first in a series of worker books to be published by Ravan Press

Jointly produced with the Federation of South African Trade Unions, it is to be launched at the Fosatu Education Workshop at Milner Park this weekend

"Ilanga Lizophumela Abasebenzi" is unusual in that it is told by a worker, is designed primarily for black workers and gives the worker's point of view

Mandlenkosi Makhoba relates the story of his life from the time he first arrives as a migrant worker

STRUGGLES

From a vivid description of hostel experiences to the difficulties migrant workers face in a harshly competitive urban environment, Makhoba moves to the struggles by workers at the firm where he was first employed

Here he was taken on as a furnaceman, faced

daily by the dazzling glare of the liquid metal

"There are many accidents at the furnace when we pour and when we carry pots," he writes

"Very often the molten metal falls out of the pot and burns us

"It can burn you from the waist down, mostly on the legs"

BURNED

The account continues: "When the metal spills, it gets into your boots."

The author says the workers could use protective clothing "but the firm does not give them

"If someone is not experienced we will always spill I have been burned so many times I can't count"

From a position of seeming helplessness, Makhoba recalls how the workers slowly turned to the Metal and Allied Workers' Union

In spite of ultimately being dismissed from the firm for holding an illegal strike, and being arrested and allegedly beaten by the police, he concludes that workers are strong when united

"We know that, when we make our unity, the sun shall rise for the workers"

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1408
Alfa and
union
deadlock

By PHILLIP VAN NIEKERK

THE Alfa Romeo assembly plant in Brits, Brits Engineering, has been closed down until Monday after the company and the National Automobile and Allied Workers' Union (Naawu) failed to resolve their wage dispute yesterday.

This means there has been no production this week at the plant, which was shut down by the company on Wednesday after workers began striking on Monday.

More than 800 workers downed tools this week after wage talks between the company and Naawu reached a deadlock late last week, with the company offering an 11c across the board increase and the union demanding a 50c increase.

Yesterday's talks failed again to resolve the dispute after workers rejected an improved offer of 16c an hour.

Mr N Bianco, managing director of Alfa Romeo South Africa, said he had decided to close the plant and that talks with the union would be resumed on Monday.

FM 13/7/84

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Potential regional and international political gains for SA are equally dubious says Maasdorp

He concludes "Internal dissension (in SA) will remain unless a political dispensation is achieved by agreement with, not imposition on, the African people"

UNION DEMARCATION Closed shop threat

The Paper Wood and Allied Workers' Union (Pwawu) has been granted costs in a case involving a dispute with the National Union

of Furniture and Allied Workers (Nufaw). The judgment is likely to lead to a serious challenge to the Nufaw's closed shop in the furniture industry.

The case has a convoluted history. Earlier this year the Pwawu, which is affiliated to the Federation of SA Trade Unions (Fosatu), recruited a number of workers at Pat Cornick, a Brits furniture factory. Alarmed at this encroachment, the Nufaw made an application to the Rand Supreme Court for an urgent interdict to prevent its rival from organising in the furniture manufacturing industry.

The argument the Nufaw used was that the Pwawu's constitution did not make pro-

vision for it to cover furniture workers. It said the paper union was therefore acting in contravention of its own constitution. The Nufaw also argued that workers who did join the Pwawu would be endangering their right to continued employment as it had a closed shop for the industry. At that stage the Pwawu gave the Nufaw an undertaking not to organise furniture workers.

However, the Pwawu had applied to have its scope extended to cover furniture workers before the Nufaw's application came before the Supreme Court. By June, when the matter came up for hearing, the extension had been granted. As a consequence, the hearing revolved around costs and whe-

GEORGE MSIBI

Behind Swaziland's turmoil



George Msibi is one of the two most powerful members of Swaziland's Supreme Council of State (Liqoqo) which, in effect, governs the country. The FM spoke to him at the royal kraal at Lobamba.

A local newspaper reported SA Foreign Minister, Pik Botha, as saying recently that if Swaziland did not talk to KwaZulu and KaNgwane, it could forget the deal. So, what's the next step?

Botha said "talk". But talk about what? Do we negotiate or do we merely keep them informed? When the King started negotiations he sent a delegation to KwaZulu to see King Zwelithini and Buthelezi. It was a question of informing people who are related and who will be affected. But we were not negotiating with Kwazulu authorities. There is no status whereby we can negotiate with them. They didn't take our land, the Boers did.

Secondly, they are not sovereign states so there is no point in negotiating with them. We are concerned with border adjustments. What agreement can we sign with Buthelezi that would be recognised internationally? But we will talk to them to ease friction. If Buthelezi assumes a negative attitude, that's his business. But it is not going to stop us taking the border issue further. Buthelezi has warned of violence if things are done over his head.

Buthelezi talks too much about bloodshed. These threatening and provocative statements should not be taken seriously. In any case, who would we say we were talking to? A chief of a section of the Zulus? The head of Inkatha, or what?

What is really happening in Swaziland, in view of the recent coup reports, the sacking of ministers, and with the Supreme Council of State, the Liqoqo, becoming more directly involved in government? Who is the real power in the land?

What took place since the death of the King has physically brought the Liqoqo into the government structure. This was

done by His Majesty's Proclamation Amendment Decree of July 18, 1982. It stipulated that the Liqoqo would be responsible for advising the Queen Regent on all matters of state.

When the King died in August 1982, he had just appointed the (present) Liqoqo. Two months earlier he had constitutionalised this body. The Liqoqo is an ancient institution in Swaziland and took decisions in the past when the King was not of age.

The fitting-in of the Liqoqo as adviser to Her Majesty meant that the PM and the cabinet had to move down one level. This of course was resisted by the previous PM Mabandla (who) wanted to transfer executive powers from the monarchy to the PM's office. The Liqoqo realised he was trying to destroy the heritage left by His Majesty and decided he should be removed as PM. This they caused the Queen Mother to order.

The Liqoqo is now seen to be directly involved in running the country. Which it always has been, in a quiet way. But was not Dzelwe named as Regent before Sobhuza died but subsequently removed by the Liqoqo?

This is central to understanding the succession in Swaziland. The monarchy has two integral components — the King and the Queen Mother. At the beginning of a reign the king's natural mother is queen mother. When the queen mother dies, then a sister, who is within the royal house, takes over. When the king dies there has to be a queen mother to supervise the accession of the next king. In the case of Sobhuza, who reigned for 62 years, his mother died and his sisters took over until that lineage disappeared. Towards the end, it was decided to appoint one of the King's wives (she was not even a senior wife) who was chosen for one major reason. That she (Dzeliwe)

FM: What is Swaziland's attitude to the dissolution of the Rumpff Commission and its suggestion that most people in KaNgwane oppose incorporation into Swaziland?

Msibi: The main point is that you cannot assess what the majority of the people want without fear of intimidation.

Throughout negotiations with SA, King Sobhuza made it quite plain that he was concerned about the land which was illegally alienated from Swaziland — not the people. He accepted that there had been a great deal of change in the human ecology of those border areas which could give rise to problems. Paramount in His Majesty's mind, however, was establishment of internationally accepted borders, which we don't have, and which entails the return of certain land to us. This we have to do.

KaNgwane has 800 000 people and Swaziland 500 000. Does this not give you second thoughts about incorporation?

There are 800 000 people of Swazi extraction throughout SA. A very small part of them actually live in KaNgwane. But we are aware of the problems. In 1982, before the King died, we had already set up committees to look into the economic, political and social ramifications of a sudden influx of people. It's going to cost money and it will not occur overnight.

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ther the Nufaw had been entitled to to prevent the Pwawu from recruiting furniture workers at the time the application was lodged.

In the hearing, legal representatives for the Pwawu argued that the furniture union was a corporate body apart from its members. The Nufaw therefore did not have the right to bring the application because it had not suffered any harm.

Mr Justice M B Labe, who handed down his judgment last week, found that in other circumstances the Nufaw would have had the right to approach the court on behalf of its members — although it had itself suffered no harm. But he also found that the

Nufaw did not necessarily have the right to claim the relief it sought in the costs hearing.

The judge said the Nufaw had not come to court to claim relief for its members. Rather, it had sought to prevent the Pwawu from canvassing or accepting as members any workers employed in the industry who were eligible for Nufaw membership. Because Nufaw had used the fact that the Pwawu constitution did not cover furniture workers as the basis for its argument, it meant that the Nufaw did not have the right to seek relief.

URBAN BLACKS

Problem generation

The generation gap, pitting parents against their children in mutual incomprehension, is a problem in any society. In SA's black townships, it seems to take on an extra dimension of bitterness mixed with political overtones.

Academics attribute this largely to the growth of individualism among black youth, combined with the fact that they blame their parents for tamely accepting the indignities of apartheid. Impersonal relationships, resulting from housing congestion, urbanisation, industrialisation and long working and travelling hours, exacerbate the problem.

Certainly, many township parents seem to have little control over their older children. Parents see the availability of mass schooling as a privilege. The youngsters consider it an inadequately supplied right — and they demand equal education in a unitary school system.

The recent Pretoria school boycott, which resulted in the closure of six high schools with an enrolment of 6 000, illustrates the point. Parents held public meetings and called on the 6 000 pupils to reject their leaders and return to classes after Minister of Education and Training Barend du Plessis threatened to close schools if the boycott continued.

Combined pressure

Some parents even suggested that their children should identify "the irresponsible leaders" to the authorities. The boycott continued, with pupils defying the combined pressure of their parents, the churches and community leaders.

The black township generation gap seems to have become more pronounced since the 1976 riots. During that period, youths formed what was really the ultimate authority in many black areas — an authority their elders defied at their peril.

The young tasted power, and they, either through organised groups or *ad hoc* gangs, directed and controlled events in the townships. Circumstances have changed, but many are reluctant to recognise the fact.

In townships such as Soweto, the young

SERVICE CONTINUES

Fears were dispelled this week that thousands of part-time students, most of them black, would be barred from writing Joint Matriculation Board (JMB) examinations if the board ceased to accept them as private candidates. The JMB decided at its agm in Port Elizabeth to continue accepting these candidates as before.

Several Johannesburg organisations involved in education had expressed "grave concern" at suggestions that JMB might cease to conduct examinations for part-time students.

At a meeting, representatives of the Sached Trust, Turret College, St Barnabas College, the SA Institute of Race Relations, and Council for Black Education and Research, drew up a statement which was sent to the JMB's agm appealing to the examination body not to terminate its service.

The JMB has now decided to continue accepting part-time students studying for its examination. But it has stipulated that private candidates must be enrolled with a correspondence school or college.

Correspondence colleges will also have to find suitable venues, to be approved by the board, at which candidates will sit for the examination.

There are nearly 3 000 part-time students studying for the JMB examination throughout the country.

claim their parents can do little to help them in matters related to education or the struggle for social and political change. Many say openly that their elders either do not fully grasp "the urban situation" or are "Uncle Toms" who bow to white authority.

The director of the Institute of African Studies at the University of the Witwatersrand (Wits), Professor Charles van Onselen, sees the feeling in the urban areas as a by-product of capitalism — resulting in the emergence of "contractual impersonal relationships, new values and the breakdown of extended family groupings."

There is now, he says, a different type of youngster: assertive, highly sensitive and resentful of social and political pressures. This is seen in all societies — the young are always more radical than their parents and most of today's young radicals become tomorrow's conservatives.

Another Wits academic, social anthropology professor David Hammon-Tooke, says urbanisation and industrialisation are responsible for the differences in outlook between parent and child.

"Today's children are, in some ways, more independent financially and therefore look after themselves. The point is that parents could be strangers in the new, modern technology," he says.

face to face

had no issue of her own, and would not be directly involved. She was merely a caretaker.

Who chose Prince Makhosetive as heir?

A council of senior princes. They know long beforehand who the heir is going to be. Dzeliwe had nothing to do with it. Usually they (the princes) identify the next queen mother and her son takes over immediately. Dzeliwe held office only until the next queen mother came out of mourning. This is usually a period of about two years. But Dzeliwe got involved in intricate disagreements with the Ligoqo to the point where day-to-day functions of government could not be carried on. The Ligoqo, together with the senior princes, decided to bring the next, substantive, queen mother out of mourning. The moment that was done Dzeliwe had to vacate. They didn't have to fire her.

Are you satisfied that problems with the African National Congress (ANC) have been resolved?

Swaziland is basically satisfied with the situation. We regret that we had to use force but the problems are really the ANC's. I personally believe that there must have been a loss of control by the leadership over some of their cadres after the signing of the Nkomati Accord. Whether they have re-established control I don't know. We have collected practically all the fighting elements of the ANC and we are moving them gradually out of the country. But, the situation is not static because some are still entering the country from Mozambique.

Why was RV Dlamini sacked as Foreign Minister?

He colluded with (sacked former finance minister) Sahaye Nxumalo in an attempt to illegally remove executive power from Her Majesty.

Dismissed officials form rival union (140A) for metal workers

16/7/84 Labour Reporter S far

A new union, claiming to represent almost 20 000 metal workers on the East Rand, was formed this weekend at an Actonville meeting convened by the four union officials dismissed from the Metal and Allied Workers' Union (MAWU) earlier this month

A crowd of about 400 workers gathered to form the United Mining, Metal and Allied Workers of South Africa and pledged to commit themselves to greater involvement in community struggles and to worker politics

The split within the powerful MAWU, the largest union representative of black iron and steel workers countrywide, could signal future difficulties for the union on the East Rand.

At the core of the new union are hundreds of former members of MAWU's shop stewards' council on the East Rand who split from the union after the branch's union officials were suspended and then dismissed.

The four officials were said to have been dismissed for gross misconduct and financial mismanagement

Metal workers split and rival union launched

By PHILLIP VAN NIEKERK

A MAJOR new union was formed on the East Rand this weekend when rebel shop steward committees from at least 38 factories broke away from the Metal and Allied Workers' Union (Mawu)

Mawu, a leading affiliate of the Federation of South African Trade Unions (Fosatu), is the largest black worker union in the steel and engineering industry

The formation of the United Mining, Metal and Allied Workers of South Africa (Ummawosa) follows the sacking of four union officials, including the former general secretary Mr David Sebabi, by Mawu's national executive last weekend

In a statement last week Mawu said the organisers — Mr Sebabi, Mr Sam Ntuli, Mr Enoch Godongwana and Mr A Sipeta — were fired for financial mismanagement and gross misconduct

Hundreds of former members of Mawu's East Rand Shop Stewards Council gathered at a hall in Actonville, near Benoni, on Saturday to launch Ummawosa

They declared themselves for worker control of the union, and a more politically active union, as well being opposed to bureaucracy and "white domination"

The meeting was organised by the four sacked organisers and the vice-president of the Federation of South African Trade Unions, Mr Andrew Zulu, who has been facing expulsion from Mawu

The split means Mawu has lost a huge chunk of its support on the East Rand, a crucial area for worker organisation. A bitter inter-union war, with consequences for industrial peace, could be on the cards

Already there is controversy over the refusal of the sacked officials to hand over the Benoni and Springs offices, as well as the union's East Rand records, to Mawu

And the workers voted to extend their organisation into the mines, which could bring them into conflict with other mine unions such as the National Union of Mineworkers (NUM)

Ummawosa claims to have membership at six mines already

A proposal to insert the word "black" in the unions name was rejected after other workers had argued that their problems were not with white workers but with "whites who joined us, not as workers, but as intellectuals"

Mr Zulu has been elected acting president of Ummawosa



Mr Andrew Zulu, left, acting president of the United Metal, Mining and Allied Workers of South Africa (Ummawosa), with three sacked former officials of Mawu, at the launch of Ummawosa in Benoni on Saturday. The organisers are, from left, Mr Sam Ntuli, Mr Enoch Godongwana and Mr David Sibabi.

Settlement reached at Alfa plant

The National Automobile and Allied Workers' Union (Naawu) and Alfa Romeo have settled the wage dispute which sparked a strike of 800 workers at the company's plant at Brits

The union accepted an immediate 16c an hour increase

A further 4c increase will come into effect on October 1 this year, bringing the total increase this year to 37c. A 17c increase was granted in January

This increase is the highest negotiated at a Pretoria motor firm this year.

Naawu expressed satisfaction with the increase and is now looking to September, when negotiations on wages and working conditions for 1985 will begin

Earlier this month, the Alfa workers demanded a 50c across-the-board increase

This was initially met by a management offer of 11c

Workers rejected this and downed tools

Formation of rebel metal union is 'a blow to union unity talks'

By PHILLIP VAN NIEKERK

THE formation of a breakaway union from the Metal and Allied Workers' Union (Mawu) was a blow to union unity talks, Mr Joe Foster, general secretary of the Federation of South African Trade Unions (Fosatu) said yesterday.

Mr Foster said the United Metal, Mining and Allied Workers of South Africa (Ummawosa) had split from Mawu at a time when unions were striving to unite in one federation and to amalgamate where more than one union operated in an industry.

He said Fosatu would discuss the whole issue over the weekend and decide on the future of Ummawosa in Fosatu. He said, "I don't think we can support a breakaway union."

Ummawosa, which is made up of a large section of Mawu's former East Rand and Eastern Transvaal organisation, has claimed it has the support of more than 38 factories and 15 000 workers.

Workers at the union's launch on Saturday said they stood for worker control, more political activism, less bureaucracy and opposition to white domination.

A spokesman for Mawu claimed yesterday that 45 East Rand factories (out of an estimated 75) had remained loyal to Mawu.

He said the union would continue to service these factories, despite the dismissal of four organisers on the East Rand, and that new organisers had been

appointed from the shopfloor.

Mawu denies the claim that worker control has not been honoured in the union. The decision to get rid of the organisers was taken by the national executive committee.

"No member of the union has suffered any loss or will suffer any loss because of their suspension."

"Prior to the split 45 factories in the East asked to be moved to the Western Transvaal branch because they were dissatisfied with the way the branch was being run."

Mr Chris Dlamini, president of Fosatu, said yesterday that Mr Andrew Zulu, acting president of Ummawosa, was still, as far as he was concerned, vice-president of Fosatu.

ROM 17/7/84

Alfa
workers
resume

Mall Reporter

THE wage dispute at the Alfa Romeo assembly plant in Brits, Brits Engineering, which closed the plant for the whole of last week, was settled yesterday and the workers have agreed to end their strike this morning

Dr N Bianco, managing director of Alfa Romeo South Africa, said he was "very happy" with the deal because "with the increase in cost of living the workers need more money".

A statement by the National Automobile and Allied Workers' Union (Naawu) yesterday said the union had accepted an offer by the company for an immediate increase of 16c an hour, followed by 4c an hour in October

A total of 800 workers went on strike on Monday last week, and the company closed the plant on Wednesday

The Naawu statement said the deal brought the total increase at Alfa to an effective 37 cents an hour for the year, the highest yet negotiated

RAM 17/1/84 140A 9/11 11/11 12/11 13/11

Union attacks UIF card move

By STEVEN FRIEDMAN
Labour Correspondent

MIGRANT workers whose employers refuse to renew their contracts — or end them by firing the workers — will now see this fact recorded on their Unemployment Insurance Fund cards

According to the director-general of Manpower, Dr Piet van der Merwe, this move is designed exclusively for workers from "independent" homelands whose UIF money is paid over to separate unemployment funds in the four homelands.

He said it was necessary for the authorities in these areas to know whether workers' contracts had been terminated and that the change had been made for this reason.

But yesterday the Metal and Allied Workers Union issued a statement sharply criticising the move

It charged that the move "prejudged" court cases in which the right of employers to terminate or refuse to renew contracts was being challenged

The UIF cards must be submitted to the authorities

by workers if they have lost their jobs and want to claim unemployment benefits

Employers are required to fill in on the card the reason the worker has lost the job. Until now, three reasons were listed — resignation, retrenchment or "other". Now a fourth has been added, termination or non-renewal of a contract.

Mawu's spokesman said this would enable UIF authorities to identify whether workers were migrants

If they were, they would not be able to claim benefits in the cities but would be sent back to the homelands to claim them.

"We also believe this new clause endorses the right of employers to end or refuse to renew contracts

"This right is being challenged in several court cases at the moment and the new cards are prejudging the issue," he said

Dr Van der Merwe rejected this charge, adding that the change was the result of recent changes to the law allowing migrants from "independent" homelands to contribute to the UIF

RDM 17/7/84

140A

100 workers wait for 'test' case verdict

Labour Correspondent
MORE than 100 workers who were fired after a dispute in late 1982 at an East Rand metal company Screenex, and who brought a "test" case against their employer in the industrial court, are still awaiting the court's decision.

Yesterday their union, the Metal and Allied Workers' Union, criticised the delay and said the workers, who had suffered "considerable damage" because of being

sacked, were losing money as a result

Mawu said that, should the court order the reinstatement of the workers, it only had the power to backdate this for six months.

This meant that the delay was increasing the period for which workers would not be compensated even if they won the case.

The court's president, Mr B J Parsons, yesterday defended the delay

He said the presiding offi-

cer in the case had almost completed his judgment and that it should be made known "in the near future"

He said the case had been a "long and complicated" one and that the presiding officer had had to give it considerable thought

The Screenex dispute centres around the company's decision, in December 1982, not to renew the contracts of several migrant workers

Workers charged that this was a violation of an agree-

ment not to retrench without consulting worker representatives, and stopped work in protest.

They were then dismissed. They later applied to the court for an order permanently reinstating them and the case was seen as a key test of the rights of migrant workers whose contracts are not renewed by their employers

In a rare move, the court heard oral evidence from witnesses

~~1974~~ (140A)
Alfa Romeo gives way in pay dispute

Save 18/7/84

THE WAGE dispute involving about 800 striking members of the National Automobile and Allied Workers' Union (Naawu) and Alfa Romeo company in Brits has been settled.

The two parties reached a settlement when the union accepted an offer of 16 cents from October 1. The increase means workers have received pay hikes totalling 37

cents for this year. They earlier received a 20 cents increase.

In a statement the union says that this increase is the highest yet negotiated by them and management this year so far.

The workers went on strike in support of wage demands and the company closed the factory on Wednesday.

Frame strikers tense as co-workers are laid off

By STEVEN FRIEDMAN
Labour Correspondent

ALL but five of more than 300 workers at the Frame Group's Consolidated Woolwashing and Processing Mills at Pinetown, struck for the second day running yesterday in support of wage demands, according to a spokesman for the National Union of Textile Workers

But a statement by the Frame group's joint managing director, Mr Selwyn Lurie, said there had been a "partial" stoppage only, caused by a "handful" of workers who prevented others going to work.

Strikers gathered at their union office yesterday and the company was allegedly refusing to negotiate with the union

According to an NUTW organiser, Mr Jabulani Gwala, the CWPM stoppage came amid tension at Frame's biggest Pinetown mill, Frametex, over retrenchments

Seven workers had been retrenched at Frametex yesterday, he said. While the unrest had not yet spread beyond CWPM, it was possible the dispute would escalate. More than 3 000 workers are employed at Frametex.

There have been a series of retrenchments at Frame group mills recently, which the NUTW believes could spark unrest. The retrenchments are the subject of several key,

court actions

The strike at CWPM was prompted by wage increases granted to workers at Frame's Pinetown cotton mills, but not to workers at CWPM, which is part of the blanket division

Mr Lurie yesterday defended this decision, saying Frame workers were only due for a wage increase in January

Workers in the cotton division in the Durban area were given an "interim increase" this month "to help them in coping with increased inflation"

This had not been possible in the blanket division which had been "more adversely affected by the serious economic downturn aggravated by the drought and past mild winters"

However, he said, employers had been considering "how to alleviate the plight" of blanket workers and the National Textile Manufacturers' Association was discussing the wages of blanket workers at present.

The stoppage, he charged, could "prejudice" these discussions

Mr Gwala said Frame has refused to negotiate with NUTW on the dispute. In his statement, Mr Lurie hinted at possible action against the strikers, saying that the strike could "prejudice the position of the workers at the plant concerned"

RDM

18 July 1984

~~SECRET~~ (140A)

HEALTH and safety has emerged as the major bargaining issue on the mines. Now it seems set to become a key source of conflict in the textile industry.

For some time, Fosatu's NUTW has been testing thousands of workers for byssinosis — a disease which, it says, is caused by exposure to cotton dust and could be fatal.

Recently it said it had found more than 50 cases of the disease among workers at Frame group factories.

Frame replied by charging that there was no conclusive evidence that the disease was caused by cotton dust nor that it need be fatal.

The Textile Federation, which represents employers, has reacted equally sharply to NUTW's campaign, charging that it was emotive and misleading.

The Federation is seeking to counter NUTW by setting up its own byssinosis campaign which may also involve mass-testing of workers.

Recently the NUTW and Federation met to discuss the issue — but this meeting heightened tensions.

NUTW argued that worker leaders had a right to take part in any investigation into workers' health — the Federation said employers were better able to assess the effects of cotton dust and did not need union help.

Apparently, NUTW rejected this view as arrogant and left the meeting.

Should the Federation launch its own tests, NUTW may well urge workers — and companies where it has recognition agreements — not to co-operate.

DISPUTES ~~128~~ ~~140A~~ ~~150~~
Legal strike threat

What would have been one of SA's few legal strikes has been headed off with the appointment of a conciliation board to mediate in a wage dispute between the Metal and Allied Workers Union (Mawu) and the BTR Sarmcol rubber plant at Howick

Tensions have been mounting between Mawu and Sarmcol where management and the union have had an uneasy and incident-prone relationship for many years. Observers see the appointment of the board as averting what might have been a final test of strength

Mawu's local branch secretary, Geoff Schreiner, says the union was poised for strike action and would have gone out into the streets last week had the CB not been appointed.

According to Schreiner, the union and management are deadlocked over a wage offer of 10,8%. At the end of negotiations a dispute was declared and the union pressed for the appointment of a conciliation board when the statutory 30-day period had lapsed with no moves towards appointing a

board, the union held a strike ballot in which the overwhelming majority of members supported industrial action. Management and the Department of Manpower were given an ultimatum, either re-open wage talks and appoint a board — or face strike action by the end of last week. . . The official reason advanced for not appointing the board within the specified time was that the Department of Manpower is "over-burdened with applications" stemming from wage negotiations with unions outside the industrial councils.

Schreiner says there is hope that the fresh round of mediation will solve the *impasse*. Management too has shown its good faith by agreeing on a mediator and a date for the first session. But Schreiner says a lot will depend on how far management is prepared to yield, and the union reserves strike action as a weapon of last resort.

The prospect of the two parties reaching an interim agreement on wages in the light of the new developments must be regarded as reasonably good. But whether they can forge a sound long-term relationship is another matter

Union-management relations at Sarmcol have an unhappy history. After 10 years there is still no proper recognition agreement between the two parties, though Sarmcol chief executive, Stewart Blackstock, notes that "much progress has been made" towards that goal.

The company once took the union to court on an unfair labour practice issue charging that it was negotiating in poor faith over severance pay. Union members once gatecrashed a shareholders' meeting with the intention of bringing the company's poor industrial relations record to the attention of senior management and stockholders.

Summing up the union's attitude Schreiner says: "Management is deluding itself if it believes it can get the union to accept second-class working conditions and a poor wage settlement. After 10 years of being out in the cold there is a high level of expectation."

FM 20/7/84

~~140A~~ 189 ~~150~~

74 FM 20/7/84

recession — they are party to a form of oppression by limiting competition.

However, some local liquor industry experts say a reference price itself does pose some intriguing problems. Customs and Excise may not have the manpower to police such a system. Invoices are easy to adjust through mutual arrangement between importers and suppliers, and it is a moot point whether brandy deserves any protection in the first place. It is hardly surprising that the investigating committee, including officers of the Commissioner for Customs and Excise and the Cape Wine and Spirit Institute, finds itself on the horns of a dilemma.

Liquor industry sources point out that some wholesalers and merchants are at present selling brandy at several rands a case less than the proposed minimum price. If they can afford to do this now, does brandy warrant reference price protection? Moreover, leading liquor retailers point out that Scotch whisky wholesalers spend twice as much per litre on whisky advertising than local brandy distillers.

CITIZENSHIP

Using the loopholes

A rush is on among blacks to bypass government attempts to declare them citizens of independent homelands. Thousands have applied for citizenship of homelands that refuse to take independence — particularly KwaZulu and Lebowa.

Among those who have applied are people whom government regards as citizens of the independent homelands of Transkei, Bophuthatswana, Venda and Ciskei. Some people regarded as citizens of KwaNdebele, which is believed to be considering independence, have also asked for citizenship of non-independent homelands.



KwaZulu ... mecca for those who want to stay South African

A spokesman for the KwaZulu government at Ulundi tells the *FM* his government has received 4 686 applications from non-Zulus who want to remain SA citizens, and 2 175 applications have so far been granted.

Speaking from Seshego, the administrative capital of Lebowa, a government spokesman said thousands of Vhavhenda, Tswana and Ndebele, who traditionally belong to Venda, Bophuthatswana and KwaNdebele, have applied for Lebowa citizenship. He was unable to give precise figures.

The legal position that arises from a non-independent homeland granting citizenship to someone with whom it has no traditional or tribal affiliations is obscure.

The National States Citizenship Act of 1970 defines every black as having citizenship of a designated homeland while retaining SA citizenship for as long as the homeland is not independent. When a homeland takes "independence," its citizens become citizens of a foreign state — although this status is modified by various bilateral agreements with SA.

Citizenship of a homeland is decided by place of birth, descent, language spoken or traditional affiliations. However, the Act does make provision for a non-independent homeland to grant citizenship to someone who would not normally be one of its citizens.

This can be granted on two grounds. One is "lawful domicile" in the homeland area for five years. In such cases, the homeland authorities themselves can grant citizenship.

The other provision is for citizens of independent homelands to apply for citizenship of non-independent homelands. In this case, however, the homeland authority must make a recommendation to the Minister of Co-operation and Development, who will decide on the matter.

However, the main provisions for homeland citizenship, such as whether a person can speak the language of the homeland of which he wishes to be a citizen, allow ample room for manoeuvre for any person wishing to claim he is a rightful citizen of a non-independent homeland.

Citizenship of non-independent homelands carries clear advantages. Among them is retention of SA citizenship.

UNIONS

Mawu splits

140A

The formation last weekend of the United Mining, Metal and Allied Workers' of SA (Ummawosa) as a breakaway from the Metal and Allied Workers' Union (Mawu) resulted from longstanding tensions in Mawu. The split has serious implications for the union, for employers who have been dealing with it and the Federation of SA Trade Unions (Fosatu) to which it is

affiliated.

Ummawosa was formed following an announcement last week by Mawu's national executive committee (NEC) that four top union officials had been dismissed. Former Mawu general secretary David Sibabi, his wife Nobantu and Enoch Godongwana were accused of financial mismanagement while Sam Ntuli was accused of "misconduct." The NEC also recommended that Fosatu vice-president Andrew Zulu should be expelled from the union.

The expelled officials organised the meeting to launch Ummawosa.

At this stage, according to Ummawosa, the new union has significant support. Ntuli told the *FM* that workers at 38 east Rand factories have joined the new union giving it a membership of between 15 000 and 20 000. In addition, Ntuli says Ummawosa has members at six chrome mines in the eastern Transvaal.

According to Ntuli, a number of factors led to the break. They are

□ Worker control. Ntuli says Mawu had been operating without sufficient consultation with workers and claims the decision to dismiss him and the other officials was not referred to the union's members.

□ Political direction. Ntuli says Ummawosa believes there can be no distinction between the problems black workers face in the community and on the shop floor; and

□ White domination. While claiming that the new union supports non-racialism, Ntuli says there had been widespread dissatisfaction about the dominant position white intellectuals held in Mawu.

Ummawosa's membership claims were rejected by a Mawu spokesman. He estimated that it only has about 4 000 members.

Mawu's NEC attempted to resolve tensions in the union, he said, by splitting the Transvaal branch into two regions — for the east and west Rand. Sibabi and the other dismissed officials were assigned the east Rand. However, workers at 45 east Rand factories appealed to the NEC to be placed under the west branch claiming there was no worker control in the east Rand. As a result, the NEC decided to reamalgamate the branches.

The spokesman told the *FM* there had also been problems with the United Mining and Allied Workers' Union which had been started as a Mawu project to organise mineworkers. He alleges that Sibabi had organised one chrome mine and that he and Zulu had opened a bank account without union permission. Mawu has instructed its new general secretary, Thembi Nabe, to inquire into Mawu's expenditure over the last year, he said.

Ntuli told the *FM* Ummawosa still considers itself part of Fosatu, despite the split. This claim is likely to be discussed when the Fosatu executive committee meets this weekend. Zulu's position as Fosatu's vice president is also likely to be discussed.

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UNIONS

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Breakaways shatter unity, claims federation

By STEVEN FRIEDMAN
Labour Correspondent

THE Transvaal region of the Federation of SA Trade Unions (Fosatu) has criticised a move by former officials of Fosatu's Metal and Allied Workers Union to break away from Mawu and form a new union.

In a statement yesterday, the Transvaal region charged that the newly-formed United Mining, Metal and Allied Workers Union of SA (Ummawosa) had "racist" policies and that the break-away had "split and confused metal workers".

It called on metal workers to reject the new union and remain loyal to Mawu.

The statement appeared to dash the new union's hopes of remaining part of Fosatu.

Ummawosa was formed last weekend after several prominent officials of Mawu's East Rand branch were expelled from the union.

At a meeting to launch the new union, which was attended by representatives of 38 factories, speakers charged that the split had followed worker disaffection with white Mawu officials whom they accused of taking decisions without consulting union members.

They said Ummawosa would seek more

active political involvement and implied that this had been blocked within Mawu.

Mawu has replied that 45 East Rand factories have remained loyal to the union and that the expulsions followed growing dissatisfaction with the expelled officials on the part of workers at these plants.

At Ummawosa's meeting, officials of the new union said they still considered themselves part of Fosatu.

However, in a statement issued yesterday by its Transvaal regional secretary Mr Vivi Masina, Fosatu said its Transvaal regional executive had held a special meeting on Thursday to discuss the split.

It said the meeting had condemned the break-away, branding it the action of a "minority group" who, "because they are unable to win majority support, have split and confused metal workers".

It said the new union's formation "can only create confusion and break the unity we have fought so hard to achieve".

The break-away, it said, "can only assist management and the Government".

The rebel officials, it said, had been "properly expelled" by the Mawu executive.

Mercury
24/7/84

Striking Pinetown mill workers fired

140A

Labour Reporter

ONE hundred and forty-two striking Pinetown mill workers were fired yesterday after ignoring a return-to-work ultimatum after a week-long strike over pay

Mr Selwyn Lurie, joint managing director of Consolidated Woolwashing and Processing Mills Ltd — a subsidiary of the Frame group — said yesterday the company would begin engaging new employees on Monday to fill the vacancies

He said 130 workers

had reported for duty yesterday and letters had been written to those absent from work, summarily dismissing them as they had failed to return to work in spite of warnings given to them last Friday and again yesterday

But Mr Jabulani Gwela, a spokesman for the Fosatu-affiliated National Union of Textile Workers, said all the workers had decided at a meeting late yesterday to return to work on Monday on condition that none of

the strikers was dismissed

Mr Lurie told the Mercury letters of dismissal had been sent out already and as far as the company was concerned there was no change in its stand

He said the NUTW was not recognised by the company. The Textile Workers' Industrial Union had a recognition agreement in the blanket industry

The workers downed tools last Friday in support of their demand for more pay

LABOUR WEEK

ROM 23/7/84 140A

Metal unions split loyalties

A SPLIT in the biggest black metal union, Fosatu's Metal and Allied Workers' Union, has led to the formation of a rival, the United Mining, Metal and Allied Workers' Union of SA (Ummawosa), and divided Mawu's East Rand branch, once its most prized asset.

Is the split a significant move, demonstrating black worker resistance to white intellectuals in the unions, or simply a power grab by a few union officials?

Estimates of Ummawosa's strength differ. It says it represents 15 000 workers in 38 factories and mines, Mawu says only about 4 000 workers in 30 of its 75 Eastern Transvaal factories have

joined the rebels

What is known is that 38 worker committees attended a meeting to launch Ummawosa and there was a high degree of worker participation.

The rebels — including worker speakers at the meeting — say the split is a reaction to white MAWU officials who took decisions without consulting workers.

They imply that they prevented Mawu taking a more active political role, which Ummawosa says it plans to do. Their sympathisers insist there are similar tensions in other unions which could prompt similar splits.

Mawu leaders say the rebels were expelled by its executive, a body composed of elected workers. They charge that 45 East Rand factories

asked to leave the branch because they were unhappy with the expelled officials.

They thus suggest that the split is the work of officials who had been rejected by most of their members.

At this point, there is little hard evidence to suggest the split will be followed by similar moves elsewhere but it may provide a significant test. Until now unions operating without the aid of university-trained officials have fared badly but Ummawosa's leaders could prove an exception.

Most have a thorough training in unionism and have gained valuable experience from fighting factory battles. Though its size is in dispute, they have a worker following used to participating fully in union affairs.

All this should provide the ingredients of a well-run union. If Ummawosa does grow it will show that grassroots leaders within the better-run unions are able to flourish without aid.

If not, the split will be seen as merely a clash between individuals with little wider significance.



BY STEVEN FRIEDMAN



Ruling by the w

Bop man flogged for stock-theft

TEBOGO Mdutwane of Lotlhakane-Rrapulane, Bophuthatswana, stole a pregnant goat and slaughtered it. The "people's court" heard about it and summoned him.

He went there and stood before the court — proudly holding the hide of the goat he had stolen.

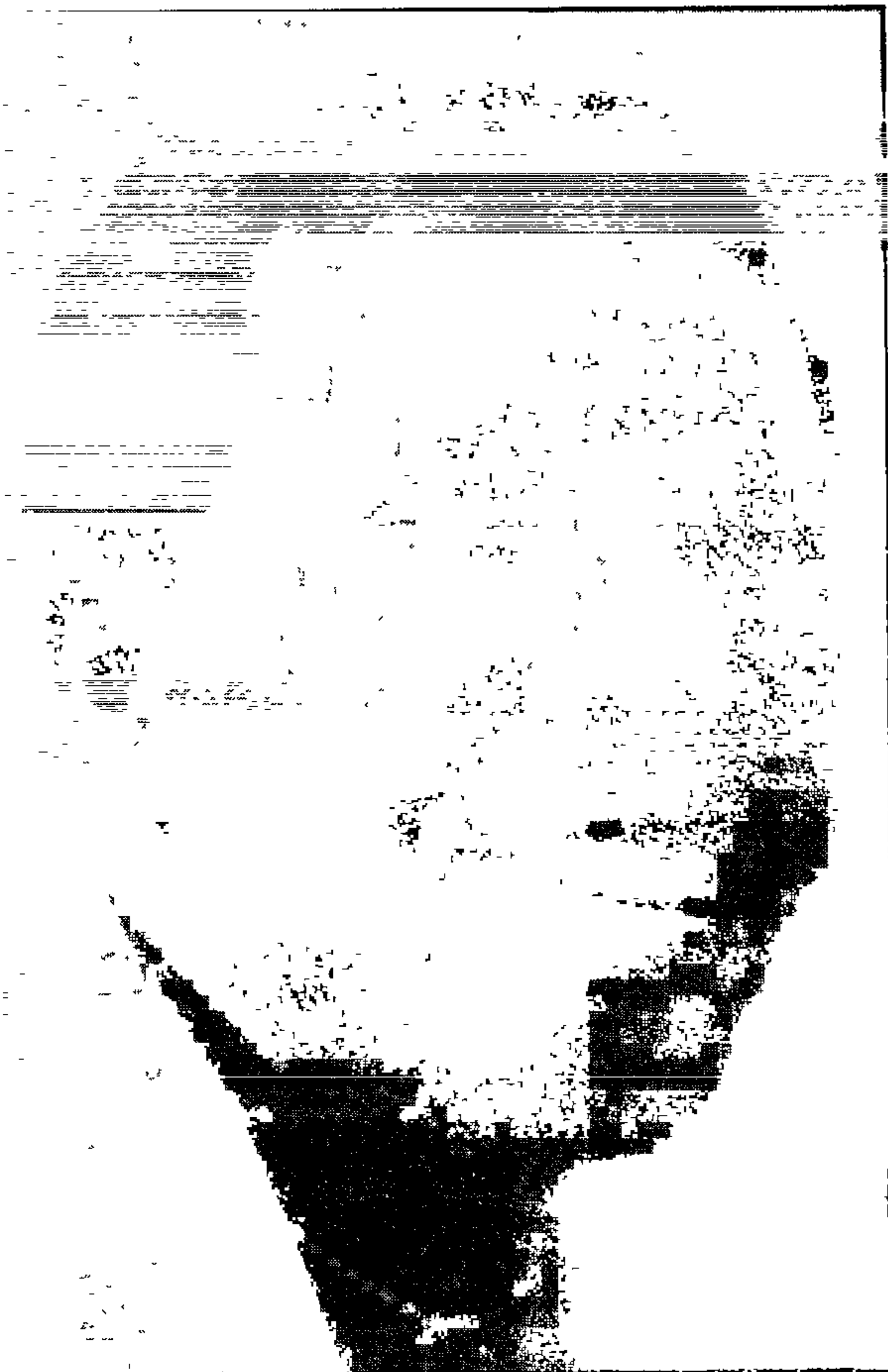
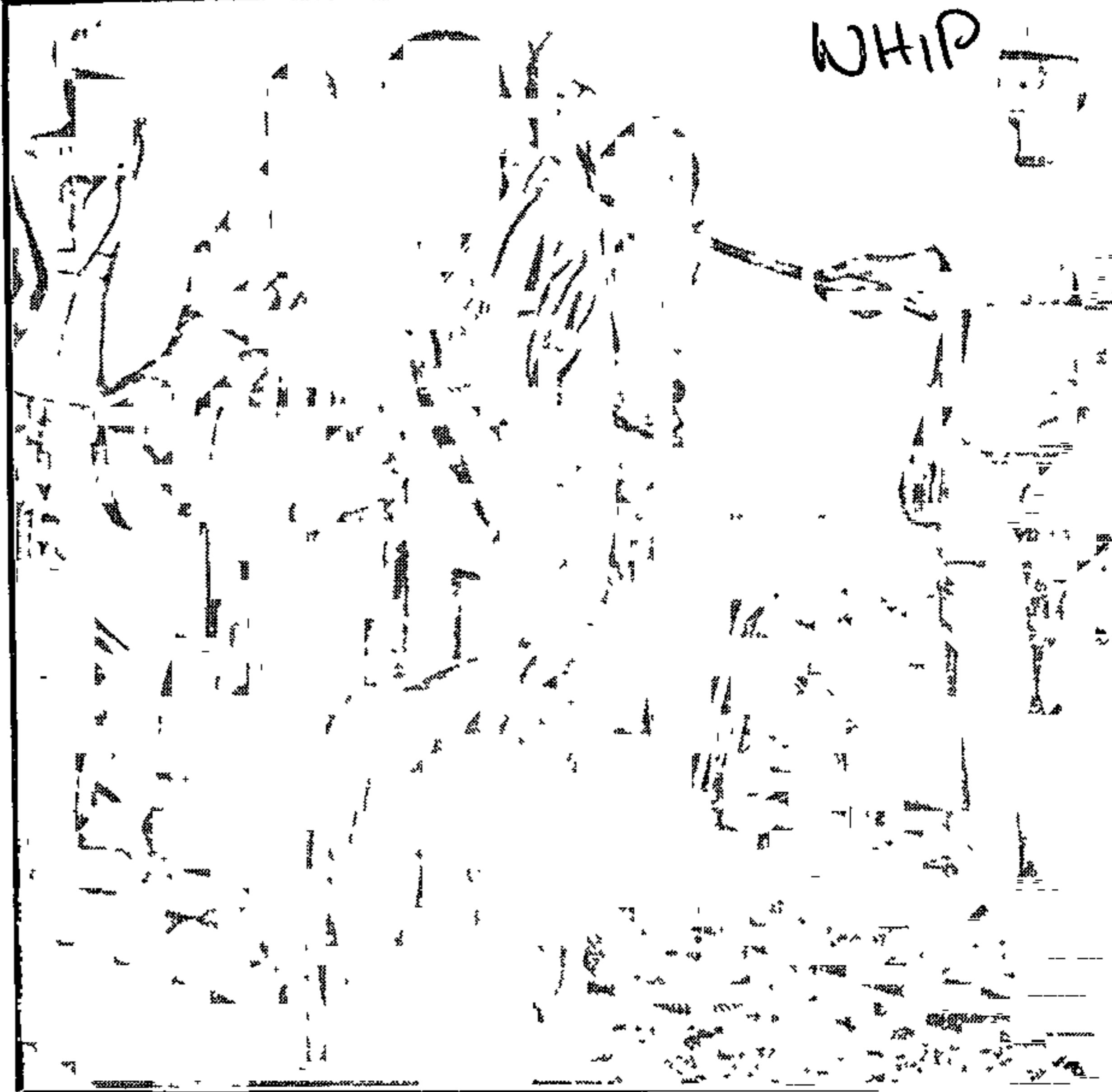
As it turned out, he didn't keep his poise for long. The court found him guilty and he got a sentence he is not about to forget.

The people flogged him severely — as long as he lives he will bear the marks to remind him of the commandment he worked so hard to break.

Mdutwane is blamed for the theft of 100 goats, 23 sheep and 50 cattle.

When the people flogged him, they sent him running. But he'll have to go on running forever — the villagers have denounced him and asked their chief to remove him from their village.

Pix: EVANS MBOWENI



MANDLENKOSI MAKHOBHA: Message for the bosses.

The sun shall rise for the workers!

140A
C.P.P. 22/7/84

WHEN thousands of black workers packed Johannesburg's Milner Park Showgrounds last week for the Federation of SA Trade Unions Education Workshop cum-Festival, there was a disturbing message for the country's bosses.

By ZB MOLEFE

And this message was *The Sun Shall Rise For The Workers/Ilanga Lizophumela Abasebenzi* — a slim book which tells the story of Mandlenkosi Makhoba, a KwaZulu migrant, who took part in the massive strikes which hit the East Rand in 1980.

The book was launched at the workshop.

Makhoba's poignant story in this 38-page volume can only be ignored in the country's boardrooms at the peril of the bosses — especially in the light of the recent study Project Free Enterprise, which showed that black people prefer socialism to capitalism.

In a simple style, Makhoba, a member of the Metal and Allied Workers' Union, an affiliate of Fosatu, hits out

at the bosses when he gets to the root of the capitalism versus socialism debate.

"We came here to work for our families, but it is the white man who gets rich," he writes.

"I know because I have seen this town (Boksburg) grow. I have worked hard for 20 years but have nothing in my hands. The wealth we have created has been stolen by the bosses."

He also discusses the Government's carving of the country into homelands for the black majority and limited urban rights for the favoured few.

He warns that it is a potential conflict area.

He also claims that the superintendent and mayor of Vosloorus were not interested in solving the problems of migrants.

"We had to use our combined strength in order to be heard," he wrote.

And this combined strength came in the form of Mawu — with the result that Rely Precision Castings was in trouble when a colleague of Makhoba was dismissed in 1979.

Makhoba paints an uncomfortable picture of the arrests that followed their mass dismissal, court appearances and finally victory when the Minister of Police had to pay them R9 000 in

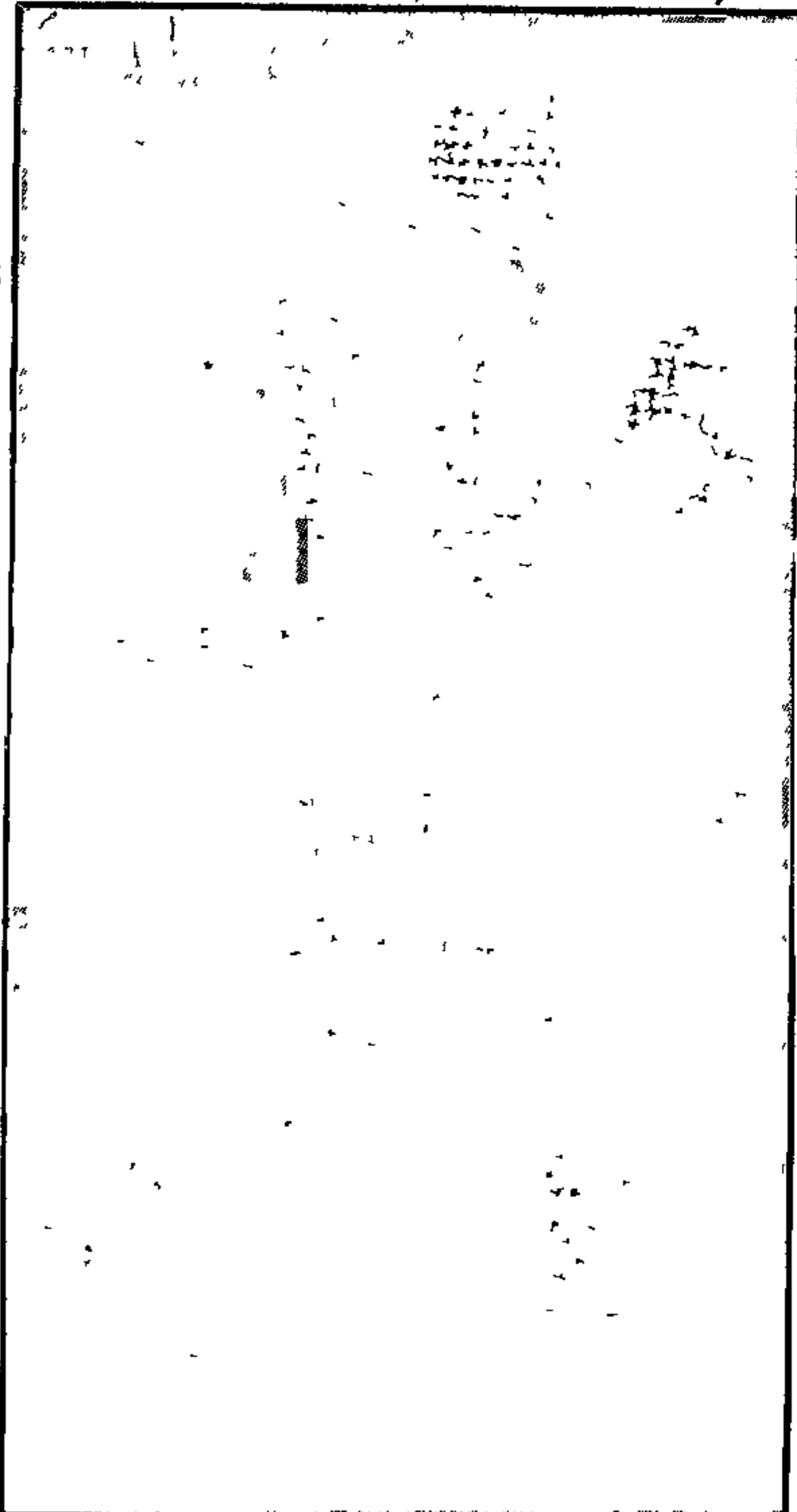
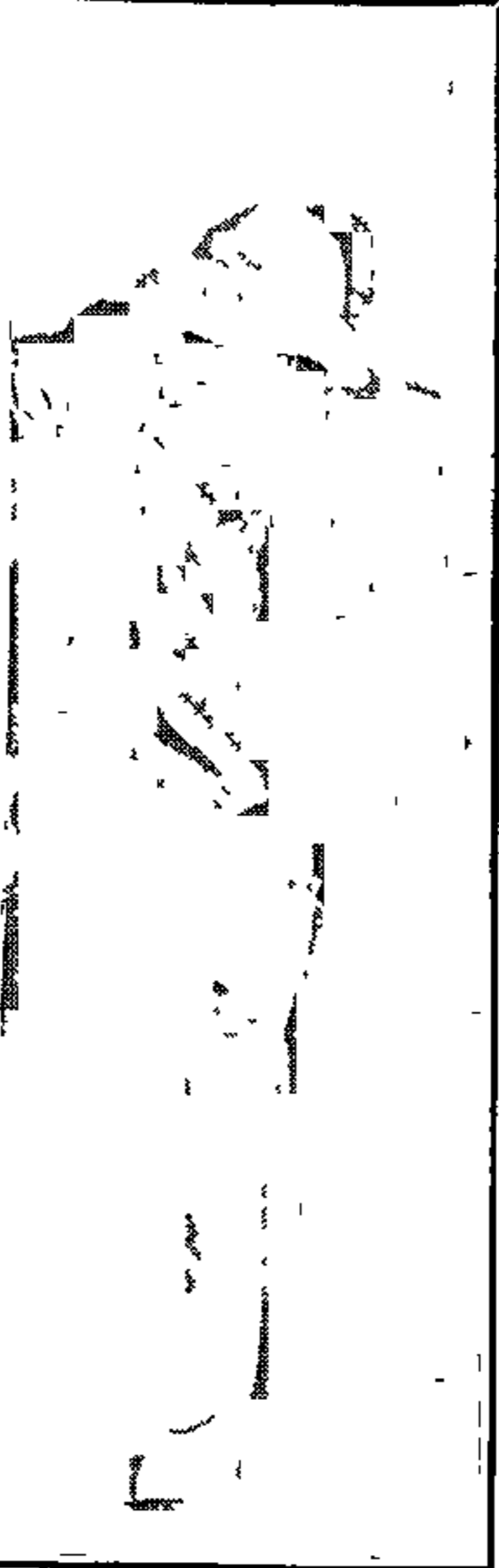
compensation. It is that strike which has lessons for the bosses.

The migrant tells how the strikers used the stage to bring the drama of their struggle to the community.

It will raise the eyebrows of those bosses who refuse to believe that what happens on the factory floor will spill over into the townships.

The Sun Shall Rise for The Workers/Ilanga Lizophumela Abasebenzi is published jointly by Fosatu and Ravan Press. It is available in bookshops at R2,95 a copy or can be ordered from Ravan Press, P O Box 31134, Braamfontein, 2017.

nip



'The story of one tells the struggle of all'

'Benoni Boksburg, Springs, I goli,
we make you rich
We hostel people make you rich
You send us back home to die with empty
pockets,
empty dreams and dust in our lungs
chopped-off hands and your machines grinding
in our brain

Benoni Boksburg, Springs, I goli
we workers make you rich
Dayshift, nightshift, overalls and sweat
keep the foundries pumping steel
casting steel and casting money

Don't worry brother,
don't give up hope
The sun shall rise for the workers
Benoni, Boksburg, Springs, I goli
we shall make the people - all the people
rich'

Excerpt from 'The Sun Shall Rise'

(140A) S. Post 24/7/84
Fosatu condemn splinter union

Post Reporter

THE executive committee of the Federation of South African Trade Unions (Fosatu) has condemned the formation of a splinter union as a means of solving problems

This is the result of the formation of the United Mining Metal and Allied Workers Union of South Africa (Ummowosa) as a splinter group of the Metal and Allied Workers' Union (Mawu)

A statement issued by Fosatu said the executive decided that

● Fosatu still regarded workers as members of Mawu and would take all

steps to help resolve any problems within Mawu

● The new union was not part of Fosatu or an affiliate

● Ummowosa would not be allowed to use Fosatu offices

● Andrew Zulu could no longer be vice-president of Fosatu because he was not a member of a Fosatu affiliate

● A special central committee be convened to discuss, assist and resolve any problems in Mawu and the Transvaal region arising out of the split

The Fosatu executive was calling for full documentary information on the problem

The statement said Fosatu believed the split was "not in the interest of workers when we are trying to build worker unity"

"Fosatu will make all attempts to assist workers, but is not prepared to deal with those that have wrongly advised workers to form a new union," it said

"The Fosatu special central committee will also consider the draft constitution for a new federation"

The Fosatu executive also condemned the detention of affiliate organisers Xolani Nduna and Zanemvula Mapela and organisers and shop stewards of other unions

"Fosatu is completely opposed to South Africa's security laws and the arbitrary powers they give to the State, the statement said

"This has led to barbarous and inhuman treatment of people detained

"Fosatu fully understands why the oppressed people of South Africa oppose this regime by all means and we believe that no matter what the alleged crime of a person, they must have the right to civilised and human processes of law

"Our brothers at present being detained are being denied this right and, this being the case, we call for their release."

Wednesday 24/7/84

(140A) (152)

Factory workers to contest sackings after go-slow pact

Labour Reporter

THE sacking of nearly 500 workers at the Uniply factory in Cato Ridge will be contested by the workers in the Industrial Court in Durban today

According to Miss Pat Horn, Natal branch secretary of the Paper, Wood and Allied Workers' Union, the entire workforce was fired in May after a go-slow campaign in protest against the dismissal of two shop stewards, fired for allegedly organising a May Day

demonstration at the factory

She said that although the workers had accepted their termination pay they did not consider themselves dismissed. An application would be made to the Court in terms of Section 43 of the Labour Relations Act, which provides for temporary relief for reinstatement pending the appointment of a conciliation board by the Minister of Manpower, Mr P T C du Plessis

The woodboard factory

had had labour problems for a considerable time, she said. Matters came to a head earlier in May this year when four shop stewards were fired following the demonstration

Two were reinstated after the Paper, Wood and Allied Workers' Union intervened. The company refused to reinstate the other two — which led to a series of work stoppages and the go-slow campaign

Company spokesmen were not available for comment last night

KRM 21/7/84 40A
Mawu
may lose
7 plants

By STEVEN FRIEDMAN
Labour Correspondent

THE Metal and Allied Workers Union expected to lose "at most" seven East Rand factories as a result of the recent split in the union, a Mawu statement claimed yesterday

At a meeting called by expelled Mawu officials to launch a new union, the United, Mining, Metal and Allied Workers Union (Ummawosa), 38 Mawu factories pledged support for the breakaway move

But Mawu charged yesterday that shop stewards from almost all its East Rand factories had attended a meeting at the weekend and pledged loyalty to it

The statement implied that many factories had reversed their decision to support the breakaway

Mawu also alleged that an investigation by its general secretary had revealed that as much as R7 000 had been spent by its East Rand branch without authorisation, while the expelled officials controlled the branch

Meanwhile, the Federation of SA Trade Unions said its executive met at the weekend and had decided to remove its vice-president, Mr Andrew Zulu, from office because he was one of Ummawosa's leaders

The statement said Mr Zulu could not be president of Fosatu, "because he is not a member of a Fosatu affiliate".

Repeated attempts to obtain Ummawosa comment were unsuccessful yesterday

Fosatu said it would convene a special meeting of its central committee to "discuss and assist in resolving any problems in Mawu arising out of the split", but would "only recognise Fosatu affiliates and their members".

RSM 24/7/84 (2287 140A)

Detention without trial condemned

* Labour Correspondent

THE Federation of SA Trade Union has condemned the detention without trial of two organisers in Fosatu unions. A statement by Fosatu following an executive meeting at the weekend also attacks the detention of organisers and shop stewards in unions

not affiliated to Fosatu

It said the two organisers, Xolani Nduna and Zanemvula Mapela were, together with other detainees, being denied "civilised and human processes of law" and called for their release

Fosatu said it was "completely opposed" to the coun-

try's security laws

It said it "fully understands why the oppressed people of South Africa oppose this regime by all means and we believe that no matter what the alleged crime of a person they must have the right to civilised and human processes of law"

South African 24/7/84 140A

Fosatu slams security laws

THE FEDERATION of South African Trade Unions (Fosatu) is completely opposed to South Africa's security laws and the arbitrary powers they give to the State.

In a statement after their executive meeting at the weekend, Fosatu said that it condemned the "untimed inhuman detention" of shop stewards and organisers of unions

The statement said "The detention of the unionists has led to barbarous and inhuman treatment of people detained

"We believe that no

matter what the alleged crime of a person, they must have the right to civilised and human processes of law. Our members presently being detained are being denied this right and this being the case we call for their release," the statement said.

Referring to the newly-formed United Mining, Metal and Allied Workers' Union (Ummawosa), Fosatu said that it believed that the formation of the union was not in the interests of workers at a time when "we are trying to build worker unity"

Worm 25/7/84
140A

New union denies claims

Labour Correspondent

WORKERS at all but two major East Rand metal firms had left the Metal and Allied Workers Union (Mawu) to join a "breakaway" union, the United Mining, Metal and Allied Workers Union (Ummawosa), an Ummawosa spokesman said yesterday.

He was responding to a statement by Mawu in which it said that not more than seven factories in the area were likely to join the new union, which has been formed by officials recently expelled from Mawu.

The spokesman, Mr Sam Ntuli, also rejected Mawu charges that large sums of money had been spent by the union's East Rand branch without authorisation while the expelled officials controlled the branch.

Mr Ntuli added that Ummawosa still wanted to remain part of the Federation of SA Trade Unions, despite decisions by Fosatu's Transvaal region and its executive to condemn the breakaway.

"We believe Fosatu should mediate in the dispute between us and Mawu — if they did, a solution could be found," Mr Ntuli said.

He also questioned a decision by the Fosatu executive to remove vice president Mr Andrew Zulu from office because he had left Mawu to join Ummawosa.

"The executive cannot take this decision on its own. It must be taken by Fosatu's central

committee," Mr Ntuli said.

In its statement, Mawu said that, at a shop stewards' council meeting held at the weekend, worker leaders from factories at which Ummawosa claimed support had pledged loyalty to Mawu.

It suggested that factories which had originally endorsed the breakaway had rejoined Mawu.

Mawu also charged that, while the expelled officials were in control of its East Rand branch, over R4 000 was spent on a wedding without authorisation.

It charged that nearly R1 000 was missing from the union's head office account and that "as much as R7 000" of Mawu's money had been placed in an Ummawosa bank account.

Mr Ntuli charged yesterday, however, that the shop stewards council meeting had been attended by "people who have no mandate from workers".

He said Ummawosa stood by its claim that 38 factories had left Mawu to join it.

He rejected the charges of financial mismanagement as "a joke".

"This dispute has been an issue for some time. Why do they only make the allegations now that we have broken away?", he said. The charges would be answered in full at an Ummawosa Press conference today, he added.

700 workers still on strike

CAPE TOWN — The dispute at the Swiss multi-national asbestos product manufacturing plant, Everite Limited, entered its fifth day yesterday as 700 workers continued their strike.

The workers downed tools last week in protest against the arrest of five shop stewards and the dismissal of a sixth.

Mr John Wayland, the manager of Everite's Brackenfell plant, confirmed yesterday that the workers were still on strike.

The workers' demands that management withdraw the charges against the arrested shop stewards and reinstate the sixth, have been rejected.

The General Workers' Union, (GWU) has accused the company of victimising shop stewards and "collaborating" with the police.

Everite has denied the GWU's charge and has accused the union of "stage managing a confrontation — Sapa

RAM 26/7/84

140A

~~186~~ ~~255A~~

By STEVEN FRIEDMAN
Labour Correspondent

FOSATU'S Sweet, Food and Allied Workers' Union and the Kellogg company have signed a maternity leave agreement for women workers at the company's Springs plant.

The union yesterday described the move as a milestone agreement.

A union statement yesterday said the agreement was the third it had negotiated with Transvaal employers this year.

Maternity leave has become an issue of growing importance in Fosatu unions, who have been pressing for maternity agreements with employers who recognise them.

The terms of the Kellogg agreement do not go as far as those recently negotiated between Fosatu's Chemical Workers' Industrial Union and the Pinetown firm, NCS Plastics — which will provide women on maternity leave with one third of their salary — but the union sees it as a key advance for Kellogg workers.

A company spokesman yesterday confirmed the terms of the agreement.

The union's statement said the agreement had been negotiated between its Kellogg shop stewards committee and the company and would come into effect on August 1.

According to the statement, the terms of the agreement are

● Women with 12 months'

Maternity leave for sweet workers

service would be retained on the company's books for a period of twelve months after stopping work, provided they "indicate in writing (their) desire to return to work"

● Women taking maternity leave would receive a "lump sum" payment equal to four weeks' pay

● They will also continue to enjoy medical aid and pension benefits while on maternity leave

In the statement, Fosatu's president, Mr Chris Dlamini, who is also chairman of Kellogg's shop steward negotiating committee, expressed appreciation to Kellogg management for "their progressive thinking on this issue"

A company spokesman confirmed the agreement and noted that black workers at Kellogg did not have to contribute to the company's medical aid fund

This meant, he said, that women on maternity leave would be able to enjoy medical aid benefits without contributing to a fund.

Monday 26/7/84

Court told of dispute

over unionist

Labour Reporter

THE Industrial Council for the clothing industry came under attack at an Industrial Court hearing in Durban yesterday for allegedly failing to resolve a dispute over the sacking of a trade union activist.

The presiding officer, Dr D B Elers, reserved judgment

Mr Chris Albertyn, who appeared on behalf of Miss Florence Ntuli, who was dismissed by the Natal Overall Manufacturing Company, told the Court that the functions of the council were to endeavour by negotiation or otherwise to settle disputes

He said it had failed to do so in regard to the dismissal of Miss Ntuli — a member of the Garment Workers' Industrial Union, one of the parties which make up the Industrial Council

Because of a closed shop agreement with the company, Miss Ntuli is compelled by law to be a member of the GWIU in spite of now having joined a rival trade union — the National Union of Textile Workers

Arguing for her reinstatement, Mr Albertyn told the hearing that a letter setting out her grievances had been sent to the council, but it had made no genuine attempt to have the dispute resolved

The matter now fell outside the jurisdiction of the council, he said

Mr Jeff Fobb, representing the company, said he was not in a position to

comment on criticism levelled against the council, but urged the Court not to pass judgment on the application for reinstatement until the company had filed its responding affidavits

'Not neglect'

He said the delay in submitting the papers was not through neglect. Miss Ntuli's refusal to cooperate by having the dispute resolved by the Industrial Council had led to the company delaying its reply

Mr Fobb said it was not sufficient to merely write a letter to the council. The council should have been placed in a position to hear the dispute

The company had agreed to abide by the decision of the council in the interest of good industrial relations, he said

184
140A
140A

Sacked Leaders: Mawu probes

140A

SOWETAN, Thursday, July 26, 1984

THE Metal and Allied Workers' Union (Mawu) is still investigating certain irregularities within the union following the expulsion of four senior organisers recently. This evidence was heard at the union's executive committee meeting held in Germiston at the weekend.

The meeting was called to elect new office bearers after four organisers — Mr David Sebabi, Mr Andrew Zulu, Mr Enoch Godogwana and Mr Sam Ntuli — were expelled by the national executive.

The four organisers have since split from Mawu and formed their own trade union — the United Mining, Metal and Allied Workers' Union of South Africa (Ummawosa) — which has been condemned by Mawu and the Federation of South African Trade Unions.

Statement

In a statement after the meeting, Mawu said that there were certain irregularities which were found after the men had been expelled.

The expulsion of the men would not deter the union from growing. The union has resolved that they will continue to build Mawu to "the most powerful union in the metal industry".

"We do not believe that Ummawosa will survive for long. The reason for that is that workers in the East Rand were not supporting it."

However Ummawosa's spokesman said that they represented thousands of workers in the area.

The following were elected: Mr J Mosiaba (chairman), Mr T Mazibane (vice-chairman), Mr E Novela (treasurer), and Mr D Nthanzi, Mr R Xipu and Mr C Mkhabela (committee members). Mr Moses Mayekiso was elected secretary.

By 1407 (M) Merang 26/7/84

Sacked wood workers to go to court

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Labour Reporter

SACKED Pinetown timber workers are to challenge their dismissal in the Industrial Court, a spokesman for the Paper Wood and Allied Workers' Union said.

Mr Julius Maxambela, the union's organiser, said yesterday that the workers considered their dismissal to be unfair

He said the workers had stopped work in support of a demand for an explanation from the management of Machined Timbers for the sacking of seven workers

'We do not regard the work stoppage as a strike, but a lockout,' he said

Increase

Lawyers were being briefed to bring an urgent application before the Industrial Court to have the workers reinstated, he said

More than 100 workers, some with up to 10 years' service were fired on Tuesday

Mr Rob Moxham, managing director of the company, yesterday denied that the dismissals had been unfair

He said his company had been 'exceptionally fair' to its employees, and although it only needed

about 60 workers, it had a staff of more than 100

The company had recently granted workers a R5 increase in pay, he said

'Originally we decided to give this as an attendance bonus, but the workers asked that it be included in their basic pay, which we agreed to do

'I informed the staff that because of the tough economic times we will be forced to retrench workers from all departments. Seven workers were retrenched on Monday.

'The others assembled outside the factory gates on Tuesday morning and asked to be paid off if the retrenched workers were not taken back'

Mr Moxham said the workers were free to go to court if they wished

has been

Rival unions seek support of metal workers

The split within the Metal and Allied Workers' Union (Mawu) has plunged thousands of union members on the East Rand into a dilemma of divided loyalties.

Torn between two rival unions, more than 20 000 metal workers at 38 factories on the East Rand are at the centre of the continuing battle for support

On one side is the United Mining, Metal and Allied Workers of South Africa (Ummawsa), formed by the four East Rand organisers dismissed from Mawu this month Mr Sam Ntuli, Mr Z Sipeta, Mr E Godongwana and Mr David Sebabi

CLAIMS SUPPORT

Ummawsa claims it has the support of 15 000 to 20 000 Mawu has the full support of the Federation of South African Trade Unions (Fosatu)

Mawu claims that the new union has support at only seven factories and that by the end of last week not one resignation had been received

Tensions have been building up for two years They emerged this month when four East Rand unionists now holding key positions in the new union were suspended and later dismissed by Mawu's national executive for alleged "gross misconduct and mismanagement of union funds"

At a Press conference last week the executive of Ummawsa gave the reason for the split as the dominance of

Mawu by a "tiny bureaucratic white elite" which attempted to limit political options

Ummawsa dismissed the accusations of financial maladministration as a smear tactic employed when the possibility of a split within Mawu became clear

Spokesmen for the new union insist that the fundamental problem was bureaucratic dominance and manoeuvring by white intellectuals holding key positions in Mawu

They maintain that

- Tensions between white technocrats and worker leadership led to the splitting of the Transvaal into eastern and western branches

- This culminated in the removal of Mawu headquarters from the East Rand to Johannesburg and the election of a new general secretary based in Johannesburg

Mawu claims in a statement released this week

- More than R4 000 of union money was spent on a wedding in 1983 Former general secretary Mr David Sebabi denied misusing the money

- Since the split Ummawsa has deposited in its account as much as R7 000 in cheques made out to Mawu Mawu shop stewards stated that the workers had never authorised this

Fosatu regards the new union as racist but the Ummawsa leadership declares it is trying to implement non-racial principles and worker control

140A

Maternity benefits deal for another Fosatu union

SFAWU 140A
27/7/84

By Carolyn Dempster,
Labour Reporter

Another maternity agreement has been negotiated by an affiliate of the Federation of South African Trade Unions (Fosatu)

This week the Sweet Food and Allied Workers' Union (SFAWU) concluded a maternity package for its female members at the Kellogg Company's Springs plant

RETAINED

In terms of the agreement, which comes into effect on August 1;

- Female employees who have completed a year's service will be retained on the company books for an additional 12 months provided they indicate their intention to return to work

- Women taking maternity leave will receive a lump sum payment equivalent to a month's wages and will continue

to get medical aid and pension benefits.

Mr Chris Dlamini, president of SFAWU, which is an affiliate of Fosatu, and chairman of the shop steward negotiating committee, expressed appreciation to the management of Kellogg for their "progressive thinking" on the issue of maternity leave

IMPORTANCE

The agreement is the third such agreement signed by a Fosatu union within the past three months — an indication of the increasing importance the unions are beginning to place on maternity benefits

To date the the most beneficial of the maternity benefits agreements signed by a Fosatu union has been the agreement between the Chemical Workers' Industrial Union and NCS Plastics of Pinetown.

Union tension stalks Frame's Natal mills

THE country's oldest union recognition dispute — the 10-year battle between the Frame group and Fosatu's National Union of Textile Workers — may be headed for a new escalation.

So say NUTW organisers who charge that recent company actions "seem designed to cause conflict". They claim Frame continues to back a rival union, Tuxsa's Textile Workers Industrial Union, in order to keep NUTW although it represents most workers at Frame's New Germany complex.

It has now, they add, launched a retrenchment programme which is fuelling worker anger. This, together with repeated delays in court actions aimed at resolving the dispute, is increasing the risk of conflict, they say.

Recently, a Pinetown Frame mill, CWPM, struck over wages. The stoppage did not spread — but it is not part of the complex where the dispute has been centred, and NUTW leaders say the danger of escalation remains.

Frame joint managing director Mr Selwyn Lurie says he knows of no tension at the mills. There will be no strike "unless someone sets out to cause one". He depies Frame favours TWIU or is provoking workers. Over the past few

years, Frame has adopted a new labour relations policy and "the old image of us is no longer valid".

If a major Frame stoppage did occur, the consequences could be even more serious than that of previous strikes.

Each Frame strike has been more violent than the last, and in 1980 strikers and company loyalists fought pitched battles.

This time, tension between TWIU and NUTW members, which have led to clashes at the company's Pinetex mill, increases the threat of violence.

Frame's New Germany operation is a complex of five mills which take up a large chunk of the industrial area. Unrest at one mill could spread quickly to others — and to other plants in the area.

White residential areas close by could be affected.

NUTW leaders insist they are working hard to prevent a strike. But they say a stoppage was only narrowly avoided earlier this month and the mills remain volatile.

Warnings of renewed Frame unrest come after the battle moved away from the factories and into the courts.

NUTW has been attempting to persuade Frame to recognise it by bringing a series of court actions

STEVEN FRIEDMAN

Labour Correspondent

against it. Frame filed counter-actions, and up to 25 cases are now before the courts.

These first centred around charges that Frame favoured TWIU by granting it facilities it denied to NUTW. Of late, most have centred around lay-offs.

According to NUTW organiser Mr Jabulani Gwala, retrenchments are a source of increasing worker unease.

NUTW wants these carried out in terms of a negotiated procedure, which would ensure that workers with longest service lose their jobs last.

But Frame insists on its right to implement its own retrenchment policy. This stipulates that, where workers are unskilled, the "last in first out" (lifo) procedure favoured by unions should apply.

But where they are skilled or semi-skilled, their "competency" should decide the issue. Only where "competency" is equal should "lifo" apply.

This has resulted in a novel procedure. Workers are given "competency tests" and, if they fail, are retrenched or transferred.

Mr Gwala says workers have no idea what criteria are used in the tests. But there is widespread insecurity and some believe "that they might as well strike because they are going to lose their jobs anyway".

This, he says, has become bound up with the recognition battle. "Workers know the only way their jobs will be protected is if the union is recognised".

Up to now, he adds, NUTW has contained worker anger by urging members to wait for the outcome of the court cases. But, each time the union has won an action, Frame has appealed and few cases have been settled.

The Minister of Manpower recently refused to appoint a conciliation board to settle a dispute over retrenchments at Frame.

This, says NUTW, makes it difficult to persuade workers to be patient.

The clashes at Pinetex increase the prospect of confrontation, says NUTW. Mr Gwala claims TWIU members have assaulted

NUTW members and Frame's only response has been to discipline an NUTW member who was beaten by TWIU members.

The most recent incident occurred in late June and led to the dismissal of one NUTW member and the suspension of another.

The workers were later reinstated but had they not been, "there would definitely have been a strike" which may well have spread.

Mr Lurie says the fighting involved "intimidation from both sides" and Frame remained neutral.

The clashes occurred outside company premises and Frame could not intervene.

The suspended man was not disciplined, but taken off the job on full pay "for his own health and safety" because threats had been made against him.

He says that, if NUTW could prove it represented a majority Frame would consider recognising it — but it would also have to show "it could act responsibly".

Despite the reported tension within the mills, NUTW leaders believe they can avert a confrontation for the rest of this year.

But, say NUTW leaders, January "is the crucial month". If the dispute is still bottled up in the courts

by then, "the complex could blow up".


They believe conflict could be avoided if Frame agreed to ballot workers on which union they wanted to represent them — and recognised that union.

Frame says it has not "definitely ruled out" a ballot but believes that, bearing in mind the rivalry between the two unions, any test of union support would lead to suspicion that the result was "induced by intimidatory means".

It adds that it won't agree to any test until NUTW gives it evidence of its membership at the mills — something the union says it has already done.

So the only hope for a settlement at present seems to be swift intervention by the courts, or the Government's disputes machinery.

Now that you've read the review, do you know where to find the book?



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ISBN 0 85036 009 9

ADM 31/7/84 (3/4) (18) (145A)

Metal wages settled outside the system

Labour Correspondent

SEVERAL Natal metal companies have ignored a call by the Steel and Engineering Industries Federation (Seifsa) and have negotiated wage increases with the Metal and Allied Workers Union (Mawu) outside the official industrial council system, a union statement said yesterday.

Mawu added that, in all cases, the wages negotiated were higher than those agreed between Seifsa and metal unions at recent council wage negotiations.

At the council, a 13% rise in the minimum wage to R1,73 an hour — R77,85 a week — was negotiated.

Although it is a member of the council, Mawu refused to sign this agreement and said it would seek to negotiate bigger increases at companies where it represented a worker majority.

Seifsa, opposed to negotiations outside the council system, urged companies not to negotiate individual wage agreements with unions.

In its statement yesterday, Mawu said it had recently completed wage negotiations with 10 Natal companies.

It said "most" of these were members of Seifsa and that the wage agreements between them and Mawu therefore "include and supplement the minimums offered by Seifsa at the national industrial council".

In all but one case, employers have agreed to a minimum wage of at least R90 a week, or R2 an hour, which Mawu regards as a "minimum living wage", according to figures contained in the union's statement.

According to the statement, the highest minimum negotiated is R121,50 a week at the Durban plant Forbo Krommenie. Two other firms, APV Kestner and Van Leer, have agreed to minimums of just over R100.

At Krommenie and Van Leer the new minimums come into force in January, while at Kestner it has been backdated to the beginning of July, the union says.

N. Mawu. 31/7/84 (140A)

Workers win pay rise

Labour Reporter

WORKERS in the metal industry have won pay increases of up to 13 percent after wage negotiations between the Metal and Allied Workers' Union and 10 Natal companies, it was announced yesterday.

In a statement yesterday, Mawu said most of the 'substantive agreements' had been concluded with the Steel Engineering Industries Federation of South Africa (Seifsa) companies.

'Mawu rejected the minimum wages offered

by Seifsa at the Industrial Council. However, all other unions with the exception of the Boilermakers' Society agreed to the employers' proposals of between 7 percent and 13 percent.

'Mawu therefore refused to be a party to the national agreement and undertook as it did last year to revert to plant-level negotiations to supplement Seifsa's national proposals

'Seifsa, on the other hand, has issued a circular to employers calling on them not to negotiate with unions at plant level as, it has claimed, this

will undermine a centralised bargaining system'

The union said many Natal companies at Seifsa establishments had ignored the call and 'seen wisdom in talking to Mawu at the shop-floor level'

Wage increases were concluded at APV Kestner (Pietermaritzburg), Pillar Naco (also Pietermaritzburg), City Metal Products (Isipingo), W B Camerons (Jacobs), Forbo Krommeme (Jacobs), Metal Press (Mobeni), Van Leer (Mobeni), C I Industries (Pinetown), Glacier Bearings (Pinetown) and K B W Valves (Isipingo)

Highveld Steel faces threat of strike

By Carolyn Dempster,
Labour Reporter

Black and white workers at one of South Africa's major steel producers — Anglo American's Highveld Steel and Vanadium Corporation — have agreed to hold a joint strike ballot within the next week

Not only is this the first step towards a legal strike at the Witbank steel complex but it will be the first time black and white members of separate unions in the same plant have joined forces

The two unions who will hold the ballot are the Metal and Allied Workers' Union (Mawu) and the South African Boilermakers' Society (SABS) who have a combined membership of more than 3 000 workers. Highveld's total work force is just under 6 000

The decision to hold the ballot follows the collapse of in-house negotiations earlier this month. Highveld management made the same offer as employers at the National Industrial Council negotiations — 20 c increase for unskilled

workers and 40 c for artisans

The offer was immediately rejected and a dispute declared by the Yster and Staal Unie, the Amalgamated Engineering Union (both with all-white membership) and the South African Boilermakers Society Mawu, which was not at the first meeting, subsequently declared a dispute.

On July 12 a meeting of Yster and Staal and AEU members resolved to accept management's offer with the proviso that, should the economic situation improve, they would be able to re-negotiate

But shop stewards representing Mawu and the boilermakers met this week to discuss future steps after the expiry of the 30-day conciliatory period after the declaration of the dispute

PROFITS

The workers, who rely on overtime and 16-hour shifts to get by, feel that, in the light of the R84 million profit made by Highveld and its sister company, Scaw Metals, last year the corporation can afford increases larger than those offered by the Steel and Engineering Federation in the national agreement.

Scaw

31/8/84

140A

RAM 1/8/89 (140A)

Uitenhage unionists' homes fire-bombed

Labour Correspondent

THE homes of two prominent Uitenhage motor unionists — both shop stewards of the National Automobile and Allied Workers Union (Naawu) — were attacked with petrol bombs early on Monday morning, a union statement revealed yesterday.

Both the victims, Mr John Gomomo and Mr Samuel Mpushe, are full-time Naawu shop stewards at the Volkswagen plant in Uitenhage. Mr Gomomo is also a senior

official in the Federation of SA Trade Unions (Fosatu), and active in community affairs.

Neither was injured in the incident and, according to the statement by the union's president, Mr Jurie Harris, little damage was done. The attacks took place about 3am on Monday.

In his statement, Mr Harris linked the incident with Fosatu's plans to campaign against the forthcoming coloured and Indian elections

for the new Parliament.

According to Mr Harris, workers at Volkswagen had "flocked to the shop stewards" yesterday morning on learning of the attack and demanded to be addressed by Mr Gomomo and Mr Mpushe.

"The workers expressed their support and viewed this exercise as an attack by the forces of oppression," he said.

In his statement, Mr Harris charged that previous attacks — in the 1970s — on cars and homes of Naawu of-

ficials had not led to any convictions in court.

"It is clear that this will again be the case," he said.

Mr Harris labelled the attacks as an attempt to "intimidate" the two shop stewards and to divert worker militancy in Uitenhage.

He also charged that it was an "attempt to create division between the so-called coloured and African workers in the area where worker unity has succeeded in overcoming racial divisions and a

strong Fosatu base has been established."

This was especially the case now Fosatu was campaigning against the "racial elections", he said.

Mr Harris warned that the attacks could damage stable labour relations at Uitenhage plants. "The employer must not be surprised if, as a result of this stupid attack, workers decide, as a means of safeguarding their representatives, to take action without calling on the shop stewards."

Bomb (140A)
5 Jan
attack 244
1/8/34
condemned

Labour Reporter

A petrol-bomb attack on the homes of two shop stewards of the National Automobile and Associated Workers' Union (Naawu) in Uitenhage early yesterday morning has been condemned by the union's president, Mr Jurie Harris

He said the attack was an "obvious attempt" to intimidate the shop stewards and create racial tension between coloured and black workers in the Uitenhage area

Mr Harris also warned employers not to be surprised if, as a result of the attack, there were repercussions on the shop floor

Police are investigating the attack, which occurred at about 3 am

Employers ignore Seifsa ruling

Union goes for in-house deals

1/8/84 140A Star

By Carolyn Dempster
Labour Reporter

At least 10 Natal employers have flouted the directives of the Steel and Engineering Industries Federation of South Africa (Seifsa) not to negotiate in-house agreements.

The Metal and Allied Workers' Union (Mawu) announced on Monday that it had concluded successful plant agreements with 10 Natal companies and was involved in negotiations at three other plants.

The agreements will serve to supplement the

national minimums negotiated by Seifsa at the Industrial Council last month.

This is in spite of the pressure which Seifsa has applied to member employer bodies not to negotiate outside of the council.

Following the 1984/85 national agreement, a circular was issued to employers calling on them not to negotiate with unions at plant level as this would undermine a centralised bargaining system.

However, both Mawu and the South African

Boilermakers' Society refused to be party to the national agreement and announced their intention of negotiating for further increases at plant level.

The companies which have signed agreements with Mawu include A P V Kestner in Pietermaritzburg, Pillar Naco, City Metal Products in Isipingo and W B Camerons, Forbo Krommenie, Metal Press in Mobeni, Van Leer, CI Industries, Glacier Bearings and K B W Valves in Isipingo.

New minimum rates have been negotiated in five of the companies.

Chris may be axed

Someter
3/8/84

140A

THE axe may fall on Mr Chris Dlamini, president of the Federation of South African Trade Union, following allegations that he is supporting the newly formed United Mining, Metal and Allied Workers of South Africa.

The new union, which claims to represent about 20 000 metal workers on the East Rand is a break-away from the Metal and Allied Workers' Union (Mawu), affiliated to Fosatu. Ummawosa was formed on July 14 in Actionville, Benoni.

In an interview yesterday, Mr Dlamini said in the past few weeks he has been accused by some top officials of Fosatu that he was supporting Ummawosa.

Unfounded

He said: "These allegations are unfounded and I totally reject them. If Fosatu wants to get rid of me, they must stop making unfounded allegations against me."

The formation of Ummawosa follows the sacking of four promi-

By MZIKAYISE EDOM

nent members and employees of Mawu from their posts as Eastern Transvaal organisers. The four are: Messrs Enoch Gondongwana (East Rand branch secretary) Sam Ntuli (organiser) David Sibabi (organiser) and Andrew Zulu (Eastern Transvaal chairman and vice-president) of Fosatu.

The four were expelled by the union's national executive at a

meeting in Durban held in June for alleged misconduct and financial mismanagement. They have denied the allegations.

At a Press conference held in Benoni recently, the four said they were fired because a "tiny bureaucratic white elite" was manipulating the leadership of Fosatu and that they were against these "white intellectuals".

~~150~~ ~~140~~ 140A

Strike halts D. Dispatch VW production

3/8/84

PORT ELIZABETH — Grievances about wage classifications and job gradings for workers in the engine plant of the Volkswagen factory in Uitenhage have resulted in a complete standstill in production

VW's public affairs manager, Mr Ronnie Kruger, said yesterday that because a strike — involving 140 members — earlier this week — took place in the engine plant, production was brought to a halt and the factory's 2 500 workers were sent home

"It's a case of no engines — no cars," he said

Asked how much money VW stood to lose because of the stoppage in production, Mr Kru-

ger said he could not give a figure but that the plant usually manufactured 200 vehicles a day

He said negotiations between management and workers' representatives were in progress

"We hope production will resume on Monday or early next week."

Asked to comment on the petrol bomb attacks last month on the houses of two VW shop stewards who belong to the National Automobile and Allied Workers Union (Naawu), Mr Kruger said "The bombs did not fall on our premises, so it does not affect us"

Efforts to contact the president of Naawu, Mr Jurie Harris, failed yesterday — DDC

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UNIONS

Behind Mawu's split

Tensions which led to the split in Fosatu's Metal and Allied Workers' Union (Mawu) are having a ripple effect reminiscent of previous troubles in the federation

A splinter union — the United Mining, Metal and Allied Workers of SA (Ummawsa) — was formed some weeks ago following the dismissal of several key Mawu officials, who, it is alleged, were guilty of financial mismanagement and gross misconduct. Among them is former Mawu general secretary David Sibabi. The new union has claimed significant support on the east Rand.

At a press conference last week, Ummawsa officials levelled accusations

against both Mawu and Fosatu — reflecting cynicism about Fosatu's claims to be democratic and frustration over the federation's political direction.

Ummawsa's move came after the Fosatu executive condemned the formation of the new union. Fosatu added that its vice-president, Andrew Zulu, who has aligned himself with Ummawsa, could no longer hold his position, since he had ceased to be a member of a Fosatu affiliate.

The two unions have continued to hurl allegations at each other — and to make conflicting claims to support at factory level. Ummawsa claims, and Mawu denies, that workers at all major east Rand factories, except two, have joined it.

In essence, Ummawsa officials say that although Fosatu professes to be democratic, in reality a tiny bureaucratic white elite

tries to dominate it, instead of allowing members themselves to decide on the direction the federation should take. Denying that their stand has racist connotations, they stress that whites with skills are wanted in the unions, but that such people should not dominate and that black workers should make up the Fosatu leadership.

Ummawsa also charges that

- White intellectuals feel that Fosatu must adopt one political direction and do not want to be opposed on this issue. Workers are discouraged from joining any of the major political movements, and

- The Fosatu executive committee does not have the power to strip Andrew Zulu of his position as Fosatu vice-president.

Fosatu general secretary Joe Forster denies these allegations. Regarding Zulu, he says Fosatu's constitution states that only

face to face

people who are members of Fosatu affiliates can take up leadership positions in the federation. Zulu, being an Ummawsa member is therefore not part of Fosatu.

He referred the *FM* to a recent statement by Fosatu president Chris Dlamini on the issue of white domination in which he said all decisions were discussed in the executive committees at all levels and that it was not possible for any officials to dominate the union, since they took their instructions from the executives.

CAPE SQUATTERS

End to the raids

An end could be in sight to the shack demolition raids on the KTC squatter camp outside Cape Town. As the FM went to press, new negotiations were under way between Western Cape Administration Board officials and squatter leaders.

On Wednesday, for the first time in a week, board officials refrained from tearing down shelters at the camp, but they did visit the area. At the same time, the warm weather turned to cold and rain after an overnight storm.

However, Graham Lawrence, the board's director of labour and housing, warned that although no action was taken on Wednesday, the raids had not necessarily stopped. "No shacks were demolished, partly because of the weather and because we have initiated new talks with Mr Oliver Memani, the camp leader," he said.

"But I don't think you should read into this that the raids will stop. Government policy is that there will be no squatters at KTC, and we stay within those parameters."

The talks, said Lawrence, were aimed at finding an alternative site for the KTC squatters. At the same time, both the board and squatter leaders were concerned at the increasing numbers of people moving into the camp. Memani said earlier this week that people were streaming onto the KTC site from Old Crossroads and that numbers had risen from the original 500 to more than 2 000.

A new group of squatters began building shacks on a site promised to the KTC people, but rejected by Memani. "As soon as people hear there is a place where the board won't raid, they move in," said Memani.

The site was vacated after board officials demolished shelters there for two days running.

Stormy debate

In another development, the Cape Divisional Council (Divco) has decided to continue demolishing squatter settlements in areas of the Peninsula it controls. The decision was taken after a stormy council debate this week.

A proposal from councillor Len Pothier that the nine-year-old policy of demolitions be scrapped because it had failed to stop, or even discourage, squatters from entering the area, was defeated.

At the same meeting, Divco secretary W R Vivier announced that supervision and co-ordination of all squatter problems in the Cape Town metropolitan area would be taken over by the Department of Constitutional Development and Planning. The de-



Koornhof ... handing the problems to Heunis

partment dropping the responsibility is Piet Koornhof's Department of Co-operation and Development.

MOTOR INDUSTRY

Assembling strength

Management in the motor industry has been complaining about tough times — but their assembly line workers are sitting pretty. They are among the country's highest paid workers. Whether they will be able to maintain their position now depends on a combination of economic conditions and union strength.

Until recently it was the militant eastern Cape motor workers who topped the wage scale for unskilled labourers. That position was won after a number of strikes in the Uitenhage area at the end of 1980 in which the National Automobile and Allied Workers' Union (Naawu) called for a minimum R2/hour wage. Some of the union's success can be attributed to the fact that, as signatories to foreign employment codes, many of the companies — Ford, GM, Volkswagen and BMW — are obliged to pay more than minimum wages.

But in the last year the wage gap between the eastern Cape workers and those in the Transvaal and Natal has closed. This

too came about largely through concerted union activity and a number of strikes.

The two important (mainly black) unions in the motor assembly industry are Naawu, an affiliate of the Federation of SA Trade Unions (Fosatu), and the United African Motor Workers Union (UAMWU), which is affiliated to the Council of Unions of SA. The Motor Assembly Component Workers' Union of SA has a small presence in the eastern Cape but it has recently been affected by internal dissent.

Naawu is the dominant union with significant representation in every motor assembly plant in SA except Nissan, near Pretoria, where UAMWU holds sway.

This year the union's members have been involved in a number of major strikes. At BMW's Rosslyn plant 1 500 workers struck for ten days in late January over dissatisfaction with an interim increase the company awarded after discussions with a works council. They returned to work after obtaining a management commitment to negotiate wages with the union.

In negotiations with Naawu, BMW agreed on a minimum across the board increase of 33c/hour — bringing the minimum wage in the factory to R273/hour. Other conditions included a compulsory year-end bonus, the introduction of an attendance allowance ranging from 5c-12c/hour depending on length of service, voluntary overtime rates and the adoption of procedures to be followed in the event of overtime work. The agreement expires at the end of June 1985.

Workers at Alfa Romeo's Brits plant struck for six days in July over a wage dispute. In the end they won a 16c across the board increase effective from July 1 to October 1, with an additional 4c from October 1 to December 31. From October the minimum wage will be R244 an hour. Negotiations with the Naawu for next year's wages open in September.

In April Naawu negotiated a minimum R220/hour wage with Sigma (now Amcar) management. Due to a productivity deal, workers are actually guaranteed a minimum wage of R240/hour and can earn up to R256/hour, depending on productivity.

UAMWU too has been involved in a major strike. In late June 7 000 workers at Messina's Nissan, Magnus Truck and Motorware complex struck in support of union demands for a 45c/hour increase. Management had offered between 8c and 10c. In negotiations after the strikers returned to work, the parties agreed on an 18c across the board increase effective from July 1 and further 2c/hour increase from September. That will bring the mini-

FM 3/8/84 (143) (142) (151)

mum up to R2 47/hour It was also agreed that negotiations would be conducted annually in future instead of half-yearly

Toyota, the only motor company making a healthy profit, has its plant in Natal There the company has been paying a R2 65 real minimum wage since the beginning of July Naawu has 35% membership at the plant A union spokesman tells the FM wages in Natal are directly influenced by what Naawu has achieved in other areas

By contrast, eastern Cape wages have stabilised largely due to the fact that an 18-month agreement was negotiated on June 7 1983 It expires at the end of this year The eastern Cape motor industrial council's minimum wage is R2 15/hour This amount swells to a minimum of R2 26/hour if the industry's year-end gratuity of approximately 4% of basic salary and an attendance allowance are included A union spokesman tells the FM that the average actual wage is R2 70/hour

Far lower

Wages in the motor components sector are far lower The industrial council minimum is R1 11/hour — agreed in December last year In terms of the agreement it will rise to R1 50 from October The lower wages in this sector is largely accounted for by the fact that components manufacture is split between a large number of small companies — who lack both the resources and the vulnerability of the big motor companies

Naawu and UAMWU both have presence in the motor components sector as has Fosatu's Metal and Allied Workers' Union (Mawu) But the key union is the Trade Union Council of SA's Motor Industry Combined Workers' Union (Micwu) These unions are all committed to increasing wages

Signs of co-operation have already become apparent Last year, in an unusual display of Fosatu-Tucsa co-operation, Naawu publicly backed Micwu's wage demands This year Micwu, Mawu, Naawu and UAMWU met to discuss future co-operation Micwu and the Fosatu unions are all affiliates of the SA Co-ordinating Council of the International Metalworkers' Federation Naawu and Mawu have also applied to join the sector's industrial council This could spell trouble for the council's two dominant unions — the Motor Industry Staff Association and the Motor Industry Employees' Union of SA Union strength will also be enhanced if the current unity talks initiative succeeds in creating a single union out of Naawu and UAMWU

Naawu's Taffy Adler tells the FM the union has a short-term aim to increase the component sector's minimum wage to R2 Its aims for the assembly industry are clear it wants a R3 50 minimum wage But this demand is unlikely to meet favour among employers struggling with increased costs and low rates of exchange

One employer told the FM "If they are

going to to call for R3 50/hour they may be prepared to back off at R3/hour or lower Otherwise they'll have to strike for a long time "

BROWN ELECTION
Ready for the fray

This week an unexpectedly large number of 168 Indian hopefuls were officially nominated as candidates to contest the 40 seats of the (Indian) House of Delegates in the new Parliament No fewer than 77 are standing as independents and nobody is being given unopposed entry to the House

As a result, the major parties — JN Reddy's Solidarity, which is contesting all 40 seats, and Amichand Rajbansi's National People's Party (NPP), which is fighting in 38 — could suffer in some constituencies In two of the 29 Natal constituencies, no fewer than nine candidates are standing

The tantalising question is whether the Indian electorate, on August 28, will show the same interest in the election as the would-be parliamentarians

Opponents of participation in the constitution say the large number of candidates reflects "opportunism" and religious-sectional interests A contributing factor is the newness of Indian parties which have not yet established power bases.

The number of candidates does seem to reflect a high level of political awareness The awareness is heightened by the fact that both opponents and supporters of participation in the new parliament have, of necessity, to focus their propaganda on the constitution itself and on its political implications

The anti-participation Transvaal Indian Congress (TIC) claimed the nomination of

the candidates as a "victory" The TIC said the candidates lacked calibre and had a history of collaboration with government-created bodies such as the SA Indian Council

Paradoxically, all the Indian parties (and the coloured Labour Party), are committed to destroying apartheid — from within There are few policy differences between them, as was shown by the number of candidates who swapped parties in the run-up to nomination day

In the parallel coloured elections for the 80-seat House of Representatives on August 22, 207 candidates have been nominated The smaller number of coloured independent candidates (33) testifies to the Labour Party's dominance of the political scene

Led by Allan Hendrickse, the LP is the only party fielding candidates in all 80 coloured constituencies and is expected to gain a majority in the coloured house

Labour's main rival is the People's Congress Party (PCP) led by Peter Marais It is contesting 59 seats 47 in the Cape and six in Transvaal, all five Natal seats, and one of the five Free State constituencies

Of the other coloured parties, Arthur Booyen's Freedom Party is fielding 25 candidates, and the Reformed Freedom party, led by Charles Julies, is fielding 11

The LP has four unopposed MPs — including David Curry who is tipped for a Cabinet post

Labour is also contesting some Indian seats but its candidates will run as nominal independents not to contravene the Prohibition of Political Interference Act

Compared to the coloured situation, the Indian parties have had "no impact" yet, says Boetie Abramjee, NPP Transvaal leader and a candidate in Laudium At this stage, he says, "the person will make the party," rather than the other way around



Labour's Hendrickse ... fighting from 'within'

Mass Cape rally against elections

By RIAAN DE VILLIERS
Labour Reporter

ALL emergent trade unions and major community-based political organizations active in the Cape and opposed to the new constitutional dispensation will join forces in staging a mass anti-election rally in Athlone on Monday night.

This was announced finally in a statement yesterday following a series of behind the scenes meetings this week between the organizations involved

The rally is seen as an event of major political importance, as it will represent almost the entire spectrum of extra-parliamentary organizations

opposed to the new dispensation

Political organizations taking part are the United Democratic Front, the Cape Action League (CAL) and the Federation of Cape Civic Associations

Unions include all those expected to unite in a new federation of independent unions later this year.

They are the National, Automobile and Allied Workers' Union and National Union of Textile Workers, both Fosatu affiliates, the General Workers' Union, the Food and Canning Workers' Union and the Cape Town Municipal Workers' Association

Others are the Media Workers' Association of

South Africa, a UDF affiliate, and two new emergent unions closely aligned with the UDF, the Clothing Workers' Union and the Retail and Allied Workers' Union

'Boycott'

Mr A M Omar, who has been elected to chair the rally, said yesterday that its central theme would be a "call to the oppressed and exploited people not to vote on August 22 and 28 and to boycott the dummy apartheid elections"

"We call upon the working people of this land to unite and fight against every aspect of the so-called new deal and against all attempts to divide the working class," he added

The rally will be held in Fun City, off Hines Road, and will start at 7.30pm

Tension

There have been varying degrees of tension between participating organizations in the recent past.

A major rift developed last year when independent unions refused to affiliate to the UDF. At the same time they said they were willing to cooperate with any organizations, including the UDF, opposed to the new deal

This sparked off an acrimonious debate between various factions over the relationship between trade unions and community-based political organizations

However, these tensions have abated considerably since then and observers say the rally is an important indication of the extent to which relations between unions and community organizations have improved

There have also been tensions between the UDF, the CAL — affiliated to the rival National Forum — and the Federation of Cape Civics, an independent community organization

● Yesterday's statement charged that there were "attempts to sow disunity and division between the organizations" — and cited as an example a "mischievous report" which appeared in the Cape Times earlier this week.

It "condemned" these actions which it charged were "designed to disrupt the joint rally and united action to boycott the elections"

But participants were "determined to make the rally a success," it added

● The Cape Times report stated the joint meeting was being organized and focused attention on the political debate between the UDF, the National Forum, CAL and Azapo as reflected in a recent issue of CAL's mouthpiece, Solidarity

(Report by Riaan de Villiers, 77 Burg Street, Cape Town)

C. P. 100 (190A)
Naawu unionists' homes petrol-bombed

5/8/84
THE homes of two National Automobile and Allied Workers' Union officials were petrol-bombed in Kwa Nobuhle township near Uitenhage this week.

National Naawu vice-president Johnny Gomo (right) told City Press that he was woken up by a large bang at 3.10 am on Monday

He discovered that part of his lounge was on fire and the curtains were engulfed in flames. With the help of his wife and children, he managed to put out the flames

The damage caused was estimated to run into hundreds of rands. About 20 minutes after that, shop steward Samuel Mpushe heard a noise on the roof of his house.

When he investigated, he found an unexploded petrol bomb

No damage was done

~~(92)~~ ~~(152)~~ (100A)
VW shutdown over as wage strike ends

6/8/84 Post Reporter E. Post

AFTER a three-day break in production last week, striking workers at Volkswagen in Uitenhage have returned to work

The strike over grievances about wage classifications and job gradings started last week among the 140 engine plant workers, culminating in the factory's 2 500 workers being sent home on Wednesday afternoon

Consequently production ground to a standstill for 2½ days. The factory manufactures about 200 cars a day

According to the public affairs manager, Mr Ronnie

Kruger, workers had agreed to return to work while their grievances were being discussed with management

Discussions between management and the strikers, members of the National Automobile and Allied Workers Union would continue, he said

The return to production would be staged in two parts, with the engine and final vehicle assembly working today and the paint and body shop staff working tomorrow

This was the only way total smooth production could once again be achieved, he said

RAM 6/8/84 140A 159 3475

A STATEMENT by Mawu last week illustrated the strength and weakness of its attempt to better the wages negotiated at the metal council by striking deals with individual employers

Its Southern Natal branch has reached wage agreements with several employers who ignored a call from their employer federation, Seifsa, not to bargain with unions outside the council

All raise minimum pay to well above the levels agreed at the council — and in all but one Mawu achieved its initial target of a "living wage" of R90 a week

But they cover only 10 plants, not all of which are covered by the metal council

Pay talks with six more firms are in progress, but most metal employers are still resisting demands for direct pay talks

RAM 6/8/84

~~15/2/84~~ (KOA) (128)

LEGAL strike ballots are becoming more common

— but one due next week is particularly significant

It will be run jointly at Anglo American's Highveld Steel by the SA Boilermakers Society (SABS) and Fosatu's Metal and Allied Workers Union and will take place from Monday to Wednesday

Highveld, which negotiates its own wage agreement under the umbrella of the metal industrial council, offered unions the 7%-13% rise agreed at the council

Two unions accepted this, but Mawu and SABS, both of whom refused to sign the main council agreement, declared a dispute. The ballot is the result

Highveld is one of the most influential metal employers and a strike would be a key trial of strength between it and the two unions

The ballot is also the first to be run jointly by an emerging and an established union

SABS is not a typical established union — it has sought to co-operate with the new unions for some time — so the ballot may not mark a new era of joint action by unions from the two camps

But it may show that attempts to bring some metal unions together through the local council of the International Metalworkers Federation, to which both unions belong, are bearing fruit

There are still tactical differences between the two at Highveld. Mawu appears to favour a strike by all its Highveld members if they vote to down tools, while SABS wants more localised stoppages

RYM 7/8/84 (140A)

Wage increases for Putco staff

By STEVEN FRIEDMAN
Labour Correspondent

A WAGE agreement between the Putco bus company and trade unions will raise the pay of about 8 600 weekly-paid workers at the company by 12,3%, a company spokesman announced yesterday.

The spokesman also told Sapa fringe benefit improvements contained in the agreement would bring the total value of the package negotiated to just over 17%. The agreement is to be backdated to July 1.

Putco negotiates wages with two unions, the Transport and Allied Workers Union, which belongs to the Council of Unions of SA, and the Transport and General Workers Union, a member of the Federation of SA Trade Unions.

The agreement announced yesterday means that Putco workers have won two wage increases in little over a month.

It came shortly after an arbitrator, appointed in terms of the country's official settling machinery, set-

led a dispute between Putco and the unions which resulted from last year's wage talks.

In June, the arbitrator awarded workers a 15,5% increase after the two sides had deadlocked, with Putco offering 6% and the unions demanding 30%-50%. This increase was backdated to the beginning of the year.

The two unions hailed this award as a victory, but noted that the arbitrator only had the power to backdate the agreement for six months. This meant workers received no increase for the period between the middle of last year, when the dispute occurred, and this January.

The fringe benefit increments in this year's increase included adjustments to wage notches, paid public holidays and allowances for tools, Putco's spokesman said yesterday.

Meanwhile, the Transport and Allied Workers Union has been recognised by Greyhound Bus Lines. The company and TAWU were due to sign an agreement at the company's Chamdor plant yesterday.

THE Volkswagen assembly plant in Uitenhage has been closed until further notice.

This was announced by the industrial relations director, Mr Brian Robinson, today

He said the decision had been taken because of the "persistent unlawful work stoppages experienced during the past few weeks"

He said the actions of workers on the final assembly and engine assembly lines had made it impractical and uneconomical for the company to continue to run the plant

The strike over grievances about wage classifications and job gradings started last week among the 140 engine plant workers

Mr Robinson said the company was told by NAAWU (National Automobile and Allied Workers Union) representatives today that paint shop employees had refused to resume normal production unless certain worker demands were met

The work stoppages by assembly and engine assembly employees had already affected areas vital to the continued operation of the entire plant

The company remained committed to discussing and reviewing all employee grievances with the trade unions involved. It hoped to resolve these problems as soon as it was practically possible to allow the plant to re-open and resume normal production

Mr Robinson declined to comment on how or whether salaried staff would be financially affected during the shutdown

He had no idea at this stage when the plant would be re-opened, he said

Last week the strike resulted in a three-day break in production, with all 2 500 workers being sent home on Wednesday afternoon

The plant produces about 200 cars a day

BY GATHY SCHNELL

2. Post 7/8/84

Stoppages force VW's shutdown

VW plant closed after string of work stoppages

By Carolyn Dempster,
Labour Reporter

The closure of the Volkswagen plant in Uitenhage, affecting 4 000 workers, is the latest turn in a two-month running battle between management and the National Automobile and Allied Workers' Union

The string of illegal stoppages, which Volkswagen's industrial relations director, Mr Brian Robinson, cited yesterday as the reason for the closure, began in mid-June

The stoppages were sparked off by an altercation between a white assembly worker and a black worker, and the subsequent handling of the incident.

Mr Fred Sauls, general secretary of Naawu, said

today that Mr Robinson's explanation for the closure was totally misleading

He said the union had been amazed by the sudden closure of the plant and had sent a letter to Volkswagen requesting the appointment of an arbitrator to resolve the continuing dispute.

SCUFFLE

Should management have failed to reply by the end of the day, the union would take up the matter with the Industrial Council

Mr Sauls said the dispute started on June 28 when a scuffle took place between a white worker, Mr J du Toit, and a black worker, Mr Johnson Gaika, in the paint shop.

The incident did not

lead to a disruption in production and work resumed as normal.

The next day, the foreman called in Mr Gaika and informed him that an assault charge had been laid against him

Union shop stewards were told the company was not prepared to accept fighting on the premises.

The first stoppage took place in mid-July when management sent Mr Gaika home and workers demanded that Mr du Toit also be suspended

Management acceded to the demand of the workers

The second stoppage occurred at the end of July when only Mr du Toit was re-admitted to the plant

Star
8/8/84
(140A)

Another pay rise for Putco workers

By Carolyn Dempster,
Labour Reporter

Two unions negotiating jointly on behalf of 8 600 Putco workers have won wage increases of 12,3 percent and numerous service benefits for their members

The package, which comprises a 17 percent increase overall, was successfully negotiated between the Transport and General Workers' Union, the Transport and Allied Workers' Union and the Putco bus company last Friday.

This is the second increase in just over a month

In June an arbitrator awarded a 15,5 percent increase backdated to January

The award followed a year-long dispute between the unions and the company

In terms of the new 1984/5 agreement all employees will receive an additional paid public holiday each year

Tool allowances are to be increased from R1 a week to R3 a week, maternity leave benefits now include a guarantee of re-employment, the funeral benefit fund has been extended and reimbursement for hospital fees has been marginally increased

Miss Jane Barrett, general secretary of the TGWU, said the increase was satisfactory

But she said the union was happiest about the various improvements in working conditions

Although the TGWU is affiliated to the Federation of South African Trade Unions and the TAWU is a Council of South African Unions affiliate, the two unions have been working closely together in the arbitration hearings and the annual wage negotiations

8/8/84 (190A) D. Dispatch

Brown lung: textile workers claim relief

DURBAN — Workmen's compensation claims have been made for 30 employees of a New Germany factory who are believed to have the potentially fatal brown lung disease

These claims follow a health and safety campaign by Dr Neil White, medical officer of the National Union of Textile Workers, who screened 2 000 workers of the Frametex mill in May

Brown lung, or byssinosis, is an insidious lung disease contracted by workers inhaling cotton dust. It blocks lung passages and is incurable if not detected in the early stages

Dr White said his survey showed 30 people "who can safely be said to have brown lung"

They were screened by a radiologist to exclude diseases such as tuberculosis, which could show the same symptoms. They were then referred to another doctor for more examinations

Dr White said he expected the claims to take about a year. He had

written to the joint managing director of the Frame Group, Mr Selwyn Lurie, asking him to transfer the workers to a dust-free area

Dr White, an authority on brown lung disease, said he was concerned at the lack of protection for the country's 42 000 cotton workers

"At the most conservative estimate, quoted by employers, the incidence of the disease is four people in 1 000"

Mr Lurie said the group had only had one case of a worker with brown lung disease and he had been transferred to a dust-free section

"Our policy is not to retrench any workers found to have symptoms of byssinosis. Workers who show any symptoms of lung disorders are transferred to where there is less risk of cotton dust contamination"

The textile federation was asked to research the problem internationally 18 months ago, Mr Lurie said, and overseas diagnostic equipment (the same used by the union) was being bought for the industry — SAPA

VW shop clash 'not the only problem'

~~197~~ ~~140A~~ 140A
From Page 1

● *E. Post 8/2/84*
paint-shop incident with a white colleague. The black worker had been kept out of the factory while the white worker had remained

● July 6 Workers downed tools, demanding that the white worker be given the same treatment as any other employee

● July 12 Their demand was met and they returned to work

● July 27 It was decided that because both employees were on full pay, they should be allowed to return to work while the company's labour relations section considered the matter and a decision was taken

● July 30 The workers returned to work as agreed but the black employee was still refused permission to return to work. The white worker "experienced no problems"

FOSATU

This argument really shows that they accept racism and division. A minority cannot negotiate for a majority. No minority can be liberated in South Africa if the majority remain oppressed. The problems of exploitation and racism are part and parcel of the social and economic system in South Africa. The solution cannot be negotiated between the strong and the weak. The strong know this very well and their aim is to buy allies in the Labour Party and the Solidarity Party so that they can play a game of negotiation that confuses people. The solution to South Africa's problems lies in hard bargaining between the strong and the strong. We must build our strength and not destroy it for fat parliamentary salaries.

BY NOT VOTING WHAT DO I ACHIEVE?

Before answering this let us all be clear of one thing. The law says that you have to register as a voter. It does not say that you have to vote. The question of whether you vote or don't vote is your right to decide. This is very important because these political parties are trying to frighten people into voting. They want people to think that it is against the law not to vote. This is untrue — it is your democratic right to not vote.

Some people may think that not to vote is very negative and will allow bad people to win the election. We in FOSATU hope that we have persuaded you that this is wrong. Refusing to vote is a very positive action because it unites you with the great majority who don't have the vote. This unity destroys racism and division.

We in FOSATU are not just talking theories. We are talking from hard experience. We have fought for non-racial organisation in the factories. We have built unity in organisation and our members have seen the benefits of this.

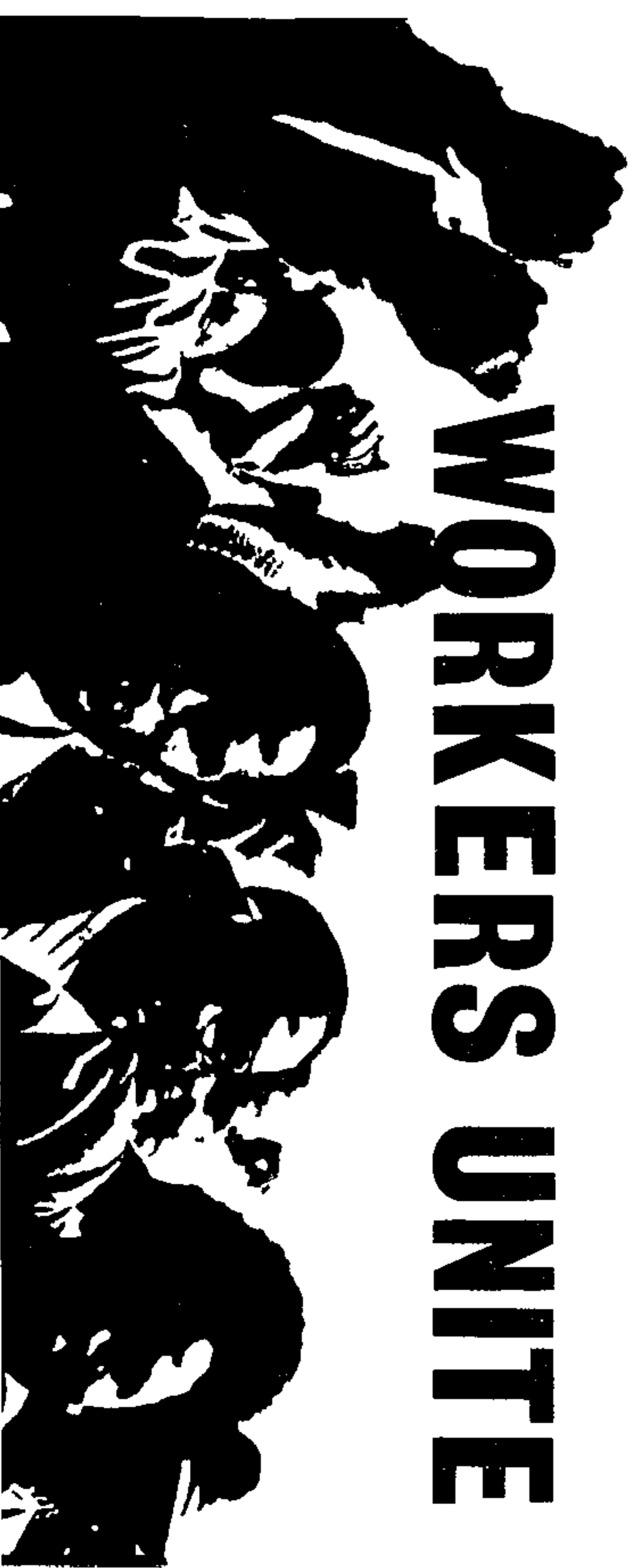
Forget those who for their own self seeking reasons are trying to lead us back to apartheid. Without support they cannot govern anything.

JOIN the non-racial trade union movement

JOIN the progressive organisations who oppose the Constitution

JOIN the struggle for a truly democratic South Africa free of political and economic oppression

DON'T VOTE — make your contribution to our struggle!

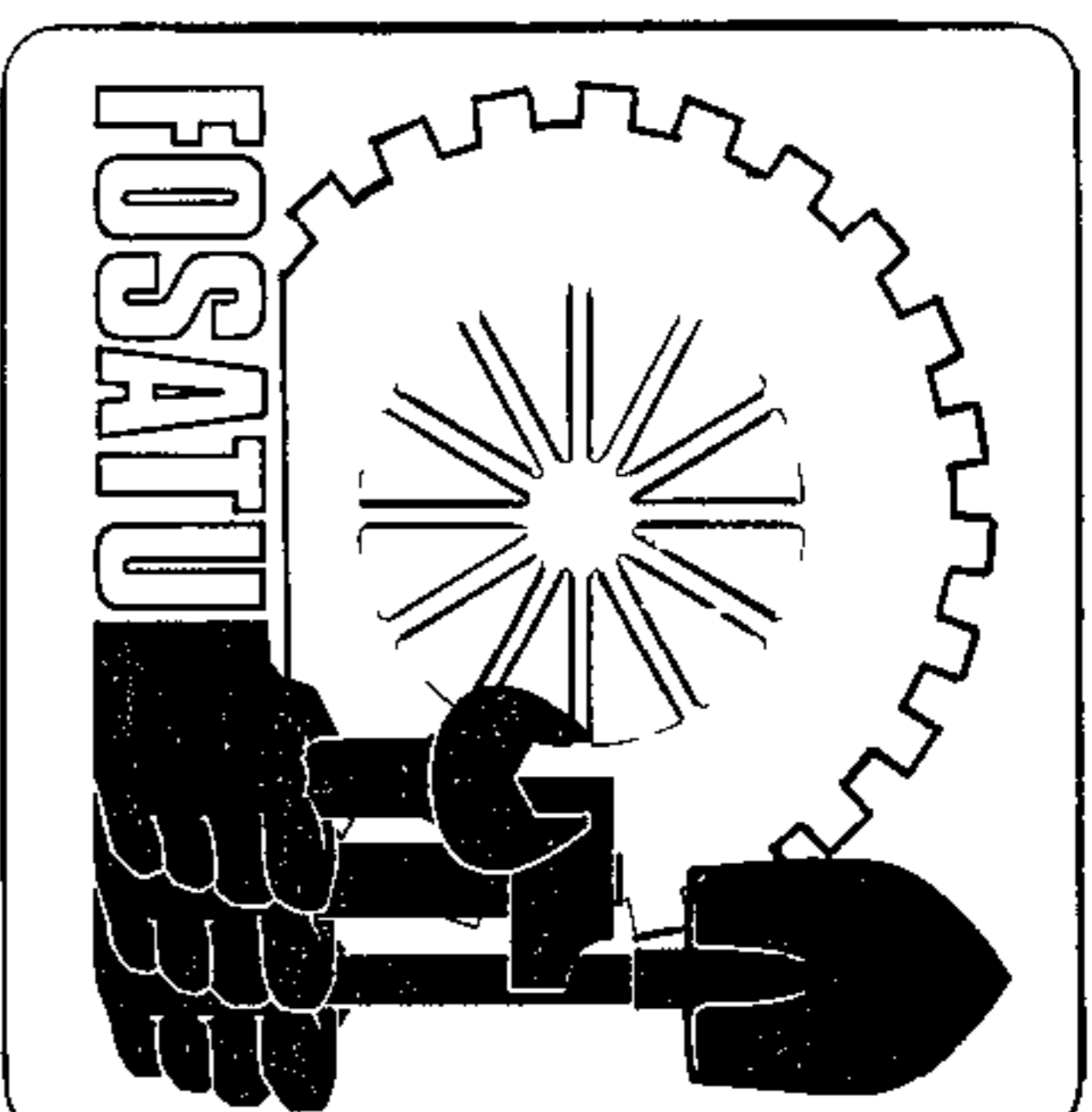


WORKERS UNITE

140A

SALDRU
SCHOOL OF ECONOMICS
U.C.T.

FOSATU SAYS



TO VOTE

is to vote for Racism.
will only benefit opportunist leaders.
is to accept an Undemocratic
Constitution.

FOSATU SAYS

The New Constitution is:

Undemocratic

Democracy means an equal vote for all in the ONE SOVEREIGN PARLIAMENT of the Land. This constitution

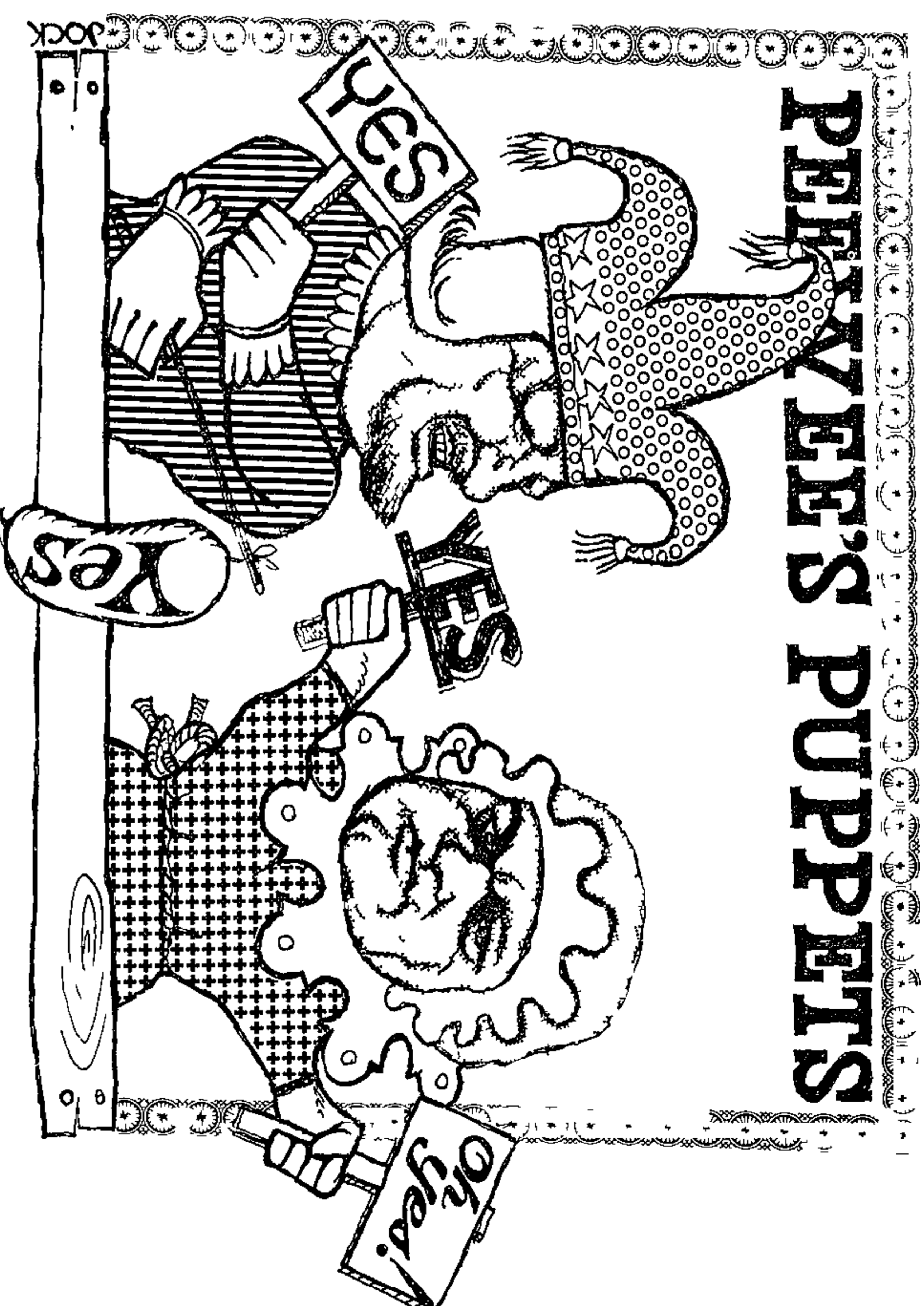
- ~ Denies the vote to 72 percent of the population
- ~ Sets up three parliaments
- ~ Makes sure that none of the parliaments control the country making a mockery of those votes that can be cast
- ~ Leaves real power with the President, the President's Council and the Cabinet Committees. So joined by a few sell-outs, the generals, bureaucrats and the businessmen who now control South Africa will continue to do so

Racist

The people of South Africa remain divided by race. In fact the Constitution is designed to protect separate racial interests. This is none other than apartheid. Instead of removing the hated apartheid, it will only sink its evil roots deeper if this Constitution succeeds.

Anti-Worker

We, the workers, are the most oppressed people in South Africa. It is us who suffer poverty wages, dangerous working conditions, long hours of work and the destruction of our family life. We know from our struggle that those problems can only be overcome by unity and organisation. The aim of this Constitution is to deepen the racial divisions between workers because they know that this will weaken our organisation in the work place. They are not only trying to divide white, so-called coloured and Indian but also African workers by putting them in separate bantustans.



WHAT DO THE SELL-OUTS SAY?

Sell-Out

The time for boycott politics has passed

FOSATU

When were these people ever involved in boycott politics? The Labour Party entered the Coloured Representative Council, Solidarity Party and the National People's Party leaders sat in the South African Indian Council and on the President's Council. What have they changed? What are these two new Parliaments? Surely they are only the CRC and the SAIC dressed in new clothes? A successful boycott needs unity and strength. The racial division accepted by the sell-outs can never build such unity and strength.

Sell-Outs

It is time for negotiation. The Nationalists are changing and we must make sure that change is in the right direction.

FOSATU

Where is the real change? Are expensive hotels and very expensive cricket teams change? The fact is that racism is still the law of the land — we still have the Group Areas, Influx Control, the Immorality Acts and the Internal Security Act, amongst others. Poverty, unemployment and inflation remain as bad as ever. What will these people negotiate? Can a fly caught in the spider's web negotiate with a spider?

Sell-Outs

Once we are inside the system we will use this to negotiate for the African people.

Clash at VW shop only one of issues'

87 8764
S. Post (140A)

By CATHY SCHNELL
THE incident between a black and a white worker at Volkswagen in Uitenhage was only one of the issues raised by workers in the past month, the industrial relations director for the company, Mr Brian Robinson, said today

He was responding to an allegation by the chairman of the Volkswagen branch of the National Automobile and Allied Workers' Union (Naawu), Mr John Gomomo, that the month-long spate of work stoppages stemmed from this altercation

This incident had been handled by management strictly in terms of agreement procedures agreed to by the union and the company

Moreover, previous reports had omitted to mention that a second case — involving an alleged assault of a supervisor by the same employee — was under review

Until this case had been

heard, the employee would receive full pay, Mr Robinson said

The present situation remained "unchanged" and the plant would continue to remain closed, he said

Two Naawu meetings were scheduled for today

Mr Gomomo said the work stoppages and an alleged altercation involving a black employee and a white colleague would be discussed

A letter outlining the workers' grievances and recommending that the dispute "either be taken care of by an arbitrator or by the Industrial Council" had been sent to Volkswagen management who had promised a reply later today, Mr Gomomo said

He outlined events leading to the walk-outs

● June 28 Union members were displeased with the treatment meted out by the company to a black worker involved in a

● Turn to Page 2

~~199~~ (140A) ~~199~~
E-Post 9/8/84
**VW management
waits for Naawu**

Post Reporter

THE ball is now back in the National Automobile and Allied Workers' Union (Naawu) court with Volkswagen management in Uitenhage sitting tight and waiting to be contacted by the union

The plant was still closed today, but management was keen to continue negotiations in order to resolve the situation as soon as possible, the industrial relations director for the company, Mr Brian Robinson, said

Yesterday workers remained resolute not to resume production until they had received a "satisfactory report back" on unresolved issues

They are expected to contact management later today

The plant was closed on Tuesday after a series of work stoppages over the past month

About 4 000 employees, mainly production staff, are affected

LABOUR NEWS

RD 10/8/84 Delay in (140A) court ruling

Labour Correspondent

MORE than 100 workers fired by an East Rand metal company, who have been waiting since February for a key industrial court ruling on their attempt to win reinstatement, now face another delay before judgment is given.

The workers, who were fired by an Alrode company Screenex after stopping work when some migrant workers' contracts were not renewed, have been out of work since December 1982.

Their case is considered a key test of migrant worker rights.

The president of the court, Mr B. J. Parsons, said the court's ruling was nearing completion.

But it was learnt yesterday that the presiding officer in the Screenex case, Mr A. J. Erasmus, SC, has called for fresh evidence to be heard on August 18.

In criticising the delay, the worker's union, the Metal and Allied Worker's Union, noted that, if workers were to win their case, the court only had the power to backdate their reinstatement for six months, which meant that the workers would already only be compensated for six of the 18 months they have been unemployed.

The Screenex case, in which workers allege they are the victims of an "unfair labour practice", is unusual in that the court called for evidence to be heard. These cases are usually decided by legal argument only.

Evidence was first heard last September, but the case was postponed and evidence was completed in February.

In commenting on the delay, Mr Parsons said the case had been a complex one which had raised several issues requiring "careful consideration".

Strike ballot will decide

ROM
14/8/89

140A

Labour Correspondent

A KEY ballot, which could lead to joint strike action by workers across race and skill barriers, begins today at the key Witbank plant of Anglo American's metal company Highveld Steel.

The strike ballot has been organised jointly by two unions, the Metal and Allied Workers Union (Mawu), and the SA Boilermakers Society, whose members include skilled workers

It is the first to be organised jointly by them and is also believed to be the first legal strike ballot to be run jointly by an emerging union and an established union since the Government's labour reforms were introduced

The ballot will last three days and the result is expected to be known late on Thursday or early on Friday. It follows a deadlock over wages

Highveld negotiates a separate "house agreement" with unions under the umbrella of the Metal Industrial Council and offered them the same 7%-13% increase offered unions on the council by the Steel and Engineering Industries Federation (Seifsa)

Two unions accepted this, but Mawu and the Boilermakers, both of whom refused to accept Seifsa's offer at the council, rejected it and opted for a strike ballot.

Mawu members met last night in Lynville, the black township near Witbank, to discuss preparations for the ballot which is expected to favour a strike

The general secretary of the Boilermakers Society, Mr Ike van der Watt, has said that skilled members of the union will take part in the ballot, which follows discussions between shop stewards of the two unions

RAM 14/8/84 (140A)

4-month wage dispute settled

Labour Correspondent

A LENGTHY wage dispute between the Metal and Allied Workers Union (Mawu) and a Howick company, BTR Sarmcol — which led to a legal strike ballot and an overtime ban by the union — has been settled, a Mawu statement announced yesterday.

The statement said an unusual feature of the agreement ending the dispute was that workers would be allowed a half-day off every May 1, which is celebrated by workers as International Labour Day.

Mawu said this was "a worker holiday internationally and a day which Fosatu unions and other progressive groupings are seeking to have recognised in South Africa".

The statement also revealed that the agreement

followed mediation, which is increasingly being used to settle labour disputes.

Mawu said the settlement would raise wages at Sarmcol by up to 59% more than the company's original offer. The new minimum wage would be R329 a month, which was "still pitifully low but 19% higher than originally scheduled".

Comment from the company could not be obtained yesterday.

The dispute between Mawu and the company lasted nearly four months and had several unusual features, including the appearance of Mawu officials — who had bought shares in Sarmcol — at the company's annual general meeting, where they criticised its labour policies.

It followed a key union recognition dispute between the two sides in which Sarm-

col became the first employer to launch an industrial court action against a union, charging it was guilty of an "unfair labour practice". The case was settled out of court, but the two sides have not yet signed a recognition agreement.

It said the two sides had also agreed to try again to reach finality on a recognition agreement.

In its statement, the union also announced that a second wage dispute between it and a Natal company had been settled after mediation.

The company is MAN trucks of Pinetown and the agreement would increase minimum pay by 28% and other wages by up to 13%, the union said.

Minimum pay would rise to R94,50 a week and workers would also receive an increased leave bonus.

ROM 14/8/84 140A

Pretoria firm ordered to reinstate 100 workers

By STEVEN FRIEDMAN
Labour Correspondent

THE industrial court has ordered a Pretoria motor components company CHT Manufacturing to reinstate 100 members of the National Automobile and Allied Workers Union (Naawu) who were fired in late February.

In a statement Naawu, which belongs to the Federation of SA Trade Unions, welcomed the decision and said it highlighted the "unacceptable and dehumanising wages and conditions" in many components factories.

Naawu is conducting a major recruiting drive in components plants.

It has criticised conditions in these plants and vowed to campaign against them.

While welcoming the ruling, Naawu said it was disappointed that the court had reinstated the workers from August 7, not from the date they were fired.

The workers are to meet this morning to discuss whether to appeal against this aspect of the court's ruling.

However, a spokesman for CHT, Mr Lawrence Wilson, disputed the union's charges about conditions at the plant.

He noted that the court found that CHT and the union were equally to blame for the dispute. Had it endorsed Naawu's view of the dispute, it would have ordered that workers be reinstated from February.

Mr Wilson said his company accepted the ruling and would reinstate the workers.

In its statement, the union labelled the workers' firing as a "lockout".

It said it followed their refusal to work overtime in protest at the company's refusal to negotiate wages with Naawu.

It said the company then tried to get workers to sign a document agreeing to continue working overtime of up to 34 hours a shift.

These hours, it added, were "inhuman" and in breach of the law. When workers refused to sign, they were dismissed.

Naawu said the court held that workers had a "clear right to refuse to work such overtime" and their refusal to work was therefore not a strike.

It had also ruled that they were not compelled to work overtime at all.

Mr Wilson denied workers were locked out or forced to work 34 hours overtime.

He said the company offered the union a 15% pay rise, but Naawu had submitted a "ridiculous" wage demand, which would have raised minimum pay to R3,50 an hour for unskilled workers.

The document the company then asked them to sign simply asked them to agree to work overtime within the limits allowed by the law, Mr Wilson said.

He said as a result of the court order workers at CHT would no longer work overtime at all.

injured and unconscious, were found tied together with a rope on the Witbank-Johannesburg highway near Delmas at the weekend.

The men, who were badly beaten up all over their bodies, were found by passing motorists on Saturday afternoon. They were rushed to the Far East Rand Hospital in Springs where they were admitted to the intensive care unit. Their condition was yesterday said to be still very critical and the hospital spokesman said they were still battling for their lives.

Why not attend our meeting?

THE SOWETAN Woman's Club meetings will be held at the Soweto Funda Centre and in Daveyton. Lionel Kente Hall on August 18 at 2 pm.

Guest speakers will talk on colds, flu and coughs as this is the season when most people suffer these ailments. In Soweto a guest speaker, Mrs Priscilla Nyelele with complement talks with a demonstration on how to arrange flowers for your dinner table; and Mrs Gladys Botha

for the East Rand police, said the men were found at about 3 pm on Saturday tied together with a rope not far from the highway just a few kilometers from the Delmas Station.

He said "The men were badly beaten up and were also unconscious when they were found by passing motorists. Their identity is not yet known and at the moment we do not know how and who beat them and dumped them where

said at the moment no arrest has been made and police are still investigating. Meanwhile, he said 10 people were killed in the East Rand at the weekend, 16 others were robbed, seven women raped and 37 cars were stolen in the area from Friday until Sunday night.

He said three people were killed in Katlehong, two in Tembisa, another two in Kwa-Thema, one each in Vosloorus, Duduza and Nigel.

Azapo steps up campaign

THE Azanian People's Organisation (Azapo) has intensified its campaign against the forthcoming Indian and coloured elections under the new constitution.

The organisation's meeting held in Lenasia at the weekend, noted that the election will result in the "conscription of the oppressed to fight their fellow brothers and sisters, and therefore orchestrate this internecine slaughter."

The meeting, attended by over 800 people, resolved to "strive for the unity of all oppressed as one monolithic and undivided Azanian nation and to oppose all these divisive measures".

It also resolved to isolate all those standing for election in all possible spheres namely, social, economical, political and sporting.

Azapo's vice-president, Mr Saths Cooper, confirmed the organisation's willingness to forge working relationships with other opposing groups so as to resist, combat and nullify the new dispensation.

Another speaker, Mr Frank van der Horst, president of the South African Council of Sport, urged Indians and coloureds to resist the racial programmes of a government that was trying to break the strength of the working class.

100 workers must get jobs back

THE Industrial Court has ordered the CHT manufacturing company in Rosslyn, Pretoria, to reinstate 100 members of the National Automobile and Allied Workers Union (Naawu).

The judgment was a sequel to an "unlawful lockout" of the workers by the company on February 24 this year.

The court hearing arose out of a refusal by workers to continue working overtime of up to 34 hours a shift which, "aside from its basic inhumanities, is a clear breach of current legislation limiting overtime to a maximum of 10 hours a week".

When workers refused to do this, said Naawu in a statement, management subsequently dismissed the entire workforce.

"The dismissal took place while the workers were still at work and the committee negotiat-

ing. There was clearly no stoppage by workers at the time they were dismissed."

The court held that the workers had a clear right to refuse to work such overtime and that the refusal did not constitute a strike. The court ordered that the workers were not required to work hours in excess of the normal hours per week as provided by the Industrial Council agreement.

Naawu invited all workers at CHT to a meeting today at the Roman Catholic Church Hall in Soshanguve, near Pretoria, at 11 am

Naawu said "We welcome the court's decision as it comes at a time when in the course of our recruitment drive we uncover more and more factories which have similar unacceptable and dehumanising wages and working conditions."

Naawu invited all workers at CHT to a meeting today at the Roman Catholic Church Hall in Soshanguve, near Pretoria, at 11 am

Nyerere makes plea to ANC

HARARE — Tanzanian president Julius Nyerere has urged the ANC of South Africa to discuss a "change of tactics" in the light of developments in southern Africa.

The President's appeal was contained in a lengthy interview with the Third World magazine, South

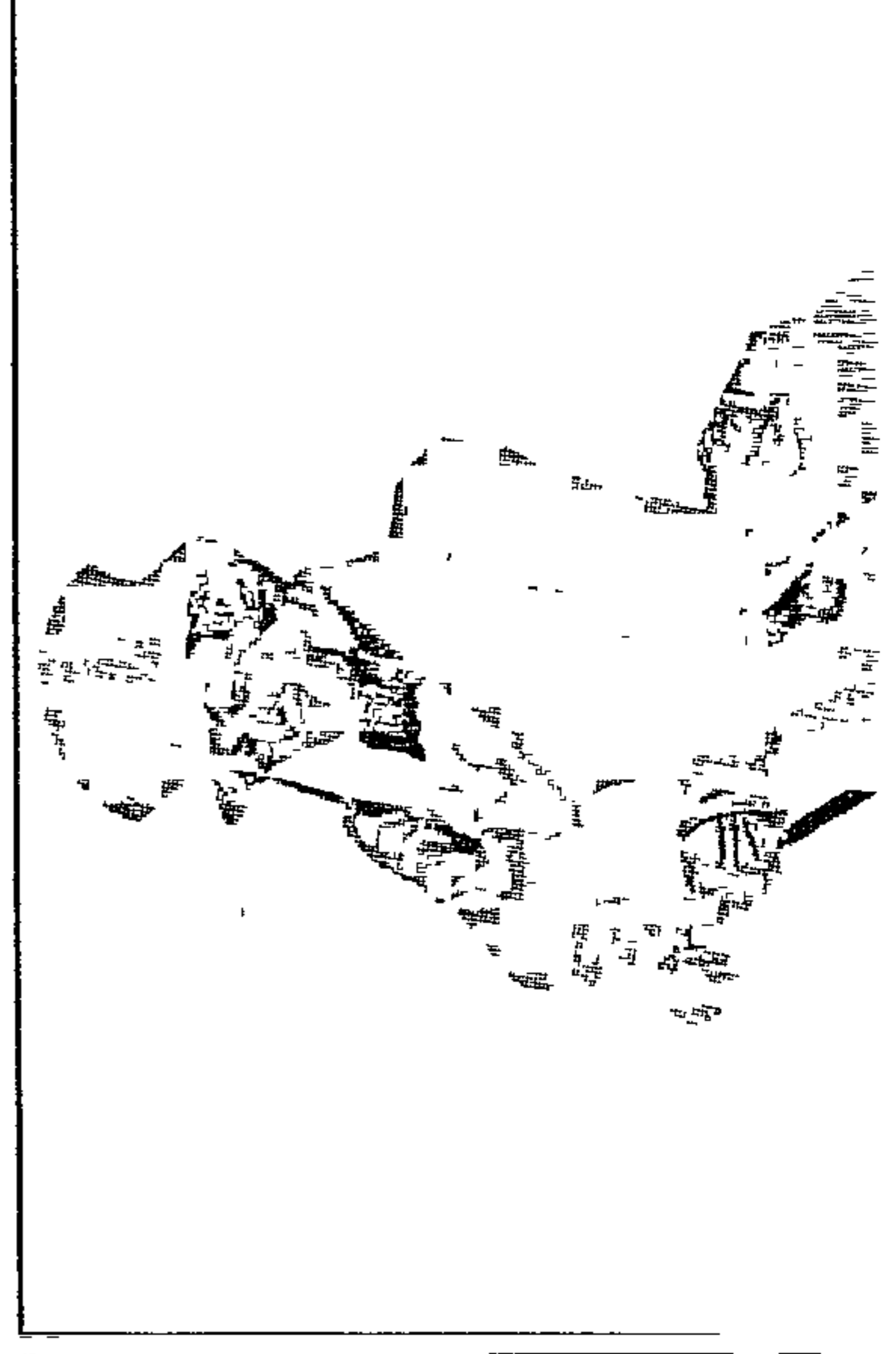
He commented that the ANC was at present "very worried" about the "understandings" which had been reached between Pretoria and some of its neighbours regarding the harbouring of ANC personnel.

The ANC would have to sit down with the Frontline States and discuss changes of tactics to meet the new situation, said President Nyerere.

While saying that

who want to help us in our struggle against South Africa."

It would be failing the objectives of the SADCC if member countries started to establish new economic links with South Africa said the President, in an apparent reference to the warming trade and other ties between South Africa and Mozambique.



VW shutdown ends: employees return to work

~~1983~~ 740A ~~1983~~
E. Post 14/8/84

Post Reporter

THE week-long shutdown at Volkswagen, Uitenhage, came to an end today with all 4 000 non-production employees returning to work

This follows the decision by members of the National Automobile and Allied Workers' Union (Naawu) to resume normal production today after an agreement reached by the union and the company on Friday over worker demands

This decision was received favourably by Naawu members at a report-back meeting in Uitenhage yesterday

Under the agreement a strike action would be suspended in its entirety with a black worker would be suspended until finality is reached on the case in terms of the Industrial Council dispute procedure

An urgent meeting of the Industrial Council would be convened on Friday to consider the case, the communications manager at Volkswagen, Mr Graham Hardy, said

He added that full production would be phased in as soon as possible

The chairman of Naawu's Volkswagen branch, Mr John Gomomo, could not be contacted for comment

Workers to vote ^{Span} on industrial action ^{14/8/54}

By Carolyn Dempster,
Labour Reporter

More than 3 000 metal-workers at the Highveld Steel complex outside Witbank are to vote over the next three days whether or not to take industrial action in the wage dispute with management

The ballot, which begins today, is being held jointly by the Metal and Allied Workers' Union (Mawu) and the South African Boilermakers' Society (Sabs)

The ballot is the first to be held jointly by an established and an emerging union and could lead to the plant's first legal strike by black

and white skilled and semi-skilled workers

Of the five unions represented at the complex — which has a workforce of more than 4 000 — only the Yster en Staal-unie has accepted Highveld Steel's offer of a 7-13 per cent wage increase.

In separate negotiations on the in-house agreement which began last month, Yster en Staal, Mawu, the Amalgamated Engineering Union (AEU) and Sabs declared disputes with Highveld

Yster en Staal later capitulated, leaving Mawu, AEU and Sabs still in dispute

In a letter to these unions, management

made it clear it was not prepared to budge on its offer

While Sabs and Mawu have decided to take the first step towards legal industrial action, the AEU under the umbrella of the Confederation of Metal and Building Unions has neither accepted nor rejected the offer

Mr J E Faure, president of the confederation and chairman of the AEU, said his members would not be participating in the ballot

"At this stage we would not like to take any action which would jeopardise negotiations or prejudice other unions," he said

~~140A~~ 140A
May Day
Star
break and
14/8/84
extra pay

Labour Reporter

The significance of May Day as an international labour holiday has been recognised by a Natal company

The agreement follows four months of tough negotiations after the Metal and Allied Workers' Union (Mawu) declared a dispute with management, held a strike ballot and instituted an overtime ban.

The final wage offer accepted by the union through mediation was 59 percent higher than BTR's original offer, bringing minimum wages at the factory to R329 a month

The union said the minimum wage was pitifully low.

Working
Firm says

15/8/84
no to

Labour

Day deal

Labour Reporter

WORKERS at a Howick rubber firm would not get full pay if they took time off on Labour Day, a company official said yesterday

Mr John Samson, administrative director of BTR Sarncol, was commenting on a claim made by the Metal and Allied Workers' Union

The union said that as part of a new wage agreement with the company, members should be given half a day off on May 1 each year for Labour Day, which is celebrated internationally

Mr Samson said the demand for the extra day's paid leave had been rejected

However, it was company policy to allow employees to clock off early to attend local celebrations or national religious gatherings

So an employee would not be prevented from clocking out early on May 1, provided he did not do so before the lunch break

Mr Samson said 'He would be paid only for the hours worked on that day, and his release would, in any case, be subject to suitable prior arrangements being made to maintain essential and continuous services'

Mr Samson said the wage dispute with the union had been settled

He said 'The new wage rates represent an increase of 15,8 percent, and will remain in force for 12 months'

Key pay dispute settled

By STEVEN FRIEDMAN
Labour Correspondent

A KEY wage dispute between the Sweet, Food and Allied Workers Union (SFAWU) and the Imbali Brewery of the KwaZulu Development Corporation (KDC) has been settled, a joint statement by the two sides announced yesterday.

But a key issue in the dispute — whether the brewery is covered by South African labour law or is under the control of KwaZulu — remains unresolved.

Meanwhile, about 800 workers at BB Bread in Natal, most of whom belong to SFAWU, staged a work stoppage on Monday in support of demands that the company grant workers a pay rise higher than that negotiated at an industrial council.

Their dispute with BB — which is owned by the food company Baker's and employs more than 800 workers — has been referred to the industrial council and is seen as a test of the union's ability to win pay rises outside the council.

The Imbali dispute was seen as significant because it is a rarity for firms owned by homeland development corporations to negotiate with unions. SFAWU is recognised at the brewery.

SA labour law does not apply in the homelands, but SFAWU used the disputes machinery set up by law after talks with Imbali deadlocked, arguing that the brewery is not located in KwaZulu and is thus subject to labour law.

Pay talks between the two sides began in October last year, with SFAWU demanding a minimum wage of R300 a month.

In March, they deadlocked and the union declared a dispute. The two sides also agreed to the appointment of a mediator, who was later appointed chairman of the conciliation board which attempted to settle the dispute.

At the board, the KDC disputed SFAWU's argument that the brewery was subject to South African labour law. Because this issue remained unresolved, the board adjourned indefinitely to allow the KDC to submit documents to the Minister of Manpower.

But wage talks between the two sides continued and they have now agreed on an increase which will raise minimum pay to R230 a month from the beginning of August. The new rates will apply until next May.

A union spokesman said workers at other plants had been watching the dispute as they saw it as a test of whether they could win higher wages than those negotiated at the council.

More strikes loom

MORE than 100 000 workers — black and white — in South Africa's gold mines and metal industries have threatened to go on legal strikes over wages and working conditions in the next two weeks.

This was disclosed to The SOWETAN by union leaders who said that the industrial action follows crucial deadlocks reached between them and managements in the industries

Meanwhile several hundred of workers have been dismissed at other industries in Cape Town, Durban and

By JOSHUA RABOROKO

Johannesburg after strikes over wages and trade union recognition

Industrial action is threatening at Highveld Steel Complex near Witbank, where several hundred of the approximately 5 700 black and white workers voted in favour of the strike by late last night

Disputes

The strike ballot was being held jointly by the Metal and Allied Workers' Union (Mawu), the South African Boilermakers' Society and other unions recruiting

in the company, according to sources

The unions declared disputes with Highveld during in-house negotiations which followed a deadlock in the Steel and Engineering Industrial Council

A Mawu spokesman said that after the voting they will go back to workers to decide on an industrial action or to try to persuade management to go back to the negotiation table

In the gold industry over 90 000 workers may go on strike following a deadlock in the crucial conciliation

board meeting between the Chamber of Mines and the National Union of Mineworkers (Num). The deadlock in the board's negotiations opens the way for the first legal strike by black mineworkers

The union's spokesman yesterday said that they have started on their reportback meetings with members

The spokesman said that he could not say what indications the workers have taken, but agreed that at the union's national conference the workers had resolved to go on strike if other means could not be reached to dissolve the dispute

Merrins 6/8/84 140A 196 151 724



A policeman keeps a watchful eye as striking Durban Corporation workers board a bus after their protest march along North Coast Road was stopped by police yesterday morning

Strikes hit council, two Durban companies

Labour Reporter

TWO major Durban companies were hit by work stoppages yesterday which seriously affected production and resulted in the shutdown of one of the factories

About 150 striking Durban Corporation workers, some carrying sticks, were stopped by police while marching along North Coast Road yesterday morning

The workers, from the Electricity Department's northern depot, had been on their way to the department's head office in Alice Street to put forward demands for more pay, when they were stopped by police

Production ground to a halt at the Umbilo factory of Hart Limited when hundreds of workers downed tools in support of a demand for more pay and the Dunlop Tyre Company factory in Durban was forced to shut down when its workers went on strike

Dissatisfied

Hart Limited's managing director, Mr E W Parret, yesterday confirmed there was a strike, but declined to comment.

A spokesman for Dunlop last night said 'Certain of the shop stewards are not working to the terms of the recognition agreement the company has with the Metal and

Allied Workers' Union As a result the workers are dissatisfied with the union and have asked to talk to the management directly

'The management had no option but to close the factory which will reopen today for normal shift operations Discussions with the union are presently taking place,' he added

Durban Corporation's electrical workers whose march was stopped were later transported in two Corporation buses to the department's offices where they put their grievances to the management.

Some of the workers

claimed they were paid R48 a week, which they described, as 'starvation wages' They were demanding a minimum wage of R95 a week.

Workers from the department's three other depots in Durban also downed tools yesterday

Ultimatum

Although workers from two of the depots returned to work almost immediately, others from the northern and south-western depots had not and they had been given an ultimatum to do so by this morning or face dismissal, he said

Services had not been seriously affected

Staff

at VW

140A
all back

E. Post
at work

15/8/84
Post Reporter

PRODUCTION at Volkswagen, Uitenhage was running smoothly with staff back in full force, the communications manager, Mr Graham Hardy, said today

In order to phase the swing back into full production correctly, about half the non-production workers reported for work yesterday.

The entire labour force was present today.

Yesterday passed without incident, Mr Hardy said.

However, final resolutions of the dispute between the National Automobile and Allied Workers Union (Naawu) and management still hinges on the outcome of the Industrial Council meeting on Friday

Row as 400 strikers are fired

Labour Correspondent

ABOUT 400 workers at Simba-Quix's Isando plant were fired this week after striking

And their union charges that the sackings violate a company agreement not to fire strikers for three days after they have downed tools

Simba, however, denies this, saying it fired the workers after they had stopped work four times in two weeks in protest at the dismissal of three workers

The Sweet, Food and Allied Workers Union

(SFAWU), which is recognised by Simba at the plant, said the workers struck late last week in protest at the dismissals. It says they were fired on Monday

A union spokesman said the agreement between SFAWU and Simba laid down a 72-hour "cooling off period" during which strikers would not be fired. This was taken to mean 72 working hours

In a statement Simba's managing director, Mr J C du Toit, made no reference to the 72-hour clause

KDM 16/8/84 (140A)

No work, no pay on Labour Day

By STEVEN FRIEDMAN
Labour Correspondent

WORKERS at a Howick company BTR Sarmcol will be able to clock out at lunch time each May 1 to celebrate International Labour Day — but they will not be paid for the work time they miss, according to the company

In a statement this week, Sarmcol added that workers would only be allowed to leave early to celebrate May Day "subject to suitable prior arrangements being made to maintain essential and continuous services"

The company said the decision was "in conformity with the company's policy to employees to clock off early to attend local celebrations or national religious gatherings"

Sarmcol was reacting to a

statement by the Metal and Allied Workers Union (Mawu) which said an agreement between it and the company would allow workers to take half a day off on May 1 to celebrate Labour Day

Allowing workers to celebrate May 1 is an unusual move in South African factories, but Mawu says it and other unions affiliated to the Federation of SA Trade Unions are pressing for recognition of the day as a worker holiday

The union also announced in the statement that it had settled a four-month wage dispute with the company which led to Mawu holding a strike ballot at the plant and an overtime ban by workers

Sarmcol's statement confirmed that the two sides had agreed on a pay increase of 15,86%

Unions 'flock' to strike ballot

Labour Correspondent

WORKERS of all races — including members of the all-white Mine Workers Union — have "flocked" to the polls to take part in a unique strike ballot at Anglo American's Highveld Steel in Witbank, unionists said

They added that they were confident that almost all the more than 5 000 workers at the company would vote in favour of a strike

The ballot, which began on Tuesday and ends today, has been organised jointly by the Metal and Allied Workers Union and the SA Boilermakers Society

It is believed to be the first organised jointly by an emerging and an established union and covers all four plants owned by Highveld

Between them, the two unions claim a membership of about 3 500 among Highveld's 5 700 workers

The ballot was called after the two rejected a company wage offer which would have raised pay by between 7% and 13%

Only members of the two unions may take part in the official strike ballot, but the unions have also organised an unofficial poll for members of three white unions at the plant to gauge their views on strike action

The three unions all accepted the company's wage offer. Mawu officials have reported "heavy polling" in the ballot so far. They added that a high turnout by workers who were not members of the two unions was a "noteworthy feature" of the poll. "Even members of the Mine Workers Union are turning out to vote," a Mawu spokesman said. He added that a poll of well over 90% was expected.

While no ballots had yet been counted, he added, informal discussions with workers who had voted indicated that almost all had backed strike action.

The unions, he said, hoped a heavy turnout would persuade the company to improve the wage offer it had made.

Siemens workers in three-plant stoppage

By Carolyn Dempster,
Labour Reporter

A three-plant stoppage by more than 1 000 Siemens workers took place yesterday, less than 24 hours after the first national talks between the company and the Metal and Allied Workers' Union (Mawu)

At 7 am 500 workers downed tools at the Siemens Watloo plant

Mr J Trotskie, executive director of Siemens, said the only demand

made by the strikers, who are all members of Mawu, was for plant-level wage talks

The company refused to accede to this demand as Siemens is party to the national Industrial Council agreement and negotiations

Later in the day about 200 workers at Siemens cables plant in Rosslyn and about 400 workers at Isando walked out in sympathy

All were back at work this morning

17/8/84

Star

1404

17/18/84

Mawu S members on legal strike

Labour Correspondent
ABOUT 500 members of the Metal and Allied Workers Union (Mawu) have begun a legal strike at a Durban company, Hart Limited, in support of wage and other demands

Mawu members also staged a one-day strike at Dunlop Tyre's Durban plant this week and Sapa reports that about 150 striking Durban Corporation electrical workers were stopped by police while marching down a road

The strike at Hart has halted all production at the plant and is believed to be the first legal stoppage by Mawu members

A Mawu statement yesterday said workers were demanding that Hart negotiate "substantive matters" with them but charged it had refused all negotiations "saying it is hamstrung by its parent company and by Seifsa policy" Seifsa - the Steel and Engineering Industries Federation - is opposed to wage bargaining outside the metal industries' official industrial council

At Dunlop, where conflict between the company and Mawu has persisted for over a year, workers downed tools on Wednesday but agreed to return yesterday morning pending discussions on their grievances

A company spokesman charged the dispute began because some Mawu shop stewards were "not working to the terms" of the recognition agreement between the union and company

A Mawu statement rejected this, saying the union had tried "by all means" to use the procedures agreed between the two sides "but to no avail"

It said the stoppage was prompted by Dunlop's refusal to agree to refer the firing of five union members to arbitration and that Dunlop had attempted to "block" the appointment of an official conciliation board to discuss the sackings.

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~~140A~~
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Dunlop
fires 500
Straw
strikers

1718184
Own Correspondent

DURBAN — Three Durban companies have been hit by strikes. At Dunlop Tyre Company, 500 workers were dismissed today for not going on shift.

About 600 workers at Hart Limited, makers of aluminum pots and pans and plastic buckets and bowls, have entered their third day of a legal strike.

The Metal and Allied Workers' Union declared a dispute with the company two months ago because it refused to negotiate wages at plant level.

Last night Hart workers decided at a meeting to continue the strike until management agreed to discuss certain issues.

They said they were not prepared to accept the company's claim that it was "hamstrung" by its parent company (Metkor, which in turn is owned by Iscor) and its affiliation to the Steel and Engineering Industries Federation.

At Lever Brothers, about 500 workers were on strike yesterday over claims for a 20 percent pay rise next January.

This morning a "much larger group of workers gathered on the premises and refused to work", a Unilever spokesman said.

Police investigate union dossier

By Carolyn Dempster,
Labour Reporter

140A
Stu
A dossier containing details of alleged misappropriation of union funds by former officials of the Metal and Allied Workers' Union (Mawu) has been handed to the CID branch at John Vorster Square

The police will now decide whether or not to prefer criminal charges

17/8/84
against the officials

This is the latest development in the saga of in-fighting which split the union last month

Four Mawu officials from the East Rand branch were suspended and then dismissed by the national executive for "gross misconduct and mismanagement of union funds" in June

The four, including former general secretary

Mr David Sebabi, claimed the allegations of mismanagement were a smear tactic to discredit the officials when the possibility of a split became imminent

After being dismissed the officials established a new union on the East Rand — the United Mining, Metal and Allied Workers of South Africa (Ummawsa)

cal party's ticket was widely applauded, as was the selection of Ferraro herself. A three-term congresswoman from New York, she brought a solid reputation as a lawmaker and party regular. She also has the personal advantages of being an Italian American catholic who is both a mother, a successful lawyer and a moderate feminist. Her husband John Zaccaro was described in the press as being a "successful real estate investor."

That was before the inquisitive press began to investigate the exact properties which Zaccaro owns. The 350 rental housing units in the 20 midtown Manhattan properties managed by Zaccaro's firm have drawn hundreds of housing living code violations, and tenants universally complain that he turns the heat off in winter to save on fuel bills.

A week later, other properties were discovered — including one used as a gambling den in Chinatown and another which is the headquarters of a pornography warehousing and distribution network run by organised crime. A third building, which houses Zaccaro's own offices, is shared by the editorial offices of such X-rated magazines as *Smut*, *Screw* and *Whips and Chams*.

Finally, it was disclosed that Ferraro is listed on a number of public documents as an officer of Zaccaro's firm although she, with seeming truth, claimed she had never had a direct involvement in his business.

Ferraro promised her husband would make his private firm's tax records a matter of public record. He flatly refused to do so.

"Gerry, I won't tell you how to run the country. Don't tell me how to run my business," Zaccaro was reported as telling the would-be vice-president.

"If you are married to an Italian man, you know what it's like," Ferraro laughingly told reporters. Hardly a feminist comment. No one else laughed.

Drop out

Should Ferraro drop out of the race, thus sparing Mondale the embarrassment of trying to express sympathy for America's poor while his running mate is married to a slum landlord? To drop her would arouse echoes of the disastrous incident in 1972 when the Democratic nominee George McGovern dropped Senator Thomas Eagleton from the slate after it was discovered he had received psychiatric treatment several years before.

But not to drop her risks offending the crucial block of black American voters Mondale needs to attract in full measure if he is to have a hope of winning. Just two weeks ago, the first black woman to be named Miss America Vanessa Williams was forced to abdicate after soft-porn photographs of her were published in a girlie magazine.

To keep Geraldine Ferraro after Vanessa Williams was given the sack could be seen

as a clear demonstration of "the double standards" which blacks complain of in their dealings with American liberals.

The longer the dilemma persists the worse it will be for Mondale, Ferraro and everyone except Ronald Reagan.

STRIKES

All quiet at VW

An uneasy calm was restored to Volkswagen's Uitenhage plant this week after sporadic work stoppages which culminated in the five-day shutdown ordered by management on August 7.

An agreement reached on Friday between management and the National Automobile and Allied Workers' Union (Naawu) saw the first 2 000 of the 4 000 workers affected by the shutdown back at work on Monday, and the remaining 2 000 back at the fully operational plant on Tuesday.

However, a degree of tension remains. The issue which sparked last week's shutdown — an alleged assault by a black worker on a white operator — is to be heard on appeal by the Industrial Council for the industry tomorrow. A second inquiry relating to an alleged assault by the same worker on a white supervisor is yet to be heard.

Dissatisfaction among black workers about a "final warning" issued to the alleged assailant, and the presence on the shop floor of the white worker during disciplinary hearings (the black worker was suspended on full pay pending the outcome of the hearings), led to last week's shutdown.

It is the "final warning," delivered to the black worker in terms of the company's internal disciplinary procedure, which will be heard on appeal by the Industrial Council. The second alleged assault has yet to be resolved.

Though the alleged assaults provided the flashpoint for illegal work stoppages and the eventual plant shutdown, company industrial relations director Brian Robinson tells the *FM* a number of other issues were involved.

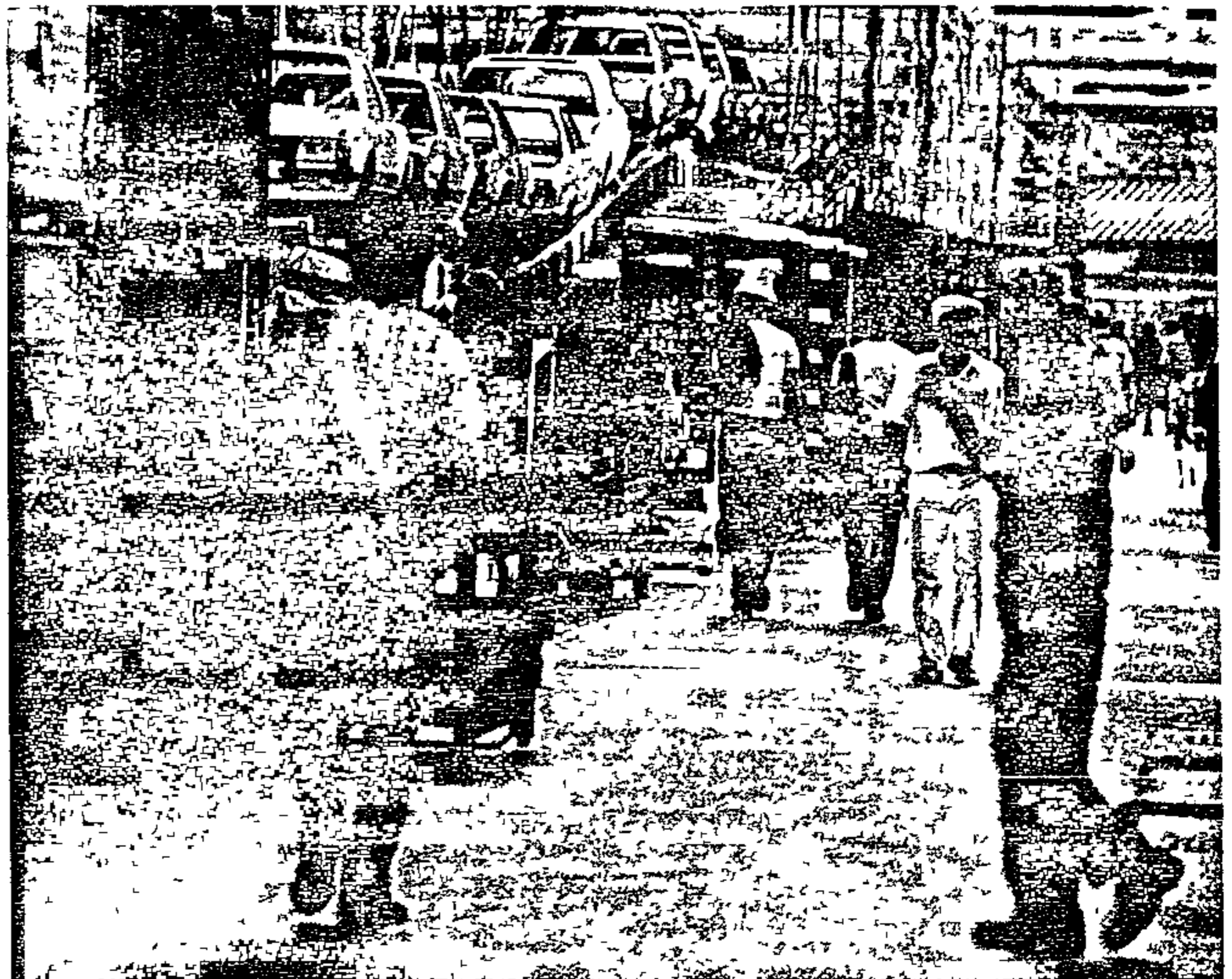
These include grievances by workers over working hours, disputes regarding starting and stopping times, and disputes over pay grades. Robinson emphasises, however, that whereas total employment at the Uitenhage plant was 7 300, the disputes arising from the alleged assaults were initially confined to a relatively small number of employees.

Paint shop

Says Robinson "Regrettably, however, the paint shop, along with the engine plant, is a nerve centre, and if work stops at either point, the entire production line is affected, making it unpractical and uneconomical to run the rest of the plant."

Naawu secretary Freddie Sauls was not available for comment, but it is understood that Naawu has taken a strong line on the issue of the alleged assaults.

The agreement negotiated with management on Friday resulted in the white worker — accused by the union of racial provocation — also being suspended. In turn, the union agreed to encourage its members to return to normal production on Monday, pending the hearings.

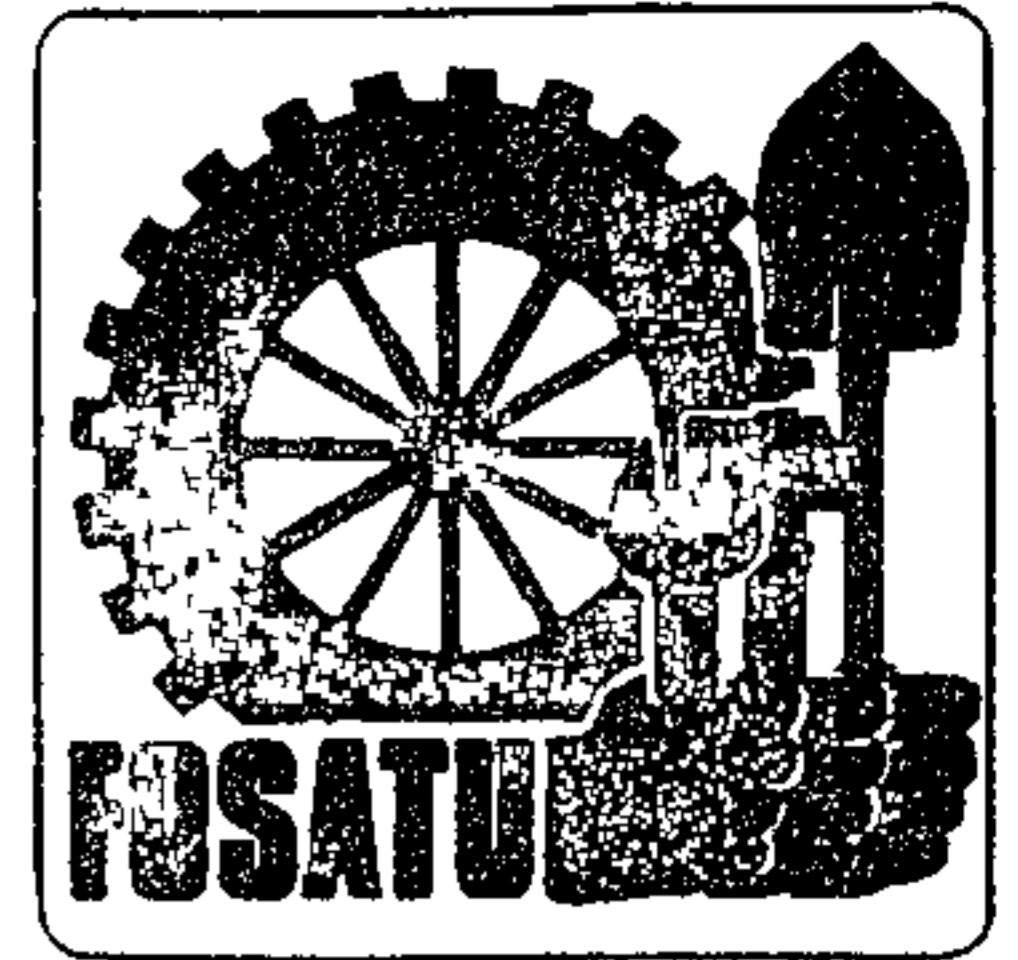


VW's works ... scene of 'racial confrontation'?

140A

SALDRU
SCHOOL OF ECONOMICS
U.C.T.

PRESS STATEMENTS



MAWU SETTLES WAGES WITH BTR SARMCOL

MAWU at BTR Sarmcol have finally reached an agreement on wages after nearly four months of negotiations during which time the Union was forced to declare a dispute, hold a strike ballot and institute an overtime ban

The final offer agreed to by the Union in the process of mediation which led to the resolution of the dispute was up to 59 per cent higher than what was originally offered by BTR Sarmcol

Minimum wages at the factory will now be raised to R329 per month which is, as far as the Union is concerned, still pitifully low but nevertheless 19 per cent higher than originally scheduled

Importantly, as part of the settlement the Union also negotiated that its members should be allowed a half day off on May 1st of each year – this being a workers holiday internationally (Labour Day) and a day which the FOSATU Unions and other progressive groupings are seeking to have recognised in South Africa

Also as part of the settlement the parties have agreed to endeavour again to try and reach finality on a procedural recognition agreement which has still not been settled after many months of negotiation

MAWU has also just settled a wage agreement with M A N (trucks) in Pinetown after mediation

In terms of the agreement minimum wages will rise by 28 per cent and other wages by up to 13 per cent. In addition the leave bonus will be increased by 100 per cent to become 2 weeks payable at the year end. Minimum wages are now R94,50 per week

'We are satisfied with the 2 agreements though they took very long to conclude'

MAWU, South Natal, 13 8 84

UNIONISTS ARRESTED WHILE DISTRIBUTING ANTI-CONSTITUTION PAMPHLETS

ON Thursday 16 August at approximately 8 30 p m 7 shop stewards 2 organisers of NAAWU were detained by the police. The 9 were distributing pamphlets as part of FOSATU's national campaign against the new constitution. After distributing leaflets in Eersterust, a township near Pretoria, the unionists were taken to Eersterust Police Station for questioning. Also detained were four members of the UDF who had been distributing pamphlets. Subsequently the police released three members and detained the remaining six shop stewards together with the 4 UDF members on grounds of failure to produce a pass. A legal representative subsequently informed the police that they were obliged to allow those detained to get their passes as all of them were bona fide residents of Mamelodi. By 11 30 p m the rest of the group were taken to the Mamelodi Police Station and released.

NAAWU sees those actions as clear intimidation and warns that it will not prevent us from continuing our campaign against this anti-workers racist constitution

NAAWU, Pretoria, 17 8 84

Election: union men arrested

17/3/84

Seven shop stewards and two officials of the National Automobile and Allied Workers' Union were arrested last night while distributing anti-election pamphlets in Eesterus, the coloured township outside Pretoria

The men were held just after 8 pm, and were then taken to Eesterus police station for questioning, a union spokesman said this morning. Four United Democratic Front members, who were also distributing leaflets, were arrested

Six of the nine Naawu officials were kept in custody for failing to produce their passes

Naawu has condemned

the arrests as pure harassment

Police said the SAP requested six people to accompany them to the Eesterus police station

Complaints of intimidation had been received from some residents of Eesterus. The six people were unable to provide satisfactory proof of identity and were requested to accompany the police to the charge office

Two of the people produced their reference books and were immediately released. Four of the people could not produce proof of identity and were released later after they had obtained identity documents

17/8/84 140A

Food unions urge election boycott

By STEVEN FRIEDMAN
Labour Correspondent

UNIONS representing food workers have joined the growing list of emerging unions urging a boycott of elections for the coloured and Asian houses of the new three-chamber Parliament

Yesterday, the Sweet, Food and Allied Workers Union (SFAWU), an affiliate of the Federation of SA Trade Unions, urged coloured and Asian workers to boycott the elections and called on its members to take part, together with "democratic and progressive organisations" in a fight for a non-racial society

Earlier in the week, the Confederation of Baking and Confectionary Trade Unions, which represents mainly coloured and Asian workers, also called for a boycott of the elections

All the major emerging

union groups have called for a boycott

In a statement yesterday, SFAWU said the new constitution "entrenches white minority control and brings in Indians and coloureds as junior partners of apartheid"

It said the three parliaments, together with homeland governments, would be used "to perpetuate a system that would maintain the fundamentally unfair distribution of wealth in South Africa"

Only "opportunists" who took part in the new parliaments would benefit from them, the union charged

The "vast majority" of coloured, Asian and black people would continue to be "condemned to housing shortages, rent increases, inferior education, low wages and poverty"

(Report by S Friedman, 171 Main St, Johannesburg)

UDF's birthday rally

Mail Reporter

THE United Democratic Front (UDF), Transvaal region, will celebrate its first anniversary with a rally at the City Hall in Johannesburg on Sunday, according to a newsletter released by the Transvaal region this week

The UDF was founded on August 20 last year in Cape Town

According to the newsletter, 600 organisations from all over the country are affiliated to the UDF, including trade unions, women's organisations, civic groups, political organisations, and youth and student bodies. Similar rallies are planned in Durban, Cape Town, East London and other areas

(Report by E Nkabinde, 171 Main St, Johannesburg)

12/18/84 12/14/84

Dunlop strikers dismissed, Hart strikers go on

ABOUT 500 striking workers at Dunlop Tyre Company in Durban were dismissed yesterday for not going back to their jobs and two other companies in the city were also hit by strikes

At Dunlop, where workers went on strike on Wednesday and forced the factory to shut down, the 500 workers were dismissed this morning "for failing to return to work when their shifts started"

A spokesman for the Metal and Allied Workers Union, which has a recognition agreement with Dunlop, said they had met management on Thursday and were reporting back to members on the strike yesterday

ABOUT 600 workers at Hart Laminations Durban, manufacturer of aluminium pots and pans and plastic buckets and bowls, have entered their third day of a legal strike after the MAWU declared a dispute with the company two months ago because it refuses to negotiate wages at plant level

Last night, the striking Hart workers resolved at a meeting to continue their strike until management agreed to discuss substantive issues with their union

They said they were not prepared to accept the company's claim that it was "hamstrung by its parent company (Metkor which is in turn owned by Iscor) and its affiliation to the Steel and Engineering Industries Fed-

eration of South Africa

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AT LEVER Brothers in Durban about 500 were on strike yesterday in support of a 20% pay increase in January 1985

This morning a "much larger group of workers gathered on the premises and refused to work" according to a Unilever spokesman

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VOLKSWAGEN and the United Automobile and Allied Workers Union (Naawu) agreed yesterday to refer their dispute over a shop-floor altercation to arbitration, spokesmen for both parties said yesterday in Port Elizabeth.

The agreement was reached at a meeting of the Industrial Council held yesterday morning

In an statement issued after the meeting Mr Freddie Sauls, Naawu's national secretary said "We support the decision to refer this grievance to arbitration as the quickest way to finalising this case which has already continued too long"

"During his period of suspension Mr Gaika (the affected employee) will be on full pay."

The union said it had to defend a member who seemed to have been treated unjustly

The dispute stems from a fracas in June involving an African employee and a white colleague. — Sapa

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18/8/84 (140A)

Pretoria unionists held during leaflet campaign

By PHILLIP VAN NIEKERK

NINE officials of Fosatu's National Automobile and Allied Workers' Union (Naawu) were allegedly detained on Thursday night for questioning while distributing anti-constitution leaflets, a Naawu statement said

The Naawu statement said seven shop stewards and two organisers of the union were arrested while distributing pamphlets as part of Fosatu's national campaign against the new constitution

The statement said six of the detained union members and four organisers of the United Democratic Front were only released after a legal representative informed the police they were obliged to allow those detained to fetch their passes

A spokesman for the SAP Directorate of

Public Relations in Pretoria said police from Silverton had requested six persons to accompany them to the police station following "complaints of intimidation received from the coloured residents of Eersterust"

They were asked to give satisfactory identification, he said. Two produced their identity books and were released while the others could not, but were later released as well

"Naawu sees these actions as clear intimidation and warns that it will not prevent us from continuing our campaign against this anti-worker racist constitution," the statement said

The police spokesman denied they were harassing the Naawu people "They were simply acting in the performance of their duties"

(Report by P van Niekerk 171 Main St Johannesburg)

Date for election of SP set

WEDNESDAY, September 5 has been set aside as the date for the nomination and election of a new State President, Mr Chief Justice Pieter Rabie announced in a notice in yesterday's Government Gazette.

The nomination and election would take place in the debating chamber of the House of Assembly in the Parliament Building in Cape Town at 10am, the notice said — Sapa

18/8/84

Shots fired at NPP campaign offices

Political Reporter

SHOTS were fired at the offices of the National People's Party (NPP) in Laudium, Pretoria, this week and the windows at the homes of eight of their canvassers were smashed

Mr Yusuf Abramjee, son of Mr Boetie Abramjee, the NPP candidate in Laudium, said yesterday that three shots were fired at the NPP offices late on Wednesday night. The shots damaged cars belonging to two canvassers and the front door of

the office

He said police are investigating

On the same night, windows were smashed at the houses of two of the canvassers. Earlier, windows at the homes of six canvassers were smashed, he said

Laudium has been the scene of repeated claims and counter-claims of violence and intimidation by the NPP and the organisations campaigning for a boycott of this month's elections

(Report by A Harber 171 Main Street Johannesburg)

Methodists urged to abstain

CAPE TOWN. — The Methodist Church in the Cape has urged coloured and Indian members to abstain in this month's elections, in a statement reiterating the Church's view of apartheid as a heresy

"It is our conviction that no meaningful change can be achieved within the framework of an apartheid system," the Reverend Abel Hendricks, chairman of the Cape District of the Church, said yesterday

In a pastoral letter to congregations and societies, at the request of the Church's 1984

Cape Synod, Mr Hendricks said the Methodist Conference last year declared support for efforts to resist the new constitution

The constitution was rejected because it was "based on permanent racial discrimination and the exclusion of the black African majority" and that it lacked the legitimacy of popular consensus

The Synod approved a motion asking Mr Hendricks to urge Cape members not to vote in elections for either the House of Delegates or the House of Representatives — Sapa

UDF has backing in UK, Germany

By ANTON HARBER

THE United Democratic Front has received messages of support from the Labour Party in Britain and the Greens Party in West Germany on the eve of its first anniversary and at the climax of its campaign for a boycott of this month's elections

In a telegram, the British Labour Party wished the UDF a successful rally tomorrow and pledged support for its opposition to the new constitution

The Greens Party expressed solidarity with the UDF campaign "for a non-racial, democratic South Africa"

Other messages came from Archbishop Trevor Huddleston of the Anti-Apartheid Movement in Britain, the United Nations Special Committee Against Apartheid, the Anti-Apartheid Movement in West Berlin, the British Council of Churches, the Lutheran World Federation and various churches in the US and Canada

The UDF will celebrate its first anniversary on the eve of the coloured elections with a major rally in the Johannesburg City Hall

Speakers will include Mr Cassim Saloojee, publicity secretary of the UDF, Mrs Albertina Sisulu, national president of the UDF, Father Smangaliso Mkathswa, a UDF patron, Professor Ismail Mohammed, chairman of the Transvaal Anti-PC Committee, and Mrs Dorothy Nyembe, who was recently released after 15 years' imprisonment

Arbiter to settle dispute

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E-Post
Post Reporter

VOLKSWAGEN and the National Automobile and Allied Workers' Union (Naawu) agreed to refer their dispute over a shop-floor altercation to arbitration at a meeting of the Industrial Council yesterday.

Naawu's national secretary, Mr Freddie Sauls, said this was the quickest way of finalising the case which had already gone on too long.

During his period of suspension the affected employee would be on full pay, he said.

"The union is adamant that it has at all costs to defend a member who, in the opinion of members in his area, seems to have been unjustly treated by management," he said.

It is not clear when the dispute is likely to be brought before an arbitrator.

Unionist's claim is settled

A HAMMARSDALE union organiser, Mfeseko "Prof" Smeke, has been paid R1 000 by the Minister of Law and Order in an out of court settlement following a R3 000 claim for wrongful arrest and assault by the police.

Mr Smeke works for the National Union of Textile Workers.

He claims that in March last year, five vanloads of police — some armed with automatic weapons — stopped him as he was driving from Esikhaweni through Loskop on his way back to Hammarsdale.

He was taken to the local police station where he was kept for several hours and assaulted by three policemen, includ-

ing station commander W Mbuli.

He says he was hit on the head with a rifle butt, slapped in the face, knocked to the ground and kicked.

According to Mr Seneke, he was made to stand on one foot with his arms in the air on two occasions — for about 30 minutes each time.

He also says he was questioned about a strike which was expected at the KwaZulu shoe factory at Loskop, and about what he and his union were doing about reaching an agreement with management.

CP Reporter

25/8/84 Star (1901) (129) (153)

Steel workers want industrial action

By Carolyn Dempster,
Labour Reporter

Highveld Steel workers who took part in last week's joint ballot have voted overwhelmingly in favour of industrial action at the steel plant

About 3 500 workers out of a total workforce of just over 4 000 voted for industrial action in support of wage demands at the Anglo American company

The votes were counted in front of management on Friday after the conclusion of the three-

day ballot, which was held jointly by the South African Boilermakers' Society and the Metal and Allied Workers' Union

Among the Boilermakers' 600 members at the plant there was a 70 per cent "yes" vote and 92 per cent of Mawu's 2846 members voted for industrial action

In the third ballot, held to ascertain the extent of support for industrial action among members of other unions, white artisans at Highveld demonstrated their support in a surprising move

Of the 896 members of the two other unions at the plant — the white Mineworkers' Union and the Amalgamated Engineering Union — 461 voted, against the advice of their union officials. Of these, 401 voted in favour of industrial action

Only 23 "no" votes were counted

General meetings of members are to be held this week to discuss further strategies and it is believed the ballot will be used to draw management back to the negotiating table

Highveld has refused

to offer increases higher than those negotiated at the National Industrial Council talks in June this year although the in-house agreement allows for separate negotiations

The final offer made by Highveld was for increases ranging from 9,07 per cent to 12,5 per cent

In its interim financial report, released last week, Highveld showed a record half-yearly turnover and an after-tax profit of R14 million for the six months to June this year. The interim dividend for shareholders was raised by 20 per cent

3 500 back strike in historic vote

By STEVEN FRIEDMAN
Labour Correspondent

ABOUT 70% of workers of all races at Anglo American's key Highveld Steel plant at Witbank have backed legal strike action in an historic ballot — and the unions which organised the ballot have asked the company to re-open wage talks with them.

The ballot was organised by the Metal and Allied Workers Union (Mawu) and the SA Boilermakers Society (Sabs) after their wage talks with Highveld deadlocked.

It is the first to be organised jointly by an emerging union and an established union representing skilled workers.

About 3 500 workers out of the 5 000 employed at Highveld's four plants and the Mapoch mine, which is owned by the

company, voted to strike.

If a legal strike follows the ballot it will be the first to be undertaken jointly by white and black workers since the Government's labour reforms were introduced.

It was learned yesterday, however, that the two unions will not call a strike immediately but will now seek further negotiations with the company.

Immediately after the ballot, they asked Highveld for further talks on their wage dispute.

A Highveld spokesman yesterday refused to comment on the ballot, or on whether the company would be prepared to re-open talks with the unions.

The results of the ballot indicate that more than 91% of Mawu's black members voted to strike in a poll in which 2 825 of its workers voted.

Among the boilermakers, 598 mem-

bers — just under 70% — voted to strike.

The two unions also organised an unofficial poll among white workers who do not belong to either union, in which 7401 workers — 45% of the total employed by Highveld — voted to strike.

Unionists regard this figure as high, and believe it could have a crucial bearing on the outcome of the dispute.

A union source charged yesterday that the pro-strike vote by white workers would have been higher had they not been "intimidated" by rival unions.

He claimed that these unions had told white workers that the rents for their company housing would rise dramatically if they voted in the ballot.

It is likely, however, that the boilermakers will seek the co-operation of the three unions which have already accepted Highveld's wage offer if talks are re-opened.

RDM 21/8/84 (140A) (102)

Mawu legal strike nearly over

Labour Correspondent
THE Metal and Allied Workers' Union's first legal strike — at a Durban company Hart Limited — may be settled today or tomorrow, according to the union.

But Mawu also announced it was launching court action against the tyre company Dunlop, which fired 1 200 union members for striking late last week.

Sapa reports that 1 500 workers at Lever Brothers in Durban continued their strike in support of a 20% pay rise yesterday, bringing the total number of workers on strike in Durban to more than 3 000

Mawu disclosed in a statement that Dunlop workers had voted shortly before their firing to turn their strike into a legal stoppage and charged that the company's decision to fire them indicated that using the legal strike machinery offered workers little protection

At Hart, about 500 workers struck in protest at the company's refusal to negotiate wages and work conditions outside an official industrial

council

But Hart representatives said they could not commit themselves to this before meeting their board of directors, as well as the Steel and Engineering Industries Federation, which is against

wage bargaining outside councils

At Dunlop, Mr Glenn Sutton, a company spokesman, told Sapa workers had continued a stoppage despite company warnings to both them and the union that this

would lead to their dismissal

They had ignored the warnings and were therefore fired, he added

But Mawu said workers had voted to challenge their firing in court.

21/8/84 (409)

Union angry over absenteeism talks

Labour Reporter

A MAJOR Fosatu affiliate is angry about a meeting between a large textile firm and about 60 Cape Town doctors to discuss "sick certification".

The National Union of Textile Workers (NUTW), which was barred from the meeting between SA Nylon Spinners and the doctors in a city hotel last week, said it was "astonished at the company's attitude to labour relations".

The industrial relations manager of SANS, Mr Peter Richardson, said absenteeism cost the South African economy R1 500-billion in lost productivity.

"PRIVATE SEMINAR"

He confirmed that SANS had held a "private seminar" last week with about 60 doctors "to share experiences in the area of sick certification".

"We hoped to learn more about the medical side of sickness absenteeism and hoped that the doctors in turn would gain a better understanding of the effect that sickness absenteeism has on the productivity of our operation."

An NUTW spokesman said "We are astonished that the company should dictate to the union where and how we should be involved in such an important question as absenteeism."

The dispute is rooted in union opposition to a company practice of sending supervisors to visit sick workers at home.

Monday 21/8/84

Sacked strikers to be replaced

Mercury Reporter

ABOUT 1000 Dunlop Tyre Company employees who were dismissed for allegedly striking unlawfully, will be paid off and recruitment will commence with a view to restarting production, a Dunlop spokesman said yesterday

At Lever Brothers' Maydon Wharf factory, 1000 workers entered the sixth day of a strike after downing tools on Thursday

And at Hart Ltd in Umbilo, 500 workers are continuing a strike which began on Wednesday for the right to negotiate wages directly with their employers.

Ballot

Mr Ron Smith, Dunlop's group personnel manager, said employees had been fired because of unlawful industrial action

A proper strike ballot had not been made although the union had been entitled to hold a ballot at any time since May. Dismissed employees would be paid off and replacements recruited with a view to restarting factory production next week.

A spokesman for Lever Brothers said discussions were continuing with representatives of striking employees

Unilever workers had asked for a guaranteed 20 percent pay increase next January, but the company was unwilling to commit itself before assessing the economic situation at the end of the year

Mr E W Parrett, regional director of Hart Ltd, said the company had remained open for those who wished to work.

The company continues to lead discussions with the two unions in an attempt to resolve the issues, he said

Strikers

Sawet 21/8/84

nabbed

By JOSHUA RABOROKO

AT least 40 of more than 5 000 strikers have been arrested by police in countrywide industrial actions which have gripped most factories over wage demands.

The police used sjamboks and patrol dogs to disperse more than 400 workers at the Newcastle Carbochem Rubber Factory, according to the SAP's public relations division in Pretoria yesterday

Forty workers were arrested, of whom 11 sustained dog bites and had to undergo medical treatment. Those arrested were expected to appear in the local magistrate's court yesterday on charges of holding a public meeting.

Col Heynes said the workers were warned after they had gathered outside the factory and started stopping motorists.

Meanwhile about 3 500 workers out of a total workforce of just over 4 000 voted yes to industrial action in support of wage demands at Highveld Steel in Witbank.

The votes were counted before management after the conclusion of the three-day ballot which was held jointly by the South African Boilermakers' Society and the Metal and Allied Workers' Union (Mawu).

In a separate incident, about 1 200 hourly-paid workers were dismissed for taking part in a legal strike at the Dunlop Tyre Company, a union official said yesterday.

More than 2 000 workers are still on strike at Lever Brothers and Hart Limited. A spokesman for the Chemical Workers' Industrial Union said the workers were demanding a 20 percent increase in wages.

About 2 000 workers at Siemens Cables Company in Pretoria have returned to work after going on strike over wage demands and other job-related issues.

A Mawu spokesman said that the workers returned after management had shown a willingness to discuss the issues involved.

In another labour unrest over 150 workers at Pin Printpak in Industria yesterday downed tools over wage demands. Late yesterday the workers' representative were making attempts to resolve the matter with management.

Sowetan
21/8/84
140A

Police to probe union fraud

A DOCKET outlining details of alleged squandering of funds by a former member of the Foastu-affiliate, Metal and Allied Workers' Union, has been forwarded to the John Vorster fraud squad.

This was confirmed to **The SOWETAN** yesterday by a Mawu spokesman who said that on the basis of the information in their possession, the police will decide whether or not to press criminal charges against the officials

Four members of the union were suspended and then dismissed by the national executive for "gross mismanagement of union funds" at the end of June

Big boost for steel unions

Labour Correspondent

THE South African council of the powerful International Metalworkers' Federation (IMF) has thrown its weight behind two of its unions whose members have voted to strike legally at Anglo American's Highveld Steel.

In a statement yesterday, the IMF council said it noted "with concern" the deadlock between the two unions, the Metal and Allied Workers' Union and SA Boilermakers' Society, and Highveld and called on Anglo American to "get the company back to the negotiating table".

The council represents 11 unions which include affiliates of the Federation of SA Trade Unions, the Council of Unions of SA and the Trade Union Council of SA.

In an historic strike ballot at Highveld last

week, 70% of workers of all races voted to strike. The ballot followed a deadlock in pay talks between the company and the unions.

In the wake of the ballot, the union has asked Highveld to re-open wage talks, but the company has not yet responded.

Yesterday's IMF statement issued by its permanent secretary, Mr Brian Fredericks, said the extent of the strike vote was "indicative of the dissatisfaction" of Highveld workers with the company's last wage offer.

It said it was "indeed surprising that an Anglo American company which recently announced record turnover figures and a healthy profit cannot accede to the workers demand of R2 per hour minimum wage, together with reasonable increases for all grades of employees".

LABOUR NEWS

KDM 22/8/84
CWI Union's

Sasol office (400)

vandalised

Labour Correspondent

VANDALS have ransacked the Evander offices of the Chemical Workers Industrial Union (CWIU), a union representative said yesterday.

The offices are used to run the union's organising campaign at the Sasol 2 and 3 plants at Secunda.

CWIU's representative said posters had been ripped from the walls and other damage had been caused after unknown people had broken into the office and ransacked it.

This was, she added, the third incident of its kind in the past few months, but the most serious thus far.

In other incidents, a CWIU official in the Evander office received a death threat and posters outside the union's offices were ripped down.

After the latest incident, a message had been left in the union's typewriter linking CWIU with the banned African National Congress.

"This leads us to believe that the incidents are part of a concerted rightwing campaign to smear and harass the union during our organising campaign at Sasol", CWIU's representative said.

The union, which belongs to the Federation of SA Trade Unions, has been organising workers at the Sasol Secunda plants for some time and claims a membership of over 4 000 there.

Sasol has granted the union "stop order" facilities at the plant and has also extended negotiating rights to it, although there is no formal recognition agreement between CWIU and the company.

Ben the boxer is worth his weight in gold... The dog alerted the couple who were forced to crawl out of the blazing Bryanston home... The house which belonged to Joanne's parents, who are presently overseas, was razed to the ground. No one was injured.

By Caroline Hurry

Ben Sa

over figures and a healthy profit cannot accede to the workers' demand of a R2 an hour minimum wage — considered by the council to be nowhere near a decent living wage — together with reasonable increases for all grades of employees," the council said

The result of the strike ballot showed 75 percent support for industrial action among the 3 500 black and white workers

resolve the dispute" Demands made by members of the two IMF affiliate unions — the Metal and Allied Workers' Union and the South African Boilermakers' Society — were "more than reasonable" in the light of the profits shown by Highveld, together with the recent increase in general sales tax

"It is indeed surprising that an Anglo American company which recently announced record turn-

Support for strike ballot

The South African Council of the International Metal Workers' Federation has come out in full support of Highveld Steel workers who voted last week for industrial action at the plant

The council yesterday called upon Highveld's parent company, Anglo American, to "get the company back to the negotiating table with the two unions in an effort to

Labour Reporter

Dr Rupert pointed out that in the past 15 years the foundation had raised most R4 million to support more than 130 conservation projects Conservation, far from being the aesthetic pursuit of a privileged few, is crucial to man, he said "Wasteful exploitation of our natural and living resources means temporary gains at the cost of impoverishing our future," he said



Four new students on the rampage

The home of Tembisa Town Council's Management Committee Chairman, Mrs Rosie Thulare, was gutted and the home and shop of Tembisa's mayor, Mr Lucas Mthombazi, were stoned and set alight

The police arrested 11 youths in connection with the violence and used teargas on several occasions to disperse trouble-makers

By Erik Larsen and Abel Mabelane, East Rand Bureau

Tembisa students on the rampage

"Tax dodgers are a burden on the whole economy — and, in turn, on the public in general"

"Many of them assume that the old tax lion has lost its teeth and its tail can easily be twisted," he said "But we are going to show that the lion has a new bite as well as a new roar"

Mr Schalk Albertyn, chief director of operations at the Department of Inland Revenue, said the number of businesses suspected of being GST offenders — by delayed payments or failure to pay — was between 14 000 and 16 000 a month

Both the Department of Summons

The Department of Inland Revenue has already transferred about 200 civil servants into special courses to train them to join the team of investigators probing into tax dodges — and intends to transfer 100 more

"We are not interested in being paid out but we feel that if these babywalkers are unsafe the support bars buckled on her other hand are badly bruised"

"We are not interested in being paid out but we feel that if these babywalkers are unsafe the support bars buckled on her other hand are badly bruised"

By Jean Waite

Baby's hands hurt as walker collapses

A brand new tubular steel babywalker collapsed yesterday, crushing the hands of an eight-month-old baby

tax-dodgers reinforce the offensive on accountancy degrees to up to 200 graduates with Force on the release of And consultations have begun with the Defence Force on the longer pay-ment is delayed

Salaries of taxpayers late with 1983/84 returns will be penalised with increases on final assessments of five percent (or up to R100) if first offenders and 10 percent if second offenders (R200) — double the penalties to date

ng of y-Lou be penalised with in- ready transferred about 200 civil servants into special courses to train them to join the team of investigators probing into tax dodges — and intends to transfer 100 more In addition, at least 40 qualified chartered accountants have been recruited to handle more intricate audits into companies late with the next two weeks

AM 23/8/74 (140A)

SA backing for Scargill

Labour Correspondent

THE Federation of SA Trade Unions (Fosatu) has sent a telegram to the British National Union of Mineworkers (NUM) expressing support for the British miners' strike.

In the telegram, Fosatu's general secretary, Mr Joe Foster, says the formation of a broader federation of emerging unions next year could lead unions in this country to offer their British counterparts "more concrete support".

The text of the telegram — addressed to the president of Britain's NUM, Mr Arthur Scargill — appears in the latest edition of the newsletter, "Fosatu Worker News".

In the telegram, Mr Foster says Fosatu "fully supports the NUM in its fight against pit closures".

"The fight for the right to work is particularly well understood by South African workers and is supported by our federation. We believe your victory will be a major step forward in the world-wide worker struggle for job security and for a rational society," the message reads.

"With the formation of a wider federation of South Africa's independent trade unions next year, we hope to be able to offer you more concrete support."

LDM 23/8/84 (155) (1407)

Lever Brother's strike still on

Mail Correspondent

DURBAN — About 1 000 employees at Lever Brothers' Maydon Wharf factory have entered the eighth day of their strike for higher wages

But a company spokesman said that after discussions between company management and the employees,

there appeared to be some indication that the strike would soon end.

On Tuesday the company appealed to employees to return to work.

Meanwhile Hart Ltd in Umbilo has agreed to negotiate on a long service bonus for its employees within 10

days. This was the condition on which the Hart Ltd employees, who had been on strike for a week, returned to work yesterday.

The Natal branch secretary of the Metal and Allied Workers Union, Mr Geoff Schreiner, said the agreement was "a step in the right direction".

Talks end metal union's first legal strike action

By STEVEN FRIEDMAN
Labour Correspondent

THE first legal strike by the Metal and Allied Workers Union (Mawu) at Durban's Hart Limited ended yesterday after the company agreed to open negotiations with the union on certain work conditions.

Hart's 600 workers struck in support of demands that the company negotiate directly with Mawu shop stewards on wages and work conditions outside the official industrial council system.

The stoppage began a week ago after they voted to strike in a ballot.

The return to work followed agreement by the company to negotiate with Mawu stewards on long-service bonuses. But the union's de-

mand that it also negotiate on pay and a funeral benefit scheme has not yet been met.

Hart's agreement to negotiate on the bonuses follows a meeting between its Durban management and both the company's board and the Steel and Engineering Industries Federation (Seifsa), which strongly opposes wage bargaining outside the industrial council system.

A Mawu statement yesterday said 400 union members had voted to return to work yesterday morning and hailed the settlement of the strike as a worker "victory".

It said management would begin "bona fide" negotiations with Mawu shop stewards on the bonuses within the next 10 days.

Worker demands for nego-

tiations on pay and the funeral benefit scheme remained unresolved, "but the parties have agreed to first settle the matter of long service benefits", the statement added.

Mawu said the agreement was "a step in the right direction" and added that it hoped Hart would "eventually follow the many Seifsa companies which now negotiate at plant level on all matters affecting workers".

Sapa reports that Hart's regional director in Natal, Mr E W Parrett, has confirmed the return to work.

"The work force agreed to return to work today while negotiations with union shop stewards continue. It is on the basis of us negotiating certain conditions of employment that they agreed to return," he said.

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TRADE UNIONS ^{140A} Moving to unity? ¹²³ ¹⁴⁵

Representatives of 21 emerging trade unions with a total of over 250 000 members met in Cape Town last weekend to continue discussions aimed at forming a new federation of unions. A feasibility committee, which began meeting in April last year, appears to have made substantial progress following the withdrawal of a group of mainly general unions in March.

According to a press statement issued after the meeting, a constitution for the proposed new organisation has "virtually been finalised." A sub-committee will meet to draft a declaration of principles and "consider other outstanding matters."

Once each union has approved the constitution, the inaugural conference of the federation will be held. This is unlikely to happen until 1985.

The organisations taking part in the talks are the Federation of SA Trade Unions (Fosatu), which has nine affiliates, the Council of Unions of SA (Cusa — 11 affiliates), the Cape Town Municipal Workers'

Financial Mail—August 24 1984

Association, the General Workers' Union, the Commercial, Catering and Allied Workers' Union and Food & Canning Workers' Union

Earlier this year five other participants — the SA Allied Workers' Union, the General & Allied Workers' Union, the Municipal & General Workers' Union, the General Workers' Union of SA and the Motor Assembly and Components Workers' Union of SA — withdrew from the talks. They had been accused of delaying progress and of organising workers in opposition to other unions involved in the talks.

^{140A} ~~133~~ ~~134~~ ~~145~~
A statement at the time said that the five would be welcome to rejoin the talks as soon as they had reconstituted themselves as industrial unions. Indications are that any return to the ranks will occur only once the new federation is a *fait accompli* — on the terms of the founding members.

For the participating unions themselves the formation of the federation is only a step on the road to unity. Up to four of them are open to the same workers in a number of key industries. One important measure of their success will be the speed with which they move towards their avowed

goal of one union per industry.

If the talks end in the formation of a single umbrella body for emerging unions, as opposed to the present two federations and numerous independent unions, they could have a major effect on industrial relations in SA.

Employers would be faced with a single union organisation, which would presumably exercise greater power than the present fragmented set-up, but would also benefit by being largely freed from the competing claims of different unions all trying to organise the same members.

LABOUR DISPUTES

Frame unravelled

A new dimension has been added to the bid by the National Union of Textile Workers (NUTW) for recognition at the Frame Group's New Germany factory complex

Last week, the union, which is affiliated to the Federation of SA Trade Unions (Fosatu), applied for a conciliation board to consider its claim to represent the majority of workers in the complex. This is a direct

The struggle of the National Union of Textile Workers for recognition at the Frame Group's New Germany, Pinetown, factory complex ranks as the most complex legal battle in SA labour history. In the first of two articles, the *FM* examines the disputes

challenge to its rival in the complex, the Textile Workers' Industrial Union (TWIU), an affiliate of the Trade Union Council of SA (Tucsa)

The Frame Group is the largest textile manufacturer in southern Africa, employing some 33 000 people. At New Germany, three of its five mills — Frametex, Seltex and Pinetex — are owned by the Consoli-

~~137~~ 140A ~~137~~ ~~133~~

dated Frame Cotton Corporation (CFCC) The Nortex mill is owned by Consolidated Woolwashing and Processing Mills and Natal Knitting Mills by Natal Knitting Mills Frametex, which employs some 3 500 people, is the largest mill and is the key to the complex

Much of the litigation centres on a meeting between NUTW and Frame director Abe Frame in October 1982. At the meeting, according to NUTW, it complained that TWIU, which had been granted stop-order facilities at Frametex, was being given preferential treatment Abe Frame withdrew TWIU's stop-orders, and NUTW claims he undertook to recognise any union which could prove it had majority membership in any of the mills

NUTW says it submitted over 2 000 membership forms signed by Frametex workers to CFCC. However, it claims management raised "bogus objections" to many of the forms and rejected the argument that it had a majority

In April last year, CFCC recognised TWIU at Frametex on the basis that the majority of the New Germany complex employees belonged to it NUTW contended that CFCC had deliberately fostered the rival union and coerced its employees during working hours to resign from NUTW to join TWIU It also argued that TWIU did not have the majority in Frametex, a point which was not disputed by the company, and that management had deviated from the undertaking made by Abe Frame to recognise unions on a mill-by-mill basis

Litigation followed NUTW applied to the Industrial Court for a *status quo* order to interdict CFCC from recognising TWIU at Frametex In May, the court granted NUTW the order Neither CFCC nor TWIU opposed the application At the same time NUTW applied to court, it also asked the Minister of Manpower to appoint a conciliation board to hear the dispute It claimed CFCC had committed an unfair labour practice by favouring TWIU Labour law decrees that where no industrial council exists — as in this case — the warring parties have to meet at a conciliation board before they can seek final relief in the Industrial Court

In papers submitted to the Department

of Manpower, CFCC stated that in situations involving recognition of unions, employers should not be deprived of the prerogative to test a union's strength, if necessary by weathering a legal strike

Then came an event which changed the course of the dispute A *status quo* order is valid for 90 days only NUTW's attorneys failed to extend the order in time and, despite attempts to have it renewed in the Industrial Court, it lapsed On learning that the order had lapsed, CFCC intimated that it would accord recognition to TWIU at Frametex In response, and because the Minister was still considering the appointment of the conciliation board, NUTW sought an interdict in the Durban Supreme Court It alleged that the October 1982 agreement was a contractually binding arrangement preventing CFCC from recognising TWIU

Deal struck

In September, in the course of the hearing, a deal was struck between the two parties CFCC agreed not to recognise TWIU as the collective bargaining representative of its Frametex employees CFCC also undertook not to grant TWIU facilities at Frametex Both undertakings were made pending a refusal by the Minister to appoint the conciliation board, failure by a board to resolve the dispute and, in that case, the matter going back to the Industrial Court for final determination

This placed NUTW back in the position it

had lost when the *status quo* order lapsed. But, in return, NUTW made a major concession to CFCC The union agreed not to use the argument that a contractually binding agreement had been concluded in October 1982 This had the effect of restricting the union to Industrial Court action and prevented it from taking the matter to the Supreme Court

Later in the month, the Minister finally appointed the conciliation board But both parties reported to the Minister that the board would not settle the dispute As a result, the Minister directed 30 days later that the matter should be heard by the Industrial Court In papers prepared for the hearing, NUTW alleged that CFCC's "deliberate" fostering of the "sweetheart" TWIU constituted an unfair labour practice It requested that CFCC should hold a ballot to determine which union had majority support

But before the case could be heard, CFCC applied to the Supreme Court for a declaration that the dispute for which the Minister had appointed the conciliation board had been resolved as a result of the deal struck previously in the Supreme Court CFCC argued that the Industrial Court did not have the right to hear the case, since NUTW had conceded that no binding agreement had been given by Abe Frame and that there was no longer a dispute NUTW contended that an agreement had been concluded, even though it was precluded from contending that it was contractually binding

and that a breach of the alleged agreement was an unfair labour practice The court accepted the union's argument

This would have opened the way for the case to go back to the Industrial Court But CFCC sought, and obtained, leave to appeal against the Supreme Court's judgment It will be heard before a full Bench of the Natal Provincial Division on September 17

There the issue rests for the moment. But NUTW's new initiative in claiming that it now has a majority in the New Germany complex could change the whole complexion of the dispute Much depends on whether the Minister of Manpower appoints the board and, if so, what he decides its terms of reference should be



Textile workers ... target of two unions

Go-slow workers lose their jobs

24/7/84

PORT ELIZABETH — Breaker-bulder workers on a go-slow for higher pay at Goodyear Tyre and Rubber Company, Uitenhage, since early this week, have lost their jobs

The director of public affairs at Goodyear, Mr Mike Selley, said today the workers had "voluntarily broken their contract" by not returning to work and were to be replaced

Strikers are fired

Own Correspondent

DURBAN — The 120 workers who went on strike at Dunlop Sports in Durban in solidarity with 1 200 colleagues who were fired last week, were all dismissed yesterday

Mr Glenn Sutton, personnel manager for Dunlop, said the stoppages were unlawful and that when workers ignored warnings to return to work they were dismissed

● The 1 500 striking Lever Brother workers returned to work yesterday after being on strike for eight days in support of a 20 percent general wage increase

He said management had repeatedly asked them to stay on at work while negotiations between the National Automobile and Allied Workers' Union (Naawu) and management were under way

On Tuesday, 200 workers in the radial tyre production unit had to be sent home because, as a result of the go-slow, there were not enough components

"But already production has suffered temporarily," Mr Selley said

The 200 were all were present today This dispute is to be referred to the industrial council

The secretary of Naawu, Mr Fred Sauls, refused to comment on the issue — Sapa

RDM 2418R4 18/1/68

Go slow tyre men have lost their jobs

PORT ELIZABETH. — Breaker-builder workers on a go slow for higher pay at Goodyear Tyre and Rubber Company, Uitenhage, since early this week, have lost their jobs.

The director of public affairs at Goodyear, Mr Mike Selley, said yesterday the workers had "voluntarily broken their contract" by not returning to work — and were to be replaced.

On Monday, 24 breaker-builders went on a go slow for increased pay.

Mr Selley said management had repeatedly asked them to stay on at work while negotiations between the National Automobile and Allied Workers' Union

(NAAWU) and management were under way.

However, 23 of the 24 workers had continued to stay away, thereby severing their employment contract, he said. As a result, 23 new breaker-builder workers were being recruited.

On Tuesday, 200 workers in the radial tyre production unit had to be sent home because, as a result of the go slow strike, there were insufficient components.

The 200 were all present yesterday.

This dispute is to be referred to the industrial council.

The secretary of NAAWU, Mr Fred Sauls, refused to comment on the issue. — Sapa.

RD 1 2418 184 (150140) 1875

Union, firm dispute over foremen ends

By STEVEN FRIEDMAN
Labour Correspondent

A DISPUTE between the Chemical Workers' Industrial Union and a Wadeville company, Chesebrough Ponds, has ended with the company agreeing that black supervisors can belong to the union.

But the CWIU has agreed in exchange that supervisors will be represented by it in discipline cases only and that it will not negotiate pay for them.

This agreement comes at a time when, according to unionists, there are growing demands by black supervisors to join emerging unions.

They say the issue is "popping up increasingly" as more black workers become supervisors, but that employers often argue that the supervisors are part of management and should not be represented by a union.

According to a CWIU representative, Chesebrough Ponds is one of a number of companies at which black supervisors have joined emerging unions.

The union says most supervisors at the plant belong to it and that many have been CWIU members for nearly two years.

Last year, however, a supervisor was fired, which led to a stoppage at the plant. When union shop stewards attempted to take up his case, they were told he was part of management and that they could not act on his behalf.

This led to a dispute which ended recently in an agreement allowing supervisors to be represented by the CWIU in discipline cases, but not if they have grievances. The union will also not negotiate pay for them.

"This accords with what supervisors wanted — they didn't feel strongly about being covered by wage agreements," the CWIU's representative said.

A company spokesman, Mr Dale Ralph, confirmed the agreement, but added that supervisors would not be allowed to stand in union shop steward elections.

He said Chesebrough Ponds had "grave reservations" about allowing supervisors to be represented by stewards, who were their subordinates in the factory.

If they were union members, they would also be "torn between union policy and their duty to management".

He said supervisors at Chesebrough Ponds were more managers than workers.

FD 24 18190 (18-4122) (11/28/22)

Closed shop unfair, court maintains

Labour Correspondent

A THREAT by a Natal garment workers union to expel workers who join rival unions — which would cost them their jobs — has been thwarted by industrial court action.

The union is the Garment Workers Industrial Union, a member of the Trade Union Council of SA, which has a closed shop agreement in the industry forcing workers to belong to it.

It faces competition from the National Union of Textile Workers, a Federation of SA Trade Unions member, which has recruited most workers at the Pinetown clothing firm, James North Africa, and is recognised by the company.

Workers at the plant must remain members of the GWIU, unless they are exempted from the closed shop, but this has not prevented them from joining a rival union as well.

The GWIU, however, reacted to NUTW's campaign at James North by changing its constitution to allow the expulsion of workers who joined a rival union. The closed shop means that expelled workers would also lose their jobs.

It ordered workers who had joined NUTW at James North to appear at an inquiry into whether they belonged to the rival union.

NUTW challenged this in the industrial court, arguing that it was an "unfair labour practice".

The latest issue of Fosatu's newletter, Fosatu Worker News, reveals that lawyers for the GWIU have now conceded that the threat to expel members for joining a rival "would be seen as an unfair labour practice".

As a result, it says, the GWIU has abandoned attempts to expel NUTW members.

Mercury 24/8/84

~~135/135~~ 140A ~~135~~

Union threat to workers blocked

Mercury Correspondent

JOHANNESBURG—A threat by a Natal garment workers' union to expel workers who join rival unions — which would cost them their jobs — has been thwarted by Industrial Court action

The union is the Garment Workers' Industrial Union, a member of the Trade Union Council of S A, which has a closed-shop agreement in the industry, forcing workers to belong to it

It faces competition from the National Union of Textile Workers, a Federation of S A Trade Unions member, which has recruited most workers at Pinetown clothing firm James North Africa and is recognised by the company

Workers at the plant must remain members of the GWIU unless they are exempted from the 'closed shop', but this has not prevented them from joining a rival union as well

The GWIU reacted to the NUTW's campaign at James North by changing its constitution to allow the expulsion of workers who joined a rival union. The 'closed shop' means expelled workers would also lose their jobs

It ordered workers who had joined the NUTW at James North to appear at an inquiry into whether they belonged to the rival union.

The NUTW challenged this in the Industrial

Court, arguing that it was an 'unfair labour practice'

The latest issue of Fosatu Worker News reports that lawyers for the GWIU have conceded that the threat to expel members for joining a rival union 'would be seen as an unfair labour practice'

As a result, it says, the GWIU has abandoned attempts to expel NUTW members

Now the NUTW is pressing for James North workers to be exempted from the closed shop so they can resign from the GWIU, but the Tucsa union has the power to block this at the Natal garment industry's industrial council

Although the settlement of the case does not create a precedent for similar disputes, it is likely to allay fears that other unions with closed-shop agreements would move to expel those who joined rivals

Unions with closed-shop agreements covering black workers face competition from emerging unions in several industries and expelling workers who join these rivals would give them a powerful weapon

Mercury 25/8/84 140A 134/116

Union shackled by Court order in tyre factory strike

Mercury Reporter

A STRIKE by hourly-paid workers at Dunlop Sports was declared unlawful yesterday after an order granted in the Supreme Court, Durban

The Metal and Allied Workers' Union and its secretary, Mr W G Schreiner, were restrained from inciting any employee of Dunlop from taking part in, or continuing to take part in, the strike

They were also restrained from inciting employees from taking part in any other unlawful strike, or in the continuation of such strikes

Hundreds of workers at Dunlop's tyre factory were sacked last week after a strike in protest against the dismissal of five workers and the sus-

pension of shop stewards

Mr Justice Booysen, who heard the urgent application by Dunlop, postponed the matter until August 28

In papers before Court, Mr Glen Richard Sutton, Dunlop's industrial-relations manager, said the present strike by workers at Dunlop was unlawful

He said that since August 17 Dunlop's Sydney Road branch had been at a standstill. All production other than that of car tyres had ceased. The daily loss was R229 000

Mr Sutton said that on August 20 the union had sent a telegram to a shop steward at Dunlop's Benoni branch. Only part of the telegram, outlining reasons for the stoppage

at Sydney Road, had been shown to management.

He said that on August 23 a strike had begun at the Durban tyre branch after a document had been handed to the administration manager

A similar document had been sent to Dunlop's biggest branch at Ladysmith. If a strike started there, it would end all Dunlop's tyre manufacturing activity, he said—

Mr Sutton said it was clear the Metal and Allied Workers' Union had embarked on a campaign to bring all of Dunlop's employees on strike to support the strike at Sydney Road

He said the strikes were illegal. The reason for striking was not the

dismissal of five workers in 1983, but other issues, including a dispute over interpretation of a recognition agreement between the union and Dunlop

Meanwhile, workers who had been on strike at the company's Durban tyre branch returned to work yesterday

1 000 more back strike

Press 26/8/84
140A

ANOTHER 1000 workers at four Dunlop plants around the country have voted for a legal strike in the wake of management's sacking of 1 200 workers at their Durban tyre plant this week.

The 1 200 workers were dismissed only hours after they held a ballot to decide on legal strike action.

Two of the sister factories came

out in support yesterday and workers at the other two plants will also meet soon to decide when to begin their action.

The tyre plant workers originally declared a dispute when management sacked several Metal and Allied Workers' Union members.

Sacked Dunlop workers have decided to approach Sacos for support because Dunlop has a section which makes sports goods.

Rev 27/8/84 140A
Case may curb right to fire strikers

EMPLOYERS' right to fire workers who strike legally may have been curbed by a key industrial court ruling

The judgment came in a case brought by the white Council of Mining Unions. It charged that a clause in miners' contracts, saying they could be fired automatically if they struck legally or illegally, was unfair

It lost the case because the court refused to rule that firing legal strikers was automatically unfair. But it did add that there might be cases in which it would be unfair to fire legal strikers

The fairness of these sackings, it said, could depend on the cause of the strike, how long it lasted, its consequences and whether the two sides had bargained "in good faith" after it began.

Other factors which could have a bearing were the circumstances of both sides, the behaviour of workers during the strike and the terms of their contracts

So the court says it will judge on its merits each case in which legal strikers charge they are fired unfairly

This fell short of what the CMU — and other unions — wanted. Many unionists believe employers should be barred from firing legal strikers. Thus, they say, is the only way to give workers an incentive to strike legally

But it has been assumed up to now that employers have a blanket right to fire legal strikers and it is this that the ruling has questioned.

It is unclear how the court would apply its guidelines in practice. But an employer who fired legal strikers the moment they downed tools — or refused to bargain with them after they struck — could face action in the court.

An early test of the court's attitude may come soon: the Metal and Allied Workers Union says it will challenge the firing of strikers at Dunlop's Durban tyre plant last week, a move which Mawu says followed a vote by workers to turn their illegal strike into a legal one.

Meanwhile, union attempts to have the law changed to bar the firing of legal strikers will continue

Court hears of assault with chain in factory

E. Post
28/8/84
140A

VOLKSWAGEN SA (Pty) Ltd, discharged workers who fought at the motor assembly plant, a Uitenhage magistrate was told today

Before the court was Mr Johnson Gaika, of Tulis Street, Uitenhage, charged with assault with intent to do grievous bodily harm

He is alleged to have punched, kicked and hit Mr Burger Steyn Delport with a length of chain on June 29

Mr Gaika pleaded not guilty

He admitted that there was an incident that morning but said he grappled and exchanged blows with Mr Delport in self defence. He denied kicking or using a chain

Mr Delport said at about 7.20am he saw Mr Gaika talking to a Mr Du Toit who said he didn't wish to make a case against Mr Gaika. He was referring to an assault the previous day. Mr Delport said he told Mr Du Toit that he could not just drop the matter — such things could not be permitted at the factory

He said he then turned and walked away. He heard Mr Gaika swearing at him. He said "voetsak, wie is jy-jou"

He turned and asked who he was talking to and Mr Gaika ran and punched him in the face. He grabbed him and the two grappled on to the floor where Mr Gaika tried to gouge his eyes with his fingers. He asked a Mr Smit for help and the two

were separated

He ordered Mr Gaika to report to his office and walked off. He was then hit on the back with a chain

At that stage a Mr Mondile grabbed hold of Mr Gaika and a Mr Bezuidenhout took the chain

He walked to his office. That was the end of the fight. At no stage had he struck back because if he had done so he could not have brought the case

He said he had worked at VW for 15 years and knew the policy of not allowing fights on pain of discharge

He said he received medical attention for the injury to his face and also found that he had a bite mark on his back and that his hand was cut in the fall

Under cross-examination he agreed that the charge sheet included an allegation of kicking. He agreed that there had been no kicking

He agreed that he had only been struck one fist blow in the face, that he was not sure where it landed and that he had not been clouted as was alleged in the charge

He also admitted that a civil claim that he had made against Mr Gaika was incorrect in that it alleged there were various fist blows and that he was kicked

(Proceeding)

Mr W Smit was on the Bench. Mr F Bothas appeared for the State. Mr G Huisamen appeared for the defence.

KBM 28/8/84 (140A)

Dunlop in court to halt strikes

By STEVEN FRIEDMAN
Labour Correspondent

IN A dramatic move, the Dunlop Rubber Company has asked the Supreme Court in Durban to prevent members of the Metal and Allied Workers' Union at two of its plants from striking in sympathy with strikers fired at its Durban tyre plant.

Its application is to be heard this morning.

It was launched on Friday, but Mr Justice Booysen postponed the case after Mawu said it had not had enough time to respond.

During Friday's hearing, Mawu officials undertook to ensure that workers did not engage in any illegal strike action before the case was resumed this morning.

Dunlop's action follows the firing of about 1 200 strikers at the Durban tyre plant who had downed tools in protest against disciplinary actions.

Mawu alleges the firings took place soon after workers had voted to embark on a legal strike and says it will challenge the dismissals in the industrial court.

The union also represents workers at a Dunlop plant in Ladysmith and at the Dunlop Sports plant in Durban, and the fired strikers called on

workers at these plants to support them.

A second union, the Chemical Workers Industrial Union, represents workers at the Dunlop Industrial Products plant at Benoni. Workers at this plant were also urged to back the fired men.

In an apparent attempt to head off sympathy strike action at these plants, Dunlop launched a Supreme Court action in which it asked the court for an interdict preventing workers striking illegally.

A Mawu statement yesterday said the union had been served with papers by Dunlop on Friday, less than an hour before the court was scheduled to hear the company's application. The company's papers, setting out its case, ran to more than 100 pages, it added.

The union said it was unable to contact its lawyers before the hearing's scheduled start and two union officials had been forced to appear before Mr Justice Booysen to request a postponement of the case.

The case was postponed until this morning, but the judge had asked Mawu's representatives to confirm that they would act lawfully "at all times".

ROM 28/8/84
Firm
agrees
to talks

By **STEVEN FRIEDMAN**
Labour Correspondent

A KEY metal employer Highveld Steel has agreed to re-open talks with two unions whose members recently voted to strike in an historic ballot at its four Witbank plants.

However, it is not clear whether the company is prepared to discuss with the unions the wage deadlock which led to the strike ballot.

The ballot followed a deadlock in wage talks between Highveld and both the Metal and Allied Workers Union (MAWU) and SA Boilermakers Society (SABS)

The unions rejected a company wage offer which was accepted by three unions representing skilled white workers and declared a dispute with Highveld.

In the first strike ballot to be organised jointly by an established and an emerging union, about 70% of Highveld's 5 000 workers voted to strike. This included about 400 white skilled workers who do not belong to either union but who took part in an unofficial poll.

In the wake of the ballot, the unions asked Highveld to re-open wage talks.

The general secretary of the SABS, Mr Ike van der Watt, said yesterday Highveld had agreed to meet his union and MAWU on Friday to discuss the dispute.

ROM 28/8/84 (140A)

Strike threat over Frame, union dispute

By STEVEN FRIEDMAN
Labour Correspondent

THE National Union of Textile Workers (NUTW) has declared a dispute with the Frame group of textile companies, claiming the company refuses to recognise it even though it represents most workers at Frame's New Germany complex of mills

This is a significant escalation of the 10-year recognition dispute between the union and the company.

The New Germany complex is a key centre of Frame group operations and until now the NUTW has only claimed to represent a worker majority at one of the five mills. Frame has refused to recognise it — partly because it has not been representative of workers in the complex as a whole.

After a recent organising drive at the Pinetex mill — the second biggest in the complex — the NUTW now claims to represent a majority in the entire complex.

It has asked the Minister of Manpower to appoint a conciliation board to settle the dispute. If the board is appointed, and fails to settle the dispute, the union may strike legally or launch an industrial court action against the company.

Frame's managing director, Mr Selwyn Lurie, said

yesterday it was too early to comment on the NUTW's claim to represent a majority, or on whether the company would oppose the application for a conciliation board.

"The matter has been referred to our legal advisers and we are waiting for their assessment before commenting publicly," he said.

The NUTW's application for a conciliation board follows a protracted legal dispute between the two sides. More than 30 court cases are believed to be pending as a result of this.

Many of the cases challenge retrenchments at Frame mills and one deals with the company's alleged refusal to stop deducting union dues from the pay of workers who resign from the NUTW's rival at the mills, the Textile Workers' Industrial Union (TWIU).

The key dispute thus far, however, has centred around the largest mill in the complex, Frametex, where the NUTW claims a worker majority and alleges that Frame is not only refusing to recognise it but is favouring the TWIU.

The Frametex dispute is still before the courts, but in the meanwhile the NUTW claims to have recruited a majority at Pinetex as well.

This, it alleges, is sufficient to give it a worker majority.

By Carolyn Dempster,
Labour Reporter

Highveld Steel and Vanadium Corporation announced yesterday it would reopen wage negotiations

This comes after an overwhelming vote for industrial action last week at the Anglo American company

The two unions who held the ballot, the Metal and Allied Workers' Union (Mawu) and the South African Boilermakers' Society (Sabs), were notified yesterday of Highveld management's change in stance

The first meeting is to be held on Friday, Mr Ike van der Watt, general secretary of Sabs, confirmed

He said he did not hold out much hope for the talks, which were likely

Wage talks ~~to~~ to reopen at ~~the~~ Highveld Steel

to centre on wages, in view of the tough time the unions had had

Anglo American declined to comment on the turnabout

The industrial action ballot at Highveld Steel was historic in that it was the first time an established and emergent union, including black and white members, joined forces

The ballot showed

overwhelming support, with 75 percent of members of both unions (about 3 000 metalworkers) voting in favour of industrial action

About 40 percent of white artisans who are members of the three other unions at the plant also participated in an unofficial ballot, and the majority indicated they too would support industrial action

140A

28/8/84 Star

Mercury 28/8/84

~~15/11/84~~ 140A

Dispute

with textile

group hots up

Mercury Correspondent

JOAHANNESBURG—The National Union of Textile Workers has declared a dispute with the Frame group of textile companies, charging that the company refuses to recognise it even though it represents most workers at Frame's New Germany complex of mills

This is a significant escalation of the 10-year recognition dispute between the union and company

The New Germany complex is a key centre of Frame operations and until now the NUTW has claimed to represent a worker majority at only one of the five mills

Frame has refused to recognise it — partly because it has not been representative of workers in the complex as a whole

After a recent organising drive at the Pinetex mill — the second biggest in the complex — the NUTW claims to represent a majority in the entire complex

It has asked the Minister of Manpower to appoint a conciliation board to settle the dispute

If the board is appointed, and if it fails to settle the dispute, the union may strike legally or launch industrial court action against the company

The Frame group's managing director, Mr Selwyn Lurie, said yesterday it was too early to comment on the NUTW's claim to represent a majority or on whether the company would oppose the application for a conciliation board

'The matter has been referred to our legal advisers and we are waiting for their assessment,' he said

The NUTW's application for a conciliation board follows a protracted legal dispute between the two sides. More than 30 court cases are believed to be pending as a result of this

Many of the cases challenge retrenchments at Frame mills and one deals with the company's alleged refusal to stop deducting union dues from the pay of workers who resign from the NUTW's rival at the mills, the Textile Workers' Industrial Union

The key dispute thus far has centred on the largest mill in the complex, Frametex, where the NUTW claims a worker majority and alleges that Frame is both refusing to recognise it and is favouring the TWIU

Meanwhile the NUTW claims to have recruited a majority at Pinetex as well

This, it says is enough to give it a worker majority in the complex as a whole and to entitle it to bargaining rights for the entire complex

11/11/18 1258/18/184

~~15/11/18~~

140A

Strike hits tyre firm's biggest plant

Labour Reporter

WORKERS at the Ladysmith branch of the giant Dunlop Tyre factory downed tools yesterday in sympathy with their colleagues at the company's tyre factory in Durban who were recently fired.

Mr Glen Sutton, Dunlop's industrial relations manager, said the workers were given 24 hours to return to work and by late yesterday the position had not changed.

The strike comes in the face of an urgent Supreme Court order on Friday restraining the Metal and Allied Workers' Union from taking unlawful industrial action against the company, he said.

According to Mr Sutton, about 180 workers, at the Ladysmith plant downed tools yesterday morning, but a union spokesman claimed that the entire workforce of more than 500 went on strike.

Intimidation

Mr Sutton said 'Intimidation of members of the National Leather Workers' Union at the company's sports factory has precluded them from returning to work although they have expressed the wish to do so.'

He also confirmed that police were called to investigate a bomb threat at Dunlop's Sydney Road factory yesterday morning after an anonymous telephone call.

The union spokesman last night maintained that the Ladysmith strike was legal as it met all provisions in terms of the Labour Relations Act. He said the workers voted for strike action in a ballot conducted at the factory last week.

In papers before Mr Justice Booysen in the Supreme Court, Durban, last week, Mr Sutton said the Ladysmith plant was Dunlop's biggest branch. If a strike started there it would end all Dunlop's tyre manufacturing activity.

Dunlop's Sydney Road branch had been at a standstill since August 17 and all production other than that of car tyres had ceased.

Wednesday August 29 1984

Textile union is ^{star} set for showdown

By Carolyn Dempster,
Labour Reporter

The decade-long dispute between the National Union of Textile Workers (NUTW) and the Consolidated Frame Cotton Corporation is set for a final showdown.

This week the union declared a dispute with the corporation on the basis of its refusal to recognise a representative union at the New Germany factory complex.

And within the next two days, application will be made to the Minister of Manpower for the appointment of a conciliation board to consider the dispute.

The move comes after a vigorous recruitment and organising campaign in the complex's five fac-

ories of Pinetex, Frametex, Natal Knitting Mill, Nortex and Seltex.

Of these, Frametex with a workforce of 3 600, Seltex with 600 workers and Pinetex with 1 300 workers are owned by the Consolidated Frame Cotton Corporation (CFCC).

A spokesman for the NUTW said it was clear the union had majority membership at three of the five factories Pinetex, Frametex and the Natal Knitting Mill.

The membership was established despite fierce competition from a rival union, the Textile Workers' Industrial Union which is affiliated to the Trade Union Council of South Africa (Tuksa).

If the Minister appoints a conciliation

board, this will open a new avenue in the battle for recognition which has raged in and out of courtrooms for the past 10 years.

In March, the Natal Supreme Court rejected an application by the Frame group asking it to prevent the industrial court from considering the recognition dispute between the two unions.

This cleared the way for the NUTW to take the dispute to the Industrial Court.

However, in June, the Maritzburg Supreme Court granted CFCC leave to appeal against the judgment.

The appeal will be heard on September 17 by a full bench of the Natal Provincial Court.

Monday 29/8/54

Dunlop strike has spread to Transvaal

140A

Labour Reporter

WHILE striking workers at the Ladysmith branch of the Dunlop Tyre Company returned to work yesterday following an ultimatum by the management, workers at the company's industrial products in Benoni downed tools

Mr Glen Sutton, Dunlop's Industrial Relations manager, said the workers and the Metal and Allied Workers' Union had refused to give any formal demands

'This is now taken by the company to be an unlawful strike,' he said, adding that the Ladysmith workers returned to work yesterday morning after the management gave them a 24-hour deadline

Recruitment

'Recruitment and selection of workers for both the Durban tyre factory and Dunlop Sports is continuing. All other factories continued to operate normally,' he said

Workers at the Ladysmith factory downed tools on Monday in sympathy with their colleagues at the company's

Durban tyre factory who were fired recently

The strike comes in the face of an urgent Supreme Court order restraining the Metal and Allied Workers' Union from taking unlawful industrial action against the company

Mr Geoff Schreiner, secretary of the Fosatu-affiliated Metal and Allied Workers' Union said last night that Dunlop's management was fully aware of the demands of the workers

Ridiculous

'These have been communicated to them numerous times. It's ridiculous for them to assert that they are not aware of the workers' demands

'Until such time as they are prepared to sit down in a civilised fashion and discuss those demands with the workers, the problems are going to continue,' he said

Production at the Durban tyre factory has been at a standstill since August 17 following the dismissal of more than 1 000 workers. Production at the the Dunlop Sports factory in Mobeni also ground to a halt about a week later

ROM 30/8/84 (140A)

Strike ends, but more likely

By STEVEN FRIEDMAN
Labour Correspondent

THE third sympathy strike in two days at plants owned by Dunlop rubber company ended yesterday — but the Metal and Allied Workers' Union warned they could resume and there were fears yesterday that the continuing dispute at Dunlop could spread to plants which are not owned by the company.

In a surprise move yesterday, Mawu issued a statement claiming that all three sympathy stoppages — at plants in Durban, Ladysmith and Benoni — had been legal.

A court action brought by Dunlop, in which it is seeking an interdict barring the union from organising illegal sympathy strikes, is to be argued in the Durban Supreme Court today.

The sympathy strikes have been prompted by the recent firing of about 1200 strikers at Dunlop's Durban tyre plant who stopped work in protest at

disciplinary moves against Mawu members.

A further 120 strikers have been fired at Dunlop's Durban sports division, and Mawu claims that, in both cases, workers were fired while striking legally.

This week, Mawu members at Dunlop plants in Durban and Ladysmith struck in sympathy with the fired workers and, on Tuesday, members of the Chemical Workers' Industrial Union downed tools over the same issue.

Workers at the two Natal plants returned to work after being threatened with dismissal and Benoni workers returned yesterday, according to a CWIU spokesman.

Dunlop alleges that all three strikes were illegal, but Mawu said yesterday that all had been legal and added that workers had indicated "that unless matters are resolved they will again take lawful strike action".

Management sources reported yesterday

that there were indications that the Dunlop dispute was being taken up by Mawu shop stewards at plants not owned by the company.

They said several employers had been approached by Mawu shop stewards who had asked what their stance on the dispute was. This, they added, had sparked fears that the dispute could spread beyond Dunlop plants.

Dunlop reacted to the threat of sympathy strike action by seeking an interdict against Mawu and its Natal secretary, Mr Geoff Schreiner, preventing them from organising illegal sympathy strikes.

At an earlier hearing, the court granted the company an interim order barring Mawu from organising illegal strikes, but this order has now lapsed.

In its statement yesterday, Mawu said it had "consistently maintained" that the sympathy actions taken by workers were legal.

Conditions and pay are poor for women working in kwaZulu

Mrs Mahlangu pays a high price for being employed in Isithebe, kwaZulu, writes Carolyn Dempster.

At the multinational textile company where she works, the starting wage is R15 a week and the working conditions are "too appalling".

Across the "border" in South Africa, the same company operates another factory

Here, the starting wage is R45 a week and working conditions fall under the watchful eye of the unions and the Industrial Council for the textile industry.

Mrs Mahlangu (not her real name) has little option where she would like to work.

NO PROTECTION

She is locked into the homeland through South Africa's influx control laws. The factories in Isithebe are the only places she is likely to obtain a living, now and in the immediate future.

Union protection, for improvements in wages and working conditions, is also a distant hope

Mr M "Prof" Sineke, an organiser with the National Union of Textile Workers (NUTW) which is gathering membership in this growth area, was hesitant in naming the companies

involved in this kind of exploitation.

"They all feel they are doing the people a favour by providing work opportunities in these areas

"The impression they give is that if pushed, they are prepared to close down and move the factories elsewhere"

In fact, much of the incentive to the employers in starting up industries in the homeland was the lure of lower wages, he commented.

For Mrs Mahlangu, the working hours may be the same as in the sister factory in Durban, but the workload is far greater

MASS DISMISSALS

And, Mr Sineke says, the working conditions are pathetic and bear no comparison to the Durban factory. The NUTW's attempts to enlist the aid of the kwaZulu Government in the past in disputes with the Bata Shoe Company, owner of the KwaZulu Shoe Company, have proved fruitless. The disputes led to mass dismissals, selective rehiring and recruitment of non-unionised labour.

Mr Sineke believes there is no reason why future disputes, once they become volatile, should not follow the same route, with the kwaZulu Government ranged on the side of employers

LABOUR

~~10/10~~ ~~10/10~~ 10/10
What is illegal?

Fm 31/8/84
Dunlop SA last week obtained a Supreme Court injunction restraining the Metal and Allied Workers' Union (Mawu) from organising "illegal" sympathy strikes around the country in support of industrial action at the company's Sydney Road plant in Durban. Strikes occurred, nonetheless, at Dunlop's Ladysmith factory and its industrial products plant at Benoni

Did this place the union in contempt of court? Possibly not — although the whole issue is now embroiled in arguments over the legality of the strikes which the courts still have to decide

Mawu argues that it is not in contempt, because the injunction specifically forbids "illegal" strike action. The strikes, says Mawu, were not "illegal."

Dunlop disagrees. The company's industrial relations spokesman, Glenn Sutton, is adamant that the strikes were not legal

The company has asked the court to extend the order, even though the judge observed that an extension would serve little purpose if Mawu persists with the view that its action is legal. In opposing the extension, on which judgment has been reserved, Mawu did, indeed, persist in its view

Union compliance

Mawu's Natal branch secretary, Geoff Schreiner, says the union complied with all the necessary legal steps for a strike, both in the initial dispute, which arose from the allegedly improper dismissal of four union members, and in subsequent actions.

Evidence on the legality of the strikes was due to be heard in the Natal Supreme Court on Thursday. Both sides had reason to hope for an unequivocal ruling — otherwise the scene could be set for another

costly and drawn-out legal wrangle

2009 11/9/84 (140A)

More strikes, says Mawu

By STEVEN FRIEDMAN
Labour Correspondent

WORKERS at plants owned by the Dunlop rubber company have decided to resume their sympathy strikes if the company does not reinstate fired workers at its Durban tyre plant, the Metal and Allied Workers Union warned yesterday.

Mawu also said in a statement that it was holding talks aimed at launching a consumer boycott of Dunlop sporting goods, as well as action against the company's tyres by workers in motor factories which it supplies.

It said it had held talks with the Natal Council of Sports, local motor and rubber unions, and with the British Trades Union Congress "with a view to developing solidarity action against Dunlop SA".

About 1 200 workers at Dunlop's Durban tyre plant were fired recently after striking in protest at the dismissal of five workers. Later, about 120 strikers at its sports goods factory were also fired.

Workers at Dunlop plants in Durban, Ladysmith and Benoni subsequently went on strike, demanding reinstatement of the fired workers.

However, they returned to work after a company ultimatum to return or face dismissal.

Dunlop said that all the strikes were

illegal and has asked the Natal Supreme Court to grant an interdict preventing Mawu from organising illegal strikes in its plants.

Mawu has defended the action, arguing that both the tyre plant strikers and those at the other plants followed all the required legal steps before striking.

The action was heard on Thursday, but judgment was reserved. A ruling is expected next week.

Mawu has said it plans to launch an industrial court action against the company challenging the five dismissals which led to the tyre plant strike and the firing of the strikers themselves. In its statement yesterday, the union said worker representatives at the plants which had taken sympathy action this week had "resolved that further lawful industrial action will be taken if the company did not accede to the reinstatement of the five dismissed employees at the Durban tyre factory".

It said the tyre and sports plants were "at a standstill" and that workers who had "purportedly been dismissed" were meeting daily. They had decided not to return to work unless the company met their grievances.

Mawu said it was prepared to submit the dispute over the firing of the five workers to either the industrial court or an arbitrator, and sharply criticised the company for not agreeing to this.

RBM 319184 □ □ 196-152 140A

A SERIES of strikes at plants owned by rubber company Dunlop are unusually important

A strike over dismissals at its Durban tyre plant led to the firing of 1 200 strikers. Last week, workers at its plants in Durban, Ladysmith and Benoni struck in support of the fired strikers.

This showed an unusual degree of worker organisation — particularly as Dunlop workers belong to two unions — Metal and Allied Workers in Natal and Chemical Industrial Workers at Benoni

But it was not entirely surprising the groundwork was laid by frequent meetings between tyre plant workers and those at other plants during a previous dispute.

And the fact that both unions belong to Fosatu obviously increased the scope for co-operation between them

The dispute may escalate Mawu has threatened further sympathy action and a public campaign against Dunlop Employers say Mawu shop stewards at plants not owned by Dunlop are raising the issue

The strike has also raised key legal issues Dunlop says all the strikes were illegal and has sought a Natal Supreme Court order bar-

ring Mawu from organising illegal sympathy strikes.

Mawu said the strikes were legal and a judgment is due this week. It could set precedents.

And Mawu still plans to challenge the firings in the industrial court — which could test the court's attitude to the firing of strikers.

140A

MEETING WITH HIGHVELD STEEL

A meeting took place between the Metal and Allied Workers Union the SA Boilermakers Society and the management of Highveld Steel and Vanadium Corporation on Friday 31 8 84 at Witbank

The management maintained its intransigent attitude and completely refused to change its offer. The Unions then demanded a meeting with the Board of Directors of the Corporation and this will take place at Witbank on Tuesday 4 September

The meeting was a result of management's agreement to reopen negotiations with MAWU and the Boilermakers Society following the very high vote by workers at Highveld and its Mapochs Mine in favour of industrial action

At the meeting, one of the directors of the Corporation stated that in his opinion the ballot was a 'farce' and accused the Unions of fraud. He also admitted that the results of the ballot had not been discussed by the Board of Directors

The Union representatives pointed out that these opinions had been raised by management immediately after the ballot, and the Unions had offered to repeat it. At that time, management stated that a repeat was not necessary because the result was in any case clear and the opinion of the employees was known to them to be a majority in favour of the Unions' actions

The Union representatives also deplored the Corporation's attitude in not discussing the results with the Board of Directors and said that it showed that Highveld Management was completely contemptuous of the opinions of their employees

At the meeting, management again stated that Highveld Steel had played a very important role in framing the position taken by SEIFSA at the main Industrial Council negotiations and that the corporation had played a very central role in that negotiation. They repeated that because of this they had come to the house agreement negotiations with a fixed position

The unions pointed out that Highveld's offer was the worst of all the house agreement negotiation offers and said that Highveld Steel had shown that it was only prepared to pay the minimum wages in the industry

Highveld Steel and Vanadium is one of the most profitable companies in the industry and yet pays very badly. In general the corporation is not prepared to spend money on the welfare of its employees. The majority of the employees live in disgusting hostels in the nearby township. For 15 years workers asked management to improve these conditions but it was only after 18 months of union pressure that the corporation came up with some money to improve the living conditions

MAWU believes that the corporation is not prepared to bargain in good faith. It is clear from management's statements that they entered the negotiations of the house agreement with no intention of bargaining at all. MAWU believes that this may well constitute an unfair labour practice

From statements made by management at the meeting on 31 8 84 and at previous meetings, it is clear that the corporation puts its dominant position in SEIFSA and SEIFSA's policies before its workers

This is no surprise to MAWU. Highveld is a sister company of Scaw Metals, both of them being subsidiaries of the Anglo American Industrial Corporation (AMIC). At Scaw Metals management preferred to dismiss more than 2 000 workers, many of them with very long service than compromise its position as a "Pillar of SEIFSA"

MAWU believes that this reflects the dominant position of the Anglo American Corporation in the metal industry. AAC controls a large part of the industry through its shareholdings and exerts strong control over the rest of the industry through its complete dominance of SEIFSA, the employers' Association. Clearly, AAC puts this monopolistic position before the interests of its employees, despite its public relations which purports to show the Corporation as enlightened and in favour of black advancement

MAWU, Transvaal, 3 9 84

Mercury 4/9/84 (117) (140A) (133) (134)

Firm fights ruling over union dues

Pietermaritzburg
Bureau

THE Consolidated Frame Cotton Corporation yesterday appealed in the Supreme Court against a decision by a magistrate interdicting the company from continuing to deduct union dues in favour of the Textile Workers Industrial Union (SA) from the wages of certain workers

Mr Justice Broome and Mr Justice Nienaber reserved judgment in the matter

Durban Magistrate Mr G J Botha granted an application in January this year by 19 workers from the Pinetex Mill, in Pinetown, for a court order declaring that deductions

from their wages in favour of the TWIU were unlawful as they had joined another union, the National Union of Textile Workers

In an affidavit, Mr Julius Sithole said that in September 1982 he and other workers had given written authorisation to the company to deduct union dues from their wages

When they joined the other union a year later, they wrote to the company cancelling the stop order.

The company had responded that their authorisation could not be revoked except in accordance with the TWIU constitution

Mr Sithole said if the

company had in any way obliged itself to make the stop order deductions and remit them to TWIU, it had been done without the knowledge or consent of the workers.

'We would not have wittingly bound ourselves to allow deductions to continue after our resignation from TWIU or retraction of the stop order authorisation,' he said

In an answering affidavit, the joint managing director of the Frame group, Mr Selwyn Lurie, denied that the workers had resigned from TWIU and claimed that they had notified only the company of this Frame, he said, was not authorised to receive the resignations



SEPT 16

Ideal Homes EXHIBITION '84

SUNDOWNER EXT 2 & 4

and it is only the start of the show," he said

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homes

Managing director of Dallas Construction, Mr Leon Katz said that people had been impressed by the "liveable" atmosphere of the houses, which have interiors created by top designers

The nine houses on show were built by Renou Made Homes, Gough Cooper, Frambou, Montagu Homes, Dacon Homes, Dallas Construction, M R Duff Construction, Concept and Heron Homes

Tickets are R3 for adults and children are free. Students and Pensioners will receive a R1,50 discount

Parents wanting to browse around the show can leave their children at a playpark supervised by the Alberton Lions

Full meals, cold drinks and snacks are available in the yellow-and-white marquee catered for by Pick 'n Pay

The present TRFU has week

Mawu hits out at Anglo over wages

Mali Reporter

THE Metal and Allied Workers' Union (Mawu) has attacked the labour practices of the Anglo American Corporation, owners of Highveld Steel, where the union is involved in a key wage dispute

Three weeks ago members of Mawu and the South African Boilermakers Society (Sabs) voted for strike action

A Mawu statement said the dispute remained unresolved when management refused to increase its offer. A meeting between the unions and the board of directors is to be held today

The unions are demanding wages higher than the national wage rates negotiat-

ed at the industrial council with the employer body, the Steel and Engineering Industries Federation (Seisa)

Mawu accused Highveld of paying its workers badly and housing them in "disgusting" hostels.

Mawu also slammed Anglo's "dominant" position in the metal industry which was due to both to its shareholding and its "complete dominance" of Seisa

"Clearly, Anglo American puts this monopolistic position before the interests of its employees, despite its public relations which purports to show the corporation as enlightened and in favour of black advancement."

US scare over cloud of toxic gas

NEW YORK — Chemists and fire-fighters yesterday worked through the night to stop an acid leak at a computer factory in Omaha, Nebraska

The leak had caused a cloud of gas — irritating to eyes and skin — to pass over

the region. Hundreds of people were evacuated, but there were no reports of injuries

Police asked people to evacuate the area around the Control Data Corporation plant, where nitric acid was leaking from an outdoor stor-

age tank.

Residents to the east were advised to stay inside, to close their windows and to switch off their air conditioners so as to prevent the gas from entering their homes

The Red Cross set up centres for evacuees at three nearby high schools

"At least 10 000" people were in the path of the cloud of gas, according to a spokesman for the Millard Volunteer Fire Department.

Chemists said the concentration of the acid was only about 5%

The acid is potentially lethal, but only at much higher concentrations

The slow leak was discovered by an employee who had noticed an orange glow around the tank — caused by the nitric acid reacting with air to form nitrous oxide.

Fire-fighters pumped a water fog into the cloud to bring it down to the ground, and dug trenches to channel some of the acid away.

Chemists poured soda ash on the acid to neutralise it

Nitric acid is a colourless, poisonous gas used in the manufacture of organic compounds such as fertilisers, explosives and dyes — Sapa-AP

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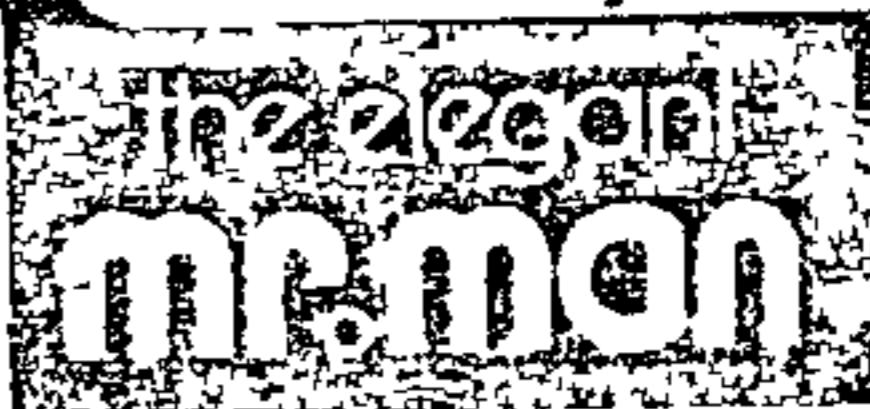
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FROM 3-8

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Heavily-armed police

By Carolyn Dempster,
Labour Reporter

Crucial talks between the board of directors of the Highveld Steel and Vanadium Corporation and two unions, the Metal and Allied Workers' Union (Mawu) and SA Boilermakers' Society (SABS), deadlocked at midday yesterday when the company refused to budge on its wage offer.

The entire afternoon shift of workers at Highveld Steel stopped work and marched down to the administration block to await the results of the meeting — leading to a stoppage at the plant.

In a statement released today by Mawu, the union said that the chairman of Highveld Steel, Mr Les Boyd, had told them the company would not change its offer in any respect whatsoever.

The offer (20c an hour for unskilled workers and

Deadlock in pay talks at Highveld

40c an hour for artisans) is the lowest made in house agreement negotiations and does not diverge from the minimums negotiated at the National Industrial Council for the Engineering Industry.

Mr Boyd told the union that "even managers were dissatisfied with their salary increases" but they understood that the company could not afford to pay more.

Mawu said that the chairman rejected any possibility of arbitration or mediation.

With the deadlock, the

way is now open for a legal strike by 3 500 black and white workers at the sprawling steel complex outside Witbank.

The two unions won a 75 percent vote for industrial action in a strike ballot held at the plant two weeks ago.

"Both unions are of the opinion that the company is determined to provoke a conflict," Mawu and the SABS have stated.

A spokesman for Anglo American last night denied there had been a stoppage at Highveld Steel after yesterday's talks.

Star

5/9/84

140A

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Strikers allegedly assaulted job-seekers

DURBAN — Strikers at a Hammarsdale textile factory assaulted a number of job-seekers at the factory, it was claimed yesterday

The National Union of Textile Workers blamed the violence on delayed negotiations as 1 200 of its members at the Progress Knitting and Textiles factory entered their 13th day on strike yesterday

A report that strikers had attacked an employee with bricks on Monday could not be confirmed. Police said the area was quiet yesterday

Workers went on strike over the dismissal on August 20 of a cutting-room worker, Mrs Joyce Nkosi

The NUTW branch secretary, Mr Obed Zuma, said Mrs Nkosi had allegedly threatened a supervisor with a pair of scissors

A Progress spokesman, Mr LM Epstein, said workers had been told they would be dismissed if they did not return to work

"On August 27, the secretary and the local organiser of the NUTW were told Mrs Nkosi would be reinstated without loss of pay," said Mr Epstein

Mr Epstein said former employees had been invited to apply for employment

"Hiring new workers has been slow due to intimidation of work-seekers by unruly elements. There have been cases of stabbing and assault," he said — Sapa

3 500 down tools over pay at Anglo steel works

By PHILLIP VAN NIEKERK
Mail Reporter

MORE than 3 500 workers from two unions downed tools at Anglo American's Highveld Steel plant at Witbank yesterday as the company refused to improve its in-house wage offer.

A spokesman for one of the unions, the Metal and Allied Workers' Union (Mawu), said black workers on all three shifts at the plant had stopped work at different times for three hours yesterday.

He said they had decided on industrial action at a joint meeting of members of Mawu and the South African Boilermakers Society (Sabs) on Tuesday night following the refusal of Highveld's directors to improve their offer.

Workers on the Tuesday afternoon shift marched to the company's administration buildings to hear the outcome of the talks, which were held in the wake of a strike ballot called by Sabs and Mawu.

In terms of the ballot, both black and white workers at the plant and at the Mapochs mine are now entitled to take legal strike action.

White members of the Sabs

were holding a meeting last night to decide whether to join their black colleagues.

The Mawu spokesman said workers had been warned if they did not report for work this morning they would be locked out and if they did not report again on Friday they would be fired.

The wage dispute followed attempts by Mawu and Sabs to get the company to offer more in terms of their house agreement with Highveld.

The unions say Highveld's offer is the least favourable of all the companies negotiating house agreements over and above the industrial council wage agreement.

The Mawu spokesman said the union believed the dispute was not really over the company's ability to pay, but over Anglo's policy of preventing plant-level negotiations and bringing them under the centralised wage negotiations of the industrial council.

He said the company appeared to favour a confrontation as they had turned down requests that the dispute be referred to arbitration or mediation.

Last night a spokesman for the company declined to comment or even confirm the stoppages.

Steelworkers stage protest stoppages

By Carolyn Dempster,
Labour Reporter

Industrial action was taken by more than a thousand day-shift workers at Anglo American's Highveld Steel and Vanadium Corporation yesterday, following a deadlock in wage discussions.

Black workers on morning and afternoon shifts staged three-hour stoppages in the first industrial action at the steel complex.

According to worker representatives, those

who participated in the stoppage were warned that if they pursued their actions the company would lock them out.

A spokesman for Anglo American yesterday declined to comment on the stoppages or alleged threats of lock-outs.

The action was taken after the collapse on Tuesday of talks between the Metal and Allied Workers' Union (Mawu), the SA Boilermakers' Society (Sabs) and Highveld Steel's board of directors

The meeting had been convened after the unions obtained a 75 percent ballot vote in favour of industrial action among their 3 500 members.

Talks failed when chairman of the board, Mr Les Boyd, said the company would not change its offer a nine to 13 percent increase.

According to Mawu, Mr Boyd told unions that Highveld should go back to the agreement negotiated at National Industrial Council level.

RDM 6/9/84 (333) (152) 140A

Union accuses transport firm of mass lock-out

By PHILLIP VAN NIEKERK

THE Transport and General Workers' Union (TGWU) has accused Southern Star, a company which ferries motor cars for General Motors, of locking out more than 100 workers

A spokesman for the Fosuatu-affiliated TGWU alleged that the workers were locked out earlier this week because the company wanted to replace them with non-unionised labour.

She said the company had for some time delayed responding to the union's letters calling for recognition.

When they had eventually met management had raised "technical" objec-

tions to recognising the union

On Monday a director of the company had addressed the entire workforce, instructed them to leave the premises and locked them out.

The TGWU spokesman said the lock-out was the culmination of several weeks of delaying tactics and that the company was simply "not willing to talk" to the union.

She said the union — which represented almost all the company's workers — believed the workers had been unlawfully dismissed

The Rand Daily Mail was unable to get comment from the company yesterday.

Mercury

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Job seekers beaten by strikers, claim

Mercury Reporter

STRIKERS at a Ham-marsdale textile factory had assaulted a number of job seekers at the factory, it was claimed yesterday

The National Union of Textile Workers blamed the violence on delayed negotiations as 1 200 of its members at the industrial township's Progress Knitting and Textiles entered their 13th day on strike yesterday

A report that strikers had attacked an employee with bricks on Monday could not be confirmed. Police kept a close watch on the factory yesterday, but said the situation was calm

Nearby shopowners said they had been warned to close their shops at noon as trouble had been expected. Police denied having told shopkeepers to do so

Workers went on strike over the dismissal on August 20 of a cutting-room worker, Mrs Joyce Nkosi. NUTW branch secretary Obed Zuma said Mrs Nkosi had allegedly threatened a supervisor with a pair of scissors

A Progress spokesman, Mr L M Epstein, said workers had defied the advice of union organisers on August 24 and had gone on strike

The workers were told if they did not return to work they would all be dismissed. They did not

return and were dismissed,' he said

'On August 27 the secretary and the local organiser of the NUTW were told Mrs Nkosi would be reinstated without loss of pay,' said Mr Epstein

Mr Zuma said the company had agreed to take back all the dismissed workers, except a shop steward and 10 others

Agreed

'The strikers agreed Mrs Nkosi should go back to work, but the rest of the factory would stay out in sympathy with the 11 dismissed workers'

Mr Epstein said the company was replacing those on strike. Former employees had been invited to apply for employment

'The taking on of new workers has been slow due to intimidation of work seekers by unruly elements. There have been cases of stabbing and assault,' he said

Highveld threat to sack almost all

By Carolyn Dempster,
Labour Reporter

Highveld Steel and Vanadium Corporation has threatened to dismiss almost its entire workforce if workers strike today.

The warning was issued yesterday by the management of the Anglo American company after 3 500 workers had downed tools three hours before the end of the day shift at 1 pm

It was the second day of industrial action at the steel complex since wage talks deadlocked on Tuesday

Following the breakdown in negotiations between the Metal and Allied Workers' Union, the SA Boilermakers Socie'g and High-

veld's board of directors, both black and white workers at the steel complex staged three hour stoppages at the beginning of the morning, afternoon and evening shifts on Wednesday

They were told that they would have their pay docked for the entire shift if they did not complete the full shift yesterday.

New notices were issued to the workforce yesterday warning, saying that any industrial action would lead to dismissal

A spokesman for the Metal and Allied Workers' Union said last night that the stance taken by management reinforced the workers' belief that it was pointless to follow the lengthy procedures for a lawful strike

Members of the two unions at Highveld Steel and Mapochs Mine had so far complied with all the requirements of the Labour Relations Act

But the chairman of Highveld Steel, Mr L Boyd, said a legal strike could be declared only after a trade union had conducted a secret ballot

"The vote that the unions conducted at Highveld was not secret, and it is therefore questionable whether the unions have complied with the requirements of labour law

"A legal strike does not, moreover, deprive employers of their right to terminate the contract of employment if workers have broken that contract," he said

Monday 7/11/82

100 bus drivers fired in strike

Labour Reporter

MOST of the 100 bus drivers employed by Ilanga Transport who went on strike yesterday were dismissed after ignoring a return-to-work ultimatum

The strike, which started yesterday morning, disrupted bus services for thousands of commuters in the Inanda and Am-outi areas.

Many people reported late for work and were again inconvenienced last night as they were forced to use other means of transport to get home

The service was expected to be disrupted again today while replacement staff were hired, said Mr Edward Marshall, managing director of the KwaZulu-owned bus company

He said the drivers had gone on strike, demanding the dismissal of a black member of the staff, but management had not been prepared to accede to their demand because of a lack of supporting evidence.

Breach

The strike is apparently being supported by the Transport and General Workers' Union with which the company has a preliminary recognition agreement, he said

The grievance procedure had not been adhered to and the company considered the action by the drivers to be in breach of the agreement.

Mr Marshall said the strikers had been given an ultimatum to return by 1 p m or be fired

'Only a handful responded. The ultimatum was executed, resulting in the dismissal of all those who failed to return to their jobs,' he said.

Mr John Mawbey, branch secretary of the Transport and General Workers' Union, was not available for comment

black residential areas are mere dormitory towns for the wealthy white cities and that industries and businesses in these areas must be taxed to finance black townships. He says "There is no way these areas can ever be made self-sufficient or that housing and services can be paid for by rentals."

LABOUR DISPUTES

Highveld conflict

The wage dispute between two metal unions and the Highveld Steel and Vanadium Corporation led to a three-hour work stoppage on Wednesday after two meetings between the parties in the past week ended in deadlock.

According to union sources, workers at Highveld's five plants in Witbank failed to clock in as usual in the morning and began working only at 10am. This followed a mass meeting of workers on Tuesday night at which they "expressed great dissatisfaction with the company's attitude."

Highveld, a subsidiary of the Anglo American Corporation, is a member of the Steel and Engineering Industries Federation of SA (Seifsa). However, it has an "in-house" wage agreement which is negotiated outside the metal industry industrial council.

Tensions have been building up in the company's plants ever since the Metal and Allied Workers' Union (Mawu) and the SA Boilermakers' Society declared a dispute over this year's wage negotiations. A conciliation board subsequently failed to resolve the dispute. This opened the way for the union to call a legal strike.

In August, Mawu and the Boilermakers conducted an historic joint ballot to determine whether the workers wanted to strike. It was the first time that an emerging, mainly black, union had undertaken such action with a long established union. More than 91% of Mawu's members and almost 70% of the Boilermakers' membership voted to strike.

The two unions also conducted an unofficial poll in which nearly half the workers, who belong to neither union, also expressed support for strike action. A number of these workers belong to the conservative Amalgamated Engineering Union, Mineworkers' Union and the SA Iron, Steel and Allied Industries Union which restrict their membership to whites. Overall, 70% of the 5 000-strong workforce at Highveld Steel's four plants and its Mapoch mine at Witbank registered "yes" votes.

Despite the poll, however, negotiations between Mawu, the Boilermakers and the company were re-opened in an effort to avert the strike. Two meetings have been held since the poll. At both, the company refused to budge from its offer of 7%-13% increases. These are equivalent to the increases contained in the agreement negotiated at the metal industry industrial

council earlier this year, which both Mawu and the Boilermakers refused to sign.

After Friday's meeting, Mawu accused the company of failing to bargain in good faith and suggested that this could constitute an unfair labour practice.

In a statement issued this week Mawu said the company "was determined to provoke conflict." It said that management's refusal was aimed at preventing plant level negotiations. According to the union, Highveld chairman Les Boyd said the company would consider going back into the main industrial council agreement as there was no longer any reason for an "in-house" agreement.

Boilermakers' general secretary Ike van der Watt told the FM he hoped the stoppage would bring management back to the negotiating table.

Highveld director Reg Callanan described the stoppage as a "little disturbance," and subsequently declined to comment.

The dispute has developed into a major test of strength between the two unions and the company and could have important implications for the future of "in-house" wage agreements in the metal industry.

quotable

SABC director general Riaan Eksteen in a speech to the Cape Town Press Club.

There is perhaps a fundamental difference between the broadcasting journalism and newspaper journalism that must be underlined. It is namely that the printed media, because of its specific nature, flourishes in the application of the art of politicking in its political reporting — mainly because of the fact that it is, with very few exceptions, coupled politically. In contrast, the SABC, because of its specific nature, cannot consider itself bound to the policies of any specific party and thus become the propagator of exclusively that message.

THE UDF

A new force

The anti-constitution United Democratic Front (UDF) has proved itself a new political force in the land — primarily by its success in achieving its major objective, a low poll in the coloured and Indian elections. Whether it can now hold its disparate elements together to maintain a permanent political presence is another matter entirely.

It would certainly be overstating the case to say all who did not vote, let alone the voteless majority, are active UDF supporters. Scepticism, apathy and confusion also played a part in the stayaway. Howev-

er, most blacks probably do share the Front's vague ideals of a "non-racial, democratic and undivided SA."

So far, the UDF's achievements have been strictly negative. It has functioned well in the politics of rejection where the target was one in which its varying affiliates could agree. It now aims to build and consolidate UDF support through its many affiliates to the point where it can realistically make political demands — such as the release of all political prisoners leading to a national convention.

Whether it will be able to maintain its unity and its growth where specific policies are at issue remains to be seen. In future, it will face competition from parties represented in government who will be able to achieve something for their constituents and to dispense some measure of government patronage.

There are more than 600 organisations affiliated to the UDF. Many, like the dozens of ratepayers' bodies, are small and reflect the UDF's grassroots support. The organisation is broadly based, loosely organised, non-racial, has urban and rural constituencies, and contains older and young members plus workers and professionals. In other words, it is wide open to strains caused by competing policies, approaches, and economic interests.

The detentions of UDF leaders prompted Albertina Sisulu, a UDF vice-president and the wife of imprisoned ANC leader Walter Sisulu, to say "It is clear that the UDF is playing the tune and the government is dancing to it."

About 25 000 people of all race groups attended what were reported to be highly enthusiastic rallies around the country on August 19 to celebrate the UDF's first anniversary.

"A spirit of defiance against race rule is alive in the land," said Cas Saloojee in his introductory speech.

In the UDF's first year, he said "Masses have stood up to swell our movement and we speak with one tremendous voice from the Cape Peninsula to the northern Transvaal and from our eastern shores to Kimberley."

The idea of forming the UDF was first mooted by Allen Boesak, President of the World Alliance of Reformed Churches, at the last congress of the Transvaal Anti-SA Indian Council Committee (Anti-Saic) in January 1983.

A commission was then set up to look into the formation of a broad united front specifically to oppose the new constitution and the so-called Koornhof Bills on legislation affecting influx control and local government of blacks.

Seven months later, the UDF was launched at a 12 000-strong gathering in Mitchells Plain, Cape Town. Boesak and a number of banned people like ANC leader Nelson Mandela were made patrons of the UDF. No comparable political movement had been seen in SA in over 20 years.

Interdict on union over tyre-firm strikes

Mercury 8/9/84
40A

Mercury Reporter

THE Metal and Allied Workers' Union was interdicted by the Supreme Court, Durban, yesterday from instigating or inciting any unlawful strike or the continuation of strikes by hourly-paid workers at the Durban, Ladysmith, Benoni, East London and Port Elizabeth branches of Dunlop South Africa

Mr Justice Booysen granted the order pending the determination of an action to be instituted by Dunlop against Mawu and its secretary, Mr W G Schreiner, for a final order declaring the strikes illegal

The union was also interdicted from inciting or continuing the strike by any of the employees where the matter causing the strike had or had not been the subject matter of an application for the establishment of a conciliation board, until

The conciliation board has reported on the matter to the Minister of Manpower,

Refused

The expiry of a 30-day period from which the minister has approved the establishment of the board

The minister has refused to approve the establishment of a conciliation board within 30 days.

According to papers, Dunlop asked the Court to have the strikes by the hourly-paid workers at

their Durban, Ladysmith, Benoni, East London and Port Elizabeth branches, and the inciting of the workers of Dunlop to be declared illegal

Dunlop alleged that Mawu and Mr Schreiner incited and procured the strike, which they knew to be unlawful under a claim to legality

Mr Justice Booysen said it seemed to him to be prima facie that Mr Schreiner did reach and sought to influence the minds of the employees to take strike action on August 17

Even assuming that Mr Schreiner might have thought that the strikes would be lawful, it still remained that he knew at the time that the employees were 'in the mood to strike' and he advised them that it would be lawful to do so

Mr Schreiner's reading of a pre-prepared letter was concluded to advise workers to strike. Also it was clear at prima facie level that it reached and sought to influence the minds of the employees at other Dunlop factories to strike unlawfully in sympathy with those at Sydney Road

Mr Justice Booysen said he was satisfied that Dunlop had established a clear right to an interdict because the union would incite further strikes.

But he added that he was not prepared to grant any final relief because he could not find that oral evidence might not disturb the balance of probabilities

Highveld Steel (140A) gives in to unions on cash position

By Carolyn Dempster,
Labour Reporter

The Highveld Steel and Vanadium Corporation has agreed to disclose information on the financial position of the company

It will give the details to the Metal and Allied Workers' Union and the SA Boilermakers' Society in a bid to avert an all-out strike by 3 500 workers at the Anglo American-owned steel complex and Mapochs mine

MEETING

Mr Ike van der Watt, general secretary of the Sabs, confirmed that officials from the two unions would be meeting the management of Highveld Steel tonight

On the agenda will be whether the company can afford increases in excess of those offered at the in-house negotiations last month.

The concession by Highveld signifies a breakthrough for emergent unions who have been pushing for disclosure of financial information for use in wage negotiations for more than a year

Until now managements have been fiercely resistant to the idea

In a meeting between the unions and Highveld management on Monday night, the company representatives refused to refer the dispute to arbitration. However they tentatively agreed to a union request to discuss the financial position of the company

A packed meeting of more than 1 000 black and white workers and artisans at the Lynville community hall last night resolved to allow union officials, shop stewards and union auditors time to meet management before embarking on further action

Dr B Fanaroff, the branch organiser for Mawu, said the workers had expressed extreme dissatisfaction with the company's refusal to improve its offer. All were in favour of further industrial action irrespective of the threat of firing.

The 3 500 members of both unions have been holding back since last Friday when management warned employees that strike action of any nature would lead to instant dismissal

A spokesman for Anglo American declined to comment on the recent developments

135 Fm 14/9/84

from other unions This issue has been a major bone of contention between older SA unions and the emerging ones

Another factor has to be considered in weighing up Tucsa's chances of success with the emerging unions Several of the more important emerging unions and the two major emergent federations are currently engaged in talks to form a new union federation These have reached an advanced stage They did not see fit to invite Tucsa to participate

Against this background, it is clear that Tucsa has to tread warily when it chooses its new general secretary. But Grobbelaar will not be easy to replace After the conference it was announced that there is no obvious successor Acting general secretary Ruth Imrie, who is highly regarded by many in Tucsa, has indicated that she will not stand Several other people have been mooted Botha himself, Norman Daniels of the Textile Workers' Industrial Union, Wilhe van der Merwe of the Artisan Staff Association, and even Andre Malherbe, former general secretary of the SA Society of Bank Officials, who is now labour adviser to the Johannesburg Chamber of Commerce However, for a number of reasons (some are heavily involved in their own unions' affairs and Malherbe would be seen as a somewhat strange choice as he is firmly in the employers' camp) none may be suitable

One person who cannot be ruled out is Van Tonder He is now a Tucsa vice-president, but he could step down from that post Van Tonder is seen as a good statesman with sufficient strength of character to guide Tucsa through a rocky time However, he is not viewed kindly by the emerging unions

LABOUR DISPUTES

What is legal?

About 2000 workers at several Dunlop plants in Natal have decided to continue their three-week-old strike, despite a court order restraining the Metal and Allied Workers' Union (Mawu) from organising illegal strike action The workers' decision is the latest move in the dispute between them and the company which has developed into a complicated legal wrangle

Last month 1200 workers at Dunlop's Durban tyre plant were fired after striking over the dismissal of five colleagues This was followed by sympathy strikes by Mawu members at two other Dunlop plants

Dunlop responded by applying to the Natal Supreme Court for an interdict restraining the union from organising illegal strikes at its plants Mr Justice Booysen granted a temporary interdict It subsequently expired, but last week he granted a

second injunction against the union

Mawu's Geoff Schreiner maintains that the strikes it has organised are "legal" Consequently, he says, the industrial action will continue Mawu has also announced that it is seeking to broaden support for the workers by appealing for a show of solidarity by overseas trade unions, other Federation of SA Trade Unions (Fosatu) affiliates and the SA Council on Sport

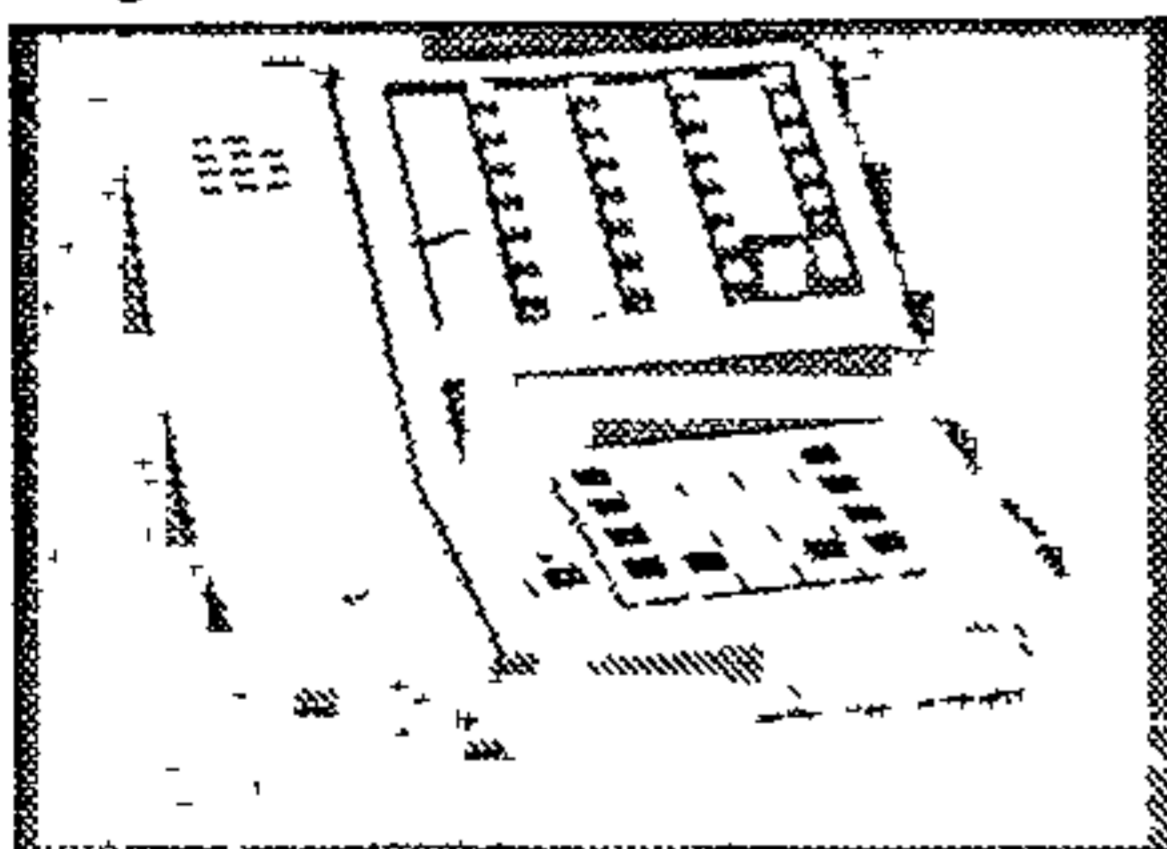
The issue underlying the legal aspect of the dispute is whether the strike is, in fact, legal This is still to be tested in court Judge Booysen, who has so far refused to make a definitive ruling on the matter, has called on both parties to file papers outlining their positions

Schreiner is not optimistic that an early judgment will be delivered He says Mawu's legal counsel has told him the union must be prepared for a protracted battle and it could take up to a year to settle the case

Schreiner says the union followed the procedures laid down in the Labour Relations Act — including applying for a conciliation board, allowing a 30-day grace period and conducting a strike ballot over its demand for the reinstatement of the five workers — before deciding to opt for a legal strike

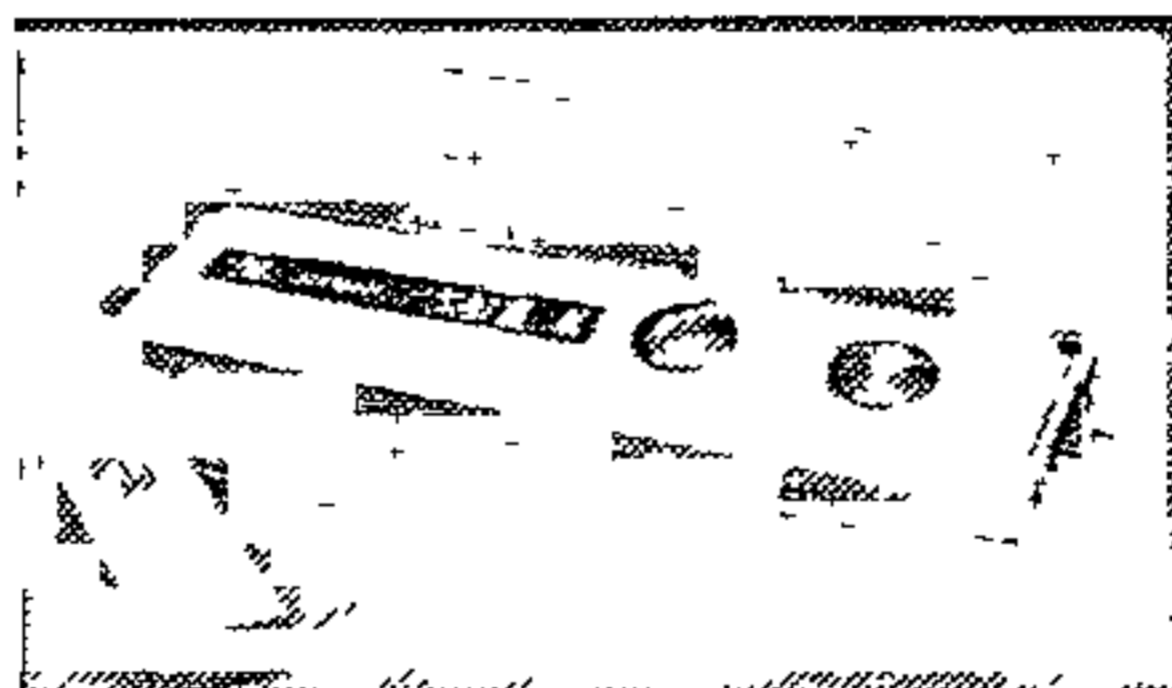
On the other hand, Dunlop says a multiplicity of factors influenced the strike decision and that the issue of the reinstatement

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of the five workers was not the sole motive for the workers' actions. Hence, it argues all the strikes were illegal.

Mawu rejects this contention. It says there are always a number of extraneous grievances tied up in a strike situation.

Last week Judge Booysen argued that because the union had earlier shown a willingness to compromise by having the dismissals referred to arbitration, it had changed the nature of the dispute. In his view, the union's strike action was consequently "unlawful," but he conceded that he

may change his mind on hearing further evidence.

If Judge Booysen decides to maintain his view and the strikes are found to be unlawful, it could have ominous consequences for trade unions. It could mean, for example, that they would be unwise to compromise in dispute situations and would have to stick rigidly to their original demands.

According to Schreiner, the Dunlop dispute has raised a whole new set of questions. If companies can successfully seek injunctions against unions, it could severely

curtail strike activity, since the majority of strikes in SA are by definition "illegal."

So far, the union has been able to avoid capitulation by strenuously defending the legality of its strike action. In so doing, it has frustrated Dunlop's legal moves, which were expressly designed to bring the matter to a speedy conclusion.

But whether Mawu can establish the legality of its action in a court of law remains to be seen. One thing is certain either way, the outcome will have far-reaching ramifications for labour relations

in my opinion

RICHARD SCHUSTER

Passing the buck

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Richard Schuster is the industrial relations adviser to Rennert Ltd, a division of Barlow Rand.

The Labour Relations Amendment Act of 1984, which came into effect two weeks ago, introduces some startling new principles into our law, some of which are of great importance to businessmen and trade unionists alike.

Section 3(1) sets out to compel unions and employer organisations to comply with certain administrative provisions in the Labour Relations Act. It does so by making contracts reached between unions or employer organisations which have not complied with these provisions, unenforceable in any court, including the Industrial Court.

The administrative provisions referred to cover relatively mundane matters such as the maintenance by all unions and employers' organisations of registers of members, the retention of these and other important documents for at least three years, and the duty to furnish the Industrial Registrar with details of membership, office bearers and similar information.

No doubt, the Department of Manpower's intention was to give employers a reason to refuse to contract with unions that do not comply with these provisions and thereby put pressure on them to comply. An effect of this sub-section is that, for example, a wage agreement between an employer and a union will be unenforceable from the outset if the union has accidentally failed to notify the Registrar of the election of a new office-bearer.

The union may also escape the wage agreement during its period of operation

if it believes it expedient to do so by the simple device of appointing a new office bearer and deliberately not informing the department.

It is a fundamental principle of our law, however, that contracts should be enforceable by legal action. To allow a person unilaterally to escape his contractual obligations would be to destroy the element of certainty that is essential to commercial relations.

Although certainty might be less important in labour relations than in commerce, and although it is unlikely that there will be much litigation in this country based on collective agreements between employers and unions, both employers and unions in SA do believe that their agreements, whether procedural or substantive, should be enforceable by legal action.

It is also undesirable in principle to penalise a party to a contract for the oversight or deliberate misconduct of the other party.

Civil law sanction

One may even question the use of a civil law sanction to enforce purely administrative provisions. A more common and logical way is to enforce compliance via the criminal law. Perhaps it was deemed politically inadvisable for the State to have the task of prosecuting the so-called emergent unions to procure compliance with these provisions. The onus was therefore shifted onto employers.

Other practical consequences of this sub-section are

- An agreement between an employer and his works council will now always be unenforceable, and
- If an employer lends money to an employee to assist him in buying a house, and that employee is a member of a union which has not complied with the prescribed administrative provisions, the employer will not be able to

recover his loan by legal action if the employee defaults. This will only happen if the loan agreement was not part of the employee's service contract.

Conversely, if the employee and his employer entered into a profit-sharing scheme, the employee will not be able to hold the employer to his contractual obligations if his union has not complied with the prescribed administrative provisions.

Another possible result, although it may seem absurd, is that if a housewife who is an employer because she employs a domestic servant contracts with a builder who is a union member to extend her house, she will not be able to enforce that contract in court unless the builder's union has complied with the prescribed administrative provisions. The builder will also not be able to claim payment from the housewife.

Section 3(2) is intended to oblige employers to send copies of their recognition agreements with unions to the department.

However, the actual wording means that only legally unenforceable agreements need be sent. Although this is presumably a mistake, it does mean that employers will not be obliged to supply the department with copies of enforceable agreements until the wording is changed.

The sub-section also requires that certain "implied agreements" should be sent to the department. By "implied agreements," the draftsman probably meant tacit agreements. However, this imposes an intolerable burden on employers as many informal agreements between them and their employees, although of no interest to any outsider, would be affected.

Finally, it is difficult to reconcile the department's stated policy on non-intervention in plant level bargaining, with a provision which looks like a first step towards State involvement.

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Dunlop strikers to be rehired

Mercury Reporter

MORE than 1 000 Dunlop Tyre Company employees, who were fired following a strike last month, have been offered full reinstatement, the company said yesterday.

The Dunlop group industrial relations manager, Mr Glen Sutton, said negotiations with the Metal and Allied Workers Union had broken down this week when union officials had walked out of a meeting.

But in the interests of the workers, their families and the company, full reinstatement was being offered to all employees dismissed because of the strike, Mr Sutton said.

Some of the workers had already been rehired and more were returning.

The rehired workers would retain full pension and leave benefits, holiday bonuses and long service awards, and new engagement forms would not have to be signed.

'As before workers will be paid for hours worked,' Mr Sutton said.

All outstanding money would be available on Monday and the reinstatement would begin at 7 a m.

'We hope production will be back to normal as soon as possible,' he said.

Striking workers at the Mobem branch of a building materials manufacturer have agreed to return to work on Monday, according to a spokesman for the South African Al-

lied Workers' Union

The strike by the entire work force of more than 400 at the Blaikie-Johnstone factory entered its fourth day yesterday, but the South African Allied Workers' Union managed to persuade the employees to return to work following talks with the company.

The workers went on strike on Tuesday after hearing they would not be paid for a period during which they had downed tools on Monday over a union recognition disagreement.

The general secretary of the union, Mr Isaac Ngcobo, said the workers agreed to return to work on condition the union make an appeal to higher management for full pay.

But a statement issued by the company earlier yesterday made no mention of the agreement.

'Management has continued to urge workers to return to work and to submit their grievances through representatives of their choice,' it said.

Meetings had been held with the union in an attempt to resolve the issue but the workers have not returned to work.

Unionist told to leave — then . . .

'My boss tried to kill me'

TRADE UNION work cost Elias Skosana his job and nearly his life in a bizarre series of events apparently designed to bump him off.

A year ago Mr Skosana joined Fosatu's Transport and General Workers Union, and approached a number of his fellow drivers to sign up with the union.

He says that on August 7 he was called to the company's office and told he was being

**CP Correspondent
DURBAN**

dismissed because he had made the other drivers join the union.

He was told to leave the premises immediately.

The next day a security guard from the firm visited him and said he had been sent to tell him that if he was seen in or near any of the company buses again, he "would be shot"



Elias Skosana "My former boss wants me dead"

A few days later he was driving home in his car when he had a puncture. He caught a bus which belonged to his former company and went to Pinetown to buy a tube.

"When I got off at the bus rank, I met my former employer who asked me

aggressively why I had told the other drivers to join the union.

"He then took out a gun and fired four shots at me.

"I ran away, so he didn't hit me."

Later Mr Skosana collected the spent cartridges and handed them over to the police.

A few weeks later, says Mr Skosana, he was near the company offices when his former boss tried to run him over with his Mercedes.

Mr Skosana has laid charges against the company official, and his lawyers have also begun industrial court action to get his job back.

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**1 400
return
to work**

DURBAN. — About 1 400 Dunlop workers returned to work yesterday, ending the month-long strike that brought the company's tyre production to a standstill. The four-week dispute between Dunlop and the Federation of South African Trade Unions-affiliated Metal and Allied Workers Union (Mawu) took a dramatic and unexpected turn at the weekend when the company offered the workers unconditional reinstatement without any loss of service benefits.

The workers, who were all fired for taking strike action a month ago, met at St Anthony's Church, Greyville, yesterday morning to consider the new offer.

After discussing the offer for three hours they decided to return to work. They then began their march from the church to the factory in Sydney Road.

When they crossed Berea Road on their way to the factor, a contingent of police from the riot squad arrived and stopped them.

After a union official explained that they were returning to work the police allowed them to continue marching and assisted them by stopping traffic.

Mr Geoff Schreiner, spokesman for Mawu, said the company had decided to change its initial offer and was now offering a more reasonable deal — Sapa

Strikers return to Dunlop plants

By Carolyn Dempster,
Labour Reporter

The four-week strike by 1 900 Dunlop workers in Durban and Ladysmith ended yesterday when strikers returned to work at three plants

Their return signalled a significant victory for the Metal and Allied Workers' Union (Mawu) as Dunlop agreed to the unconditional reinstatement of the striking workers

The strike was caused by the dismissal of five workers from the Dunlop Durban tyre plant last year

Last week, negotiations between the company and Mawu broke down when Dunlop insisted that employees return as new workers — with a consequent loss in benefits — and under new conditions of employment

These conditions were rejected at a meeting of Mawu members who resolved to continue the strike at the Durban tyre plant, the Sport Division and the Ladysmith tyre plant until management resolved their grievances and reinstated them

CAPITULATED

Dunlop capitulated on Friday and the strikers clocked in on Monday morning after a victory march to the factory

In a statement issued yesterday Mawu said it would meet British unions to hold more talks on the boycott of Dunlop products and the international campaign against the company which was planned before the dispute was resolved

"Mawu believes that the workers at Dunlop have, through their unity and solidarity, won a massive victory against an anti-union company. They have demonstrated that the workers' movement has reached new heights," the statement said

Mr Glen Sutton, industrial relations spokesman for Dunlop, was not available for comment

Call to boycott Simba Quix

40A

SEVERAL hundred pamphlets calling on the boycott of Simba Quix products have been distributed by the Fosatu-affiliate Sweet Food and Allied Workers' Union following the company's refusal to reinstate sacked workers.

The pamphlets also call on the workers, their organisations and students to show solidarity with the dismissed workers, who have now entered their sixth week without employment.

About 422 employees of the company were dismissed last month after they had gone on strike over the sacking of three of their colleagues. The firing of the workers followed several discussions among the shop stewards, union officials and the company.

The company's managing director, Mr J C du Toit, said he was aware of the pamphlets calling on the boycott of their products, but he regretted that it was not

the way to solve matters concerning workers.

"We obviously do not want our products to be boycotted and we will be sad if this is to happen. We hope to resolve the matter. We are hoping to meet Chambers of Commerce on the East Rand to discuss the envisaged boycott."

The secretary of the union's shop steward committee Mr Paul Mosisime told The SOWETAN that two members were dismissed for refusing to work "double jobs." One was sacked after being accused of throwing potatoes away.

Their dismissal angered members who

sent representatives to negotiate the issue with management. Several other discussions were in a deadlock. Subsequently the workers were sacked.

"We are angered further by the management's willingness to hire scabs."

FM 2/11/84

LABOUR DISPUTES Dunlop rehires

140A

In a new development in the long-running dispute between the Metal and Allied Workers' Union (Mawu) and Dunlop, the company last week agreed to reinstate 1 400 workers at its two Durban plants who had been fired for striking over the dismissal of five colleagues. Another 600 workers at Dunlop's Ladysmith plant who had also struck, but who were not dismissed, have returned to work. The 2 000 workers had been off work for a month.

The dispute continues, however, as the union is still demanding the reinstatement

of the original five dismissed employees. The union and the company will meet next week to discuss ways of resolving the matter.

A conciliation board has already been appointed to consider the dispute. But Mawu branch secretary Geoff Schreiner says the terms of reference granted to the board by the Minister of Manpower have made it unsuitable for dealing with the dispute. Says Schreiner: "The case of one of the workers is totally excluded from the terms of reference and, regarding the other four, the board may only look at and investigate the dispute revolving around levels of production and disciplinary measures related thereto." This excludes the possibility of taking up those dismissals as an unfair labour practice.

At next week's meeting, the union will offer the company the choice of reinstating the five or referring the case to arbitration

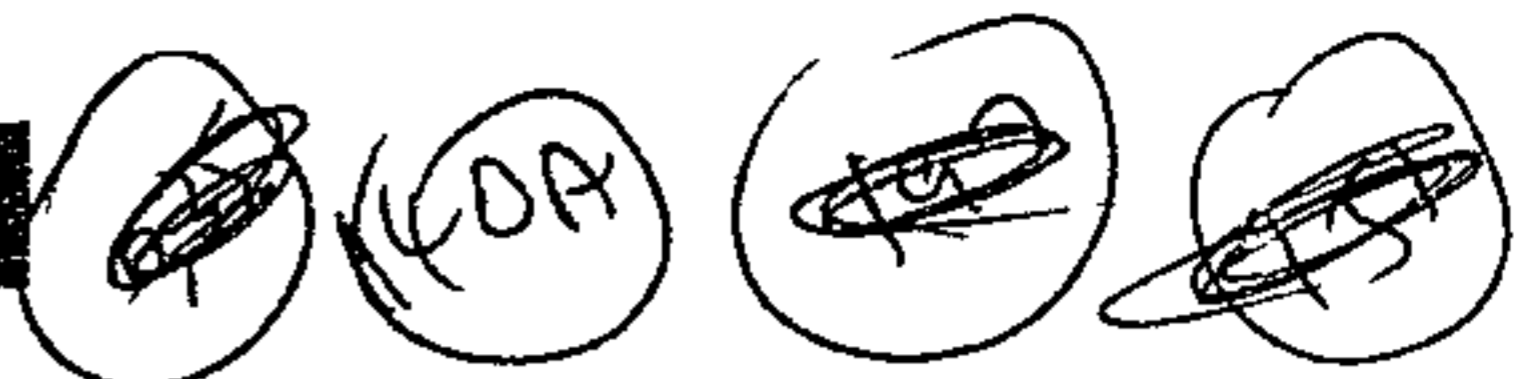
or mediation. According to Schreiner, a deadlock is likely to result in further worker action.

Two weeks ago, Mr Justice Booysen granted an interdict barring the union from organising or instigating illegal strikes at Dunlop plants. A further court hearing to consider whether the strikes were lawful will be held some time in the future. Mawu's view is that the strikes were legal and that any future strikes will also be legal. Dunlop has argued that the strikes were unlawful.

Legal advisers have told the union it could take up to a year before the matter is finally decided. Partly because it will take so long, Schreiner says: "The struggle will be fought out at the level of power rather than in the legal arena."

At the time of going to press, the FM was unable to obtain comment from Dunlop.

Fairness questioned



In the second of two articles, the *FM* examines the background to the legal battles between the National Union of Textile Workers and the Frame Group.

Union recognition at the Frame Group's five-mill factory complex at New Germany is at the heart of its dispute with the National Union of Textile Workers (NUTW). Retrenchment has also emerged as a major issue. Frame's retrenchment policy has been challenged in a series of court cases which have proved to be just as complex and drawn-out as the recognition battle itself.

Frame has been retrenching on a large scale at New Germany since the beginning of last year. Hundreds of employees have been affected. The group cites the recession, the introduction of more modern production methods, and attempts to improve efficiency and contain overheads to combat inflation as reasons for the programme.

Frame introduced a new retrenchment policy earlier this year which was negotiated with the Textile Workers' Industrial Union (TWIU) — NUTW's rival for recognition at the New Germany complex. It operates on the following principles:

□ Unskilled employees are retrenched on the basis of last-in-first-out (lifo); but where possible, are offered other jobs within the group.

Acceptance of the offer is voluntary. However, if transfers are not possible, or are turned down, the workers are retrenched. Workers who accept transfers do so on the understanding that they are regarded as "last in" in their new departments — and are thus first in line for retrenchment, and

□ All other employees are required to un-

dergo competency tests. In their case, retrenchment is on the basis that the least competent are retrenched first. Where vacancies exist, offers of transfer within the group are made in order of scores in the competence tests. As with unskilled workers, refusal of a transfer, or lack of a suitable vacancy, leads to retrenchment.

Length of service is not a criterion unless workers of equal competence are involved — in which case lifo is applied. Any workers who refuse to take competency tests are regarded as having accepted retrenchment.

NUTW takes strong exception to Frame's retrenchment programme. Union general secretary John Copelyn says it is "subjective" and "grossly unfair" for the following reasons:

□ His union was not consulted even though NUTW members are affected by it,

□ The coupling of transfers with lifo in their new departments has meant that some workers have moved only to be retrenched soon thereafter. Copelyn argues that this reflects a high degree of cynicism on the part of management as they would have to have known beforehand that they intended to retrench in the new department,

□ The measurement of competency can only be a highly subjective process and allows management to retrench at will without sufficient justification,

□ Frame has not tried to introduce alternatives to retrenchment such as reducing overtime, or working short time,

□ Management has not given retrenched workers any undertakings to re-engage them, and

□ Unskilled employees have mainly been affected by the retrenchments placing ex-

tremely heavy burdens on skilled workers.

Frame Group joint managing director Selwyn Lurie denies Copelyn's allegations. He says that when NUTW members first challenged the group's retrenchment policy in court, counsel acting for them conceded that, given the state of the recognition dispute between NUTW and Frame at that time, it was not unreasonable for the group not to have consulted the union. Lurie also says that when workers are transferred this is done with the object of avoiding immediate retrenchment and in the hope that their employment with the company will continue as long as possible. However, if retrenchment subsequently becomes necessary in the new department, the workers already employed in that department would feel aggrieved if lifo was not used. He emphatically denies Copelyn's allegation about management cynicism.

Lurie states that employees' competence is easily assessed objectively by the tests used by the group. If Frame was to accept NUTW's claim that lifo is the only objective criterion for the selection of all employees for retrenchment, the group would find itself with an inefficient workforce as workers with greater ability would have to be retrenched at the expense of those who are less competent.

Lurie says Frame only retrenches as a last resort. Night work has been cut back and short time worked for many months. In addition, the group's mills have been shut down for short periods at various times in order to avoid short time and retrenchment. Workers took unpaid leave during those times.

Further, he says, given that competence is one of the criteria used in the selection of employees for retrenchment, it would be

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unreasonable to expect Frame to offer the first right of re-employment to retrenched employees at the expense of other, and possibly more competent, new recruits. He denies that the retrenchment of unskilled workers has burdened skilled workers. Skilled workers had previously been idle at some stages but now certain unskilled operations had been allocated to them making them more productive and allowing the group to retrench some unskilled workers.

NUTW members have challenged Frame's retrenchment programme in court. Industrial Court action has taken the form of applications for reinstatement by 10 workers retrenched in October last year by Consolidated Frame Cotton Corporation (CFCC), a Frame company which owns the Frametex, Seltex and Pinetex mills at New Germany.

Three of the workers, one of whom was retrenched within days of being transferred to a new department, had had unbroken service of 20 years. Of the remaining workers, one had served for 19 years, one for 12 years, one for 11 years and the rest two to three years each. The retrenched workers also applied for the appointment of a conciliation board to consider whether the retrenchment policy constituted an unfair labour practice.

Reinstatement applications

When the reinstatement applications came before the Industrial Court, CFCC opposed them on the grounds that the court did not have the power in law to order reinstatement in situations involving retrenchment, and that its policy is not unfair in a capitalist society. CFCC argued that the word "reinstate" implies placing workers back in their previous positions.

Because the positions had been made redundant, and therefore no longer existed, it was impossible to do so. The court, however, upheld the union's argument and ordered the company to either reinstate the workers or pay their wages — pending the final outcome of the dispute. CFCC has taken the Industrial Court's decision on review to the Supreme Court. The case is due to be heard on November 16.

Meanwhile, CFCC has been obliged to pay these workers in terms of the Industrial Court's reinstatement ruling — which has been extended a number of times. However, in May this year, CFCC stopped paying after taking the court's continued extension of the order on review. The workers are now considering whether to prosecute the company for refusing to comply with the reinstatement order.

In part, CFCC bases its application for a Supreme Court review on the fact that the retrenched workers refused to be represented on a conciliation board appointed by the Minister of Manpower at their request.

The workers did so because the Minister did not authorise the board to consider whether the company's retrenchment policy constituted an unfair labour practice.



NUTW's Copelyn ... alleging that Frame's retrenchments are unfair

Failure by the board to settle the matter would therefore bar the Industrial Court from considering whether an unfair practice was in fact involved — and its temporary reinstatement order would lapse. Copelyn has criticised the Minister for interfering in a matter which is best settled by the union and management.

Acting on legal advice the workers have taken the Minister's terms of reference for the conciliation board to the Supreme Court on review. The case is due to be heard on November 15, the day before the Supreme Court review of the Industrial Court's reinstatement decision.

Several other disputes over the retrenchment of NUTW members have also reached the courts.

BLANKET AGREEMENT

A new national industrial council agreement which raises minimum levels in the urban areas on average by over 16%, and by over 15% in the decentralised areas, has been concluded for the blanket industry.

The agreement was reached after protracted negotiations between the National Textile Manufacturers' Association (NTMA), the Trade Union Council of SA-affiliated Textile Workers' Industrial Union (TWIU), and the Textile Workers' Union (Tvl), an affiliate of the Council of Unions of SA. It runs until January 1986.

TWIU general secretary Norman Daniels said he thought the increases were satisfactory, particularly in the light of the recessionary conditions prevailing in the textile industry. The agreement would assist greatly in stabilising the industry, he said. NTMA chairman Selwyn Lurie concurred.

One involves 25 workers retrenched by CFCC who applied to the Industrial Court to be reinstated as well as for a conciliation board to consider the dispute. CFCC applied for an interdict to the Supreme Court preventing the Industrial Court from hearing it, using much the same arguments as in the first retrenchment case. The case was heard on August 31. Judgment has been reserved.

A conciliation board was appointed for 19 of the 25 workers — again without including consideration of the retrenchment policy as an unfair labour practice in the terms of reference. The board deadlocked at its meeting on September 10, but in this case too the workers intend taking the Minister's decision on review. The Minister's decision regarding the remaining six workers is expected shortly.

A similar reinstatement application was brought by NUTW on behalf of six members retrenched by CFCC's associate company, Consolidated Woolwashing and Processing Mills (CWPM) at its Pinetown mill. This mill falls under an industrial council and therefore in terms of labour law the dispute was referred to it. The council upheld CWPM's contention that its retrenchment policy is not an unfair labour practice.

Frame's legal battles are complex and their ultimate solution may still be far in the future. Whatever the price in union bitterness — and the group has argued that where recognition is concerned employers should be able to choose to test a union's strength, if necessary by weathering a legal strike — the various disputes could lead to legal clarification of some disputed provisions of labour law.

Both Frame and the union should, however, be aware that their continuing confrontation involves the danger of violence which could spread to industries and areas not involved in the union or group battles.

Motor men ^{25/9/84} win 22% rise

Labour Reporter ^{140#}

LABOUR BRIEFS

Motor components workers at Dunair Pty Ltd in Brits have won a 22 percent wage increase after negotiations between the National Automobile and Allied Workers' Union (Naawu) and management.

The new minimum wage at the company is R1,70 an hour, 59c more than the minimum set by the Industrial Council agreement for the motor industry.

Naawu members received a 17 percent rise in January. The latest increase brings the total increase for the year to 39 percent.

"While the new minimum falls far short of the union's R3,50 living wage demand, it represents a major improvement in the living conditions of our members," said a Naawu spokesman.

● "Emerging unions in the Western Cape" is the title of a seminar to be held in Cape Town on October 4 by Andrew Levy and Associates

Areas which will be addressed by a panel of labour consultants, lawyers and unionists include the closed shop and inter-union rivalry.

Speakers at the seminar will include prominent labour lawyers Mr Halton Cheadle and Mr John Brand, and Mr John Copelyn of the National Union of Textile Workers

● As married women play an increasingly active role in economic life, the trend is towards smaller families

This is the finding of a study by the International Labour Organisation into the relationship between fertility and female employment levels.

In Eastern European countries, where over 70 percent of women of child-bearing age have full-time jobs, the fertility rate averages 2,2 births a woman.

The researchers found that although there was a large measure of equality in the workplace, the sexual division of labour at home remained unchanged.

Women returned home from a full day's work to face more work, but men rarely did

The fertility rate remained low in spite of State family allowances for children, six months' paid maternity leave for working mothers and unbroken accumulation of social benefits such as pension funds

When new programmes were announced, there was always a marked increase in birth rate, the researchers found

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Highveld lays cards on table

By Carolyn Dempster,
Labour Reporter

Anglo American's Highveld Steel management has agreed to lay all its financial cards on the table after an unsuccessful preliminary round of negotiations with the Metal and Allied Workers' Union and the SA Boilermakers' Society (Sabs)

The meeting between the two unions locked in a wage dispute with management takes place today

Mr Ike van der Watt, general secretary of Sabs, said management representatives had been reluctant to open their books to the union auditors at the first meeting held last week

"But they are now prepared to open up everything to us," he said yesterday.

After the union auditors, shop stewards and organisers have inspected the books, a report-back meeting with about 4 000 black and white members at the steel complex will be held tonight

Mr van der Watt said the move by the company was a surprise as it indicated that management might not be able to afford increases over and above those negotiated at the national Industrial Council for the metal industry

Highveld Steel management declined to comment

28/9/84
Simba
fires 400
SFAW
140A
strikers

More than 400 striking workers have been dismissed from Simba Quix and a boycott of Simba products has been launched

The Simba workers' committee and Sweet, Food and Allied Workers' Union (SFAWU) today claimed Simba had refused to negotiate in good faith

SFAWU is to apply for a conciliation board to resolve the dispute

Mr J Naidoo, general secretary of SFAWU, said the strike began on August 10, sparked by the "unfair dismissal" of three workers

Two of the workers had been dismissed for "refusing to take lawful instruction" and the third for "throwing a potato into a container and damaging company property"

Altogether 422 striking workers were fired

Mr J C du Toit, managing director of Simba Quix Ltd, said a boycott did not resolve issues of this nature and was not in the interests of the economy, the community, the employees or the consumers. Workers were fired after numerous attempts to persuade union officials to discuss the matter had failed.

He said the company had acted completely within the recognition agreement signed with the union and had done everything possible to resolve the dispute

RETRENCHMENTS

Luddism resurgent?

Motor assembly companies have been accused of failing to give sufficient consideration to the human and social costs of attempts to increase profits. The charge comes from the National Automobile and Allied Workers' Union (Naawu) following publication of figures showing that the industry is attaining the highest productivity levels since the 1981 boom.

While 1984 motor vehicle sales are expected to be the third highest ever — more than 12 000 up on last year — the average workforce is likely to be down by almost 4 500. Productivity for the first six months of the year surpassed that of 1980 and 1981 (see graph).

Hundreds of union members have been laid off and thousands of others are working short-time — or being forced to take unpaid leave while plants are temporarily closed. Ford laid off 425 workers recently and closed its three plants for a week. One of these is now working a four-day week. General Motors has retrenched 129 employees and is working a 36-hour week while Alfa Romeo has been on a four-day week since the beginning of the year.

In August Nissan decided not to renew the contracts of 240 temporary workers and is now working a three-day week. Projected workforce figures indicate that the declining trend is likely to continue for the rest of the year.

A spokesman for the National Association of Automobile Manufacturers of SA (Naamsa) says the impact of recent monetary and fiscal measures has “regrettably led to a decline in economic activity and a fairly sharp reduction in the demand for new motor vehicles.” This has forced many companies to reduce costs.

Other company sources say this is a result of the 1981 boom when most companies took on extra staff to cope with increased production. What is occurring now is a “correction” of the situation. Companies now have to make better use of labour to survive (*Business* September 14).

A Naawu spokesman describes this as “nonsense.” He says “This phenomenon has less to do with the cyclical nature of the economy and more to do with investment and production patterns of the companies who look to increasing profit margins by using more productive machinery and techniques regardless of human and social costs.”

Normal procedures inadequate

He adds that the union is intensively engaged in working out ways of combating the consequences of the current “productivity drive by management.” Normal retrenchment procedures are no longer seen as adequate.

Naawu recently made participation in a productivity scheme at a particular factory conditional on no jobs being lost as a result of productivity improvements. But, says the spokesman, the problem is deep-rooted and more comprehensive and permanent solutions will have to be found. Hence the

far-reaching discussions within the union.

Ford's Fred Ferreira says that the figures belie the accusation regarding the industry's lack of social concern. He argues that the relatively high employment figures in 1982 and 1983, when sales were dropping, show precisely that this concern is “foremost in the minds” of companies in the industry. This is also indicated by the regular talks on the subject held with the union. The Naamsa spokesman supports this viewpoint. “Retrenchments are a last resort, and such decisions are never taken lightly. If, however, an employer does not adapt to the prevailing situation the whole enterprise could be at risk, and this could, in the long term, lead to more rather than fewer retrenchments.”

“The short working week is a responsible attempt by companies to come to terms with social problems caused by retrenchments,” he adds.

He argues that it is necessary to look at sales figures in greater depth. Of this year's expected 417 500 vehicle sales, 267 352 occurred in the six months to June, before GST and interest rate increases. Prospects in the second half of 1984 are not encouraging. The industry says the creation of job opportunities remains a top priority and hopes the current high interest rates and severe monetary measures will be of short duration.

Nelis Strydom, Nissan's human resources director, says the company has negotiated an agreement with the United African Motor Workers' Union (UAMWU) whereby no permanent workers will be retrenched before the end of the year.

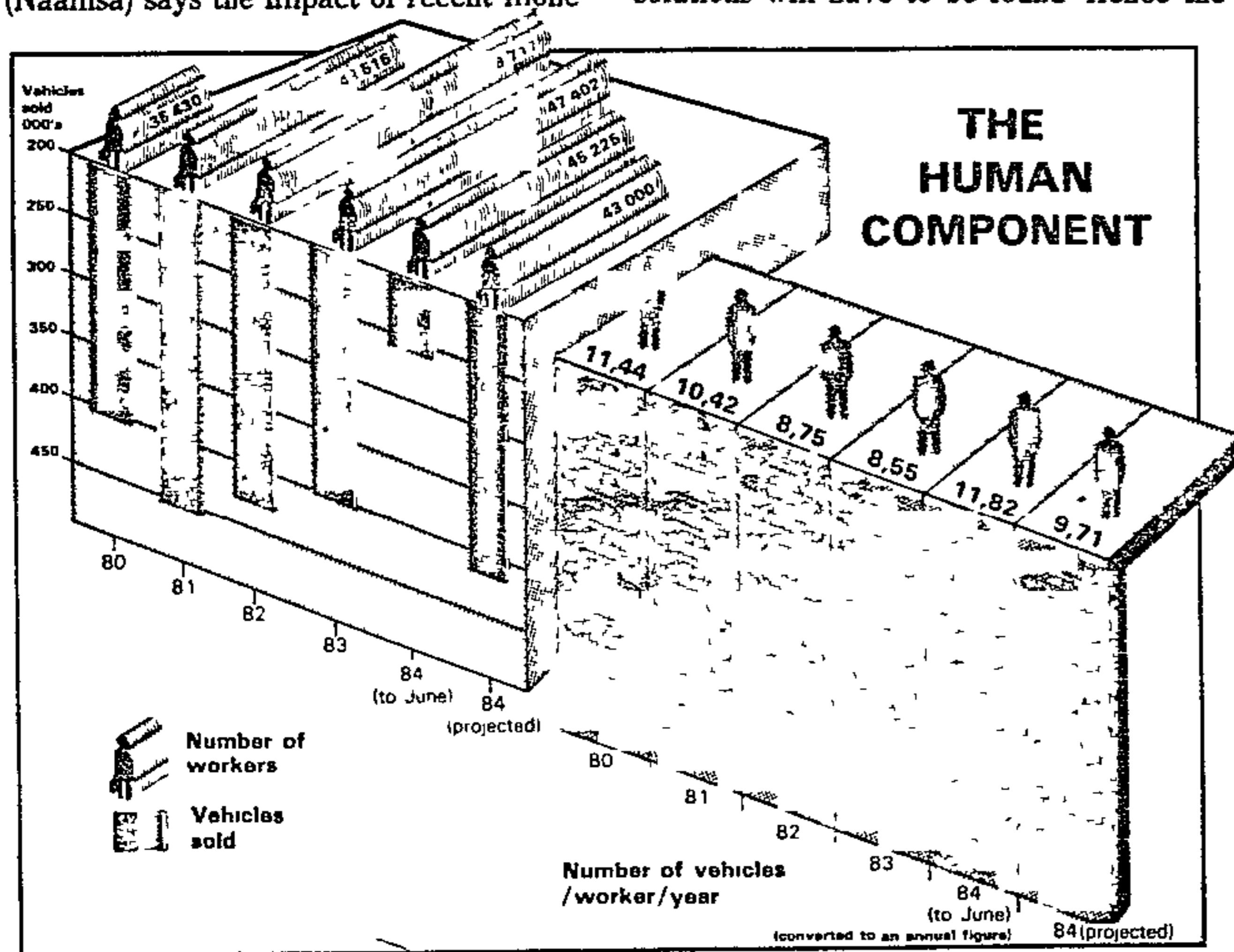
Short-term contracts

However, the agreement allows the company to employ workers on short-term contracts. These workers' contracts are renewed only if circumstances permit. Nissan considers this to be a satisfactory solution.

The Naawu spokesman sees the short-term contract system as an “additional evil.” He argues that it allows workers to accumulate a lot of service with the company — new temporary workers are often the same people who had previously been laid off — but because they are considered temporary employees they forfeit many of the normal fringe benefits.

UAMWU general secretary, Dora Nowatha, whose union has majority membership at Nissan, would not comment.

As the recession bites deeper, retrenchment promises to be a controversial issue. Unions will continue to fight for the job security of their members while com-



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~~1/20/83~~ ~~2/2/83~~ FM 28/9/84

~~1/20/83~~ companies attempt to maintain or improve profit levels by, among other remedies, the more productive use of labour

Naawu is not convinced by managements' arguments, which it sees as failing to address retrenchment as a long-term social and economic problem. The union sees a conflict between the industry's economic decisions and its social responsibilities. Time will tell whether the union, in its deliberations, will be able to find mutually acceptable solutions.

Simba chips in on boycott call

DURBAN — A boycott of Simba products would not help resolve the dispute over the sacking of more than 400 workers from the company's plant in the Transvaal, Mr J C du Toit, managing director of Simba-Quix, said yesterday.

He was responding to a call by the dismissed workers for a nationwide boycott of Simba products to protest against the dismissal of 422 striking black workers.

The strike was for the reinstatement of three dismissed workers.

Mr Du Toit said "We don't believe that a boycott resolves issues of this nature. It's not in the interest of the economy, the community, the employees or the consumer."

"Simba still has more than 900 black employees in its service who would also suffer under a boycott."

The dismissal of the workers was "within the disciplinary code" of the recognition agreement between Simba-

Quix and the Sweet, Food and Allied Workers' Union (SFAWU), he said.

Nine meetings had been held between the shop stewards and the management to resolve their appeal for reinstatement.

He said the dismissals had been re-investigated and found to be fair.

A statement issued by a committee representing the dismissed workers said the management had refused to negotiate in good faith with union representatives and the men had gone on strike to get the management to listen to them.

"The company dismissed the entire black work force and employed coloureds," it said.

Mr J Naidoo, general secretary of the SFAWU, said the union was making urgent representations to the Minister of Manpower to appoint a conciliation board to resolve the dispute over sacking of the workers — Sapa

How to spark off a strike

#58
140A
S. J. Jones
30/9/84

THE strike called by the Sweet, Food and Allied Workers' Union (SFAWU) at the Simba Quix factory shows how easily a strike can start if communications are allowed to break down.

The union claims that two of its workers were dismissed after allegedly refusing to carry out a task which was not part of their job.

John Beard, Simba Plant Manager, however, claims that the workers were dismissed for allegedly not taking a lawful instruction

Forklift

The workers' job was to stamp boxes containing chips which are usually brought to their department. One of the workers on the morning shift found that the supply of boxes had run out and requested her senior supervisor to ensure that, as normal, more boxes were brought in. The supervisor refused, saying the worker should get the boxes herself.

The worker then approached her section head-

woman who in turn instructed the forklift driver to deliver more boxes for stamping. But the senior supervisor instructed that the boxes be returned. He again instructed the worker to get the boxes herself.

When she refused the senior supervisor reported the matter to the plant manager who dismissed the worker. Another worker was instructed to do the same on the afternoon shift and when she refused, she too was dismissed.

Attempts by the SFAWU president, Chris Dlamini, to intervene were blocked after the Simba management refused to discuss the decision to dismiss the workers.

"Members of the SFAWU stopped work after the Simba management refused to negotiate with the union through the agreed channels," according to the workers.

Simba Quix Managing Director, Jan du Toit, says that during nine meetings with the union, shop stewards were unable to provide evidence which could influence management to reverse their decision.

Rom 2110/84 ~~140A~~ 140A

Factory rejects allegation over 'sexual favours'

By PHILLIP VAN NIEKERK

MANAGEMENT at a Kwa-Zulu appliances factory have rejected as "totally unfounded" allegations that an induna at the plant used his position to make demands for sexual favours

Mr G D Wright, the resident director of Kempar appliances in Isithebe, said he had been in the area for seven years but had never been confronted by any stories of indunas wanting to sexually harass staff

The allegations are contained in several interviews recorded in the latest edition of Fosatu Workers News with

workers fired from the plant after going on strike

The workers claim that one of the issues that led to their joining Fosatu's Metal and Allied Workers' Union (Mawu) was that they were tired of being sexually humiliated by the induna

One woman said a month after she started working at Kempar in 1981 she was approached by the induna who demanded sexual favours. She had resisted these pressures even though she was threatened with dismissal

Her cousin, she alleged, was among those fired for refusing to sleep with him

The workers claim that when they joined Mawu to fight this abuse, the induna warned them he was going to destroy the union

Workers demanded the dismissal of the induna and went on strike, which resulted in the dismissal of the company's entire workforce

Mr Wright said if the allegations were true they would have been brought to management's attention at the time

"I have a copy of the agenda for that particular meeting in which the workers list two demands. There is no mention of sexual harassment"

RDM 2/10/84

~~11/8~~ 110A

Boycott: a crisp response

By PHILLIP VAN NIEKERK

A NUMBER of Reef community organisations, trade unions and commercial organisations have lent their support to the Sweet, Food and Allied Workers' Union (SFAWU) call for a boycott of Simba chips

Mr Chris Dlamini, an SFAWU office-bearer and president of the Federation of South African Trade Unions (Fosatu), said yesterday that the African Chambers of Commerce of Tembisa and Natalspruit were refusing to stock Simba chips

Trade union groupings which have expressed support include the Commercial, Catering and Allied Workers' Union (Ccawusa), the South African Allied Workers Union (Saawu), Fosatu, the Council of Unions of South Africa (Cusa) and the African Food and Canning Workers' Union

The boycott was called following the dismissal of more than 400 workers from the Simba Quix plant in Isando during a work stoppage in August this year

The union is demanding reinstatement for the workers who they say were unfairly dismissed — a charge which is denied by the company

400 000 back
3/10/84 Staw
Simba boycott

By Carolyn Dempster,
Labour Reporter

More than 30 trade unions with a combined membership of 400 000 workers have pledged support for the boycott of Simba products following the dismissal of 422 Simba Quix employees.

The Sweet, Food and Allied Workers' Union (SFAWU) launched the boycott last week.

Supporters of the boycott include the Federation of South African Trade Unions (Fosatu), the Council of Unions of South Africa, African Food and Canning Workers' Union, South African Allied Workers' Union, General and Allied Workers' Union, and the Commercial, Catering and Allied Workers' Union.

Mr J Naidoo, general secretary of the SFAWU, said the union would be notifying the International Union of Food and Allied Workers' Associations in Geneva.

The union has urged Simba Quix management to negotiate.

The 422 Simba workers were dismissed after striking on August 10 over the firing of three colleagues.

Mr J C du Toit, managing director of Simba, said nine meetings had been held to discuss the dispute and the dismissals were re-investigated and found to be fair.

Numerous attempts to persuade officials to discuss the strike failed. The workers were fired within the terms of the recognition agreement.

Boycott a threat to chip business

By PHILLIP VAN NIEKERK

IF THE boycott of Simba chips gained widespread support, the company's business would be affected, Mr J C du Toit, managing director of Simba-Quix, said yesterday.

He was responding to the Sweet, Food and Allied Workers Union's (SFAWU) claims of massive support for the boycott which was launched last week to win back the jobs of more than 400 workers fired at the company's Isando plant in August.

The boycott now has the backing of about 30 trade unions as well as numerous political and community groups such as the United Democratic Front, the Transvaal and the Natal Indian Congress, the Azanian Students Organisation, the Congress of South African Students, Nusas and Sacos.

The union has also said it will be notifying the International Union of Food and Allied Workers Associations, to which the SFAWU is affiliated, of the dispute.

Mr Du Toit said the company did substantial business in the black areas and that the degree to which the business would be affected depended on how much support the boycott received.

He said the company might reconsider if new facts were presented by the union, but he had had nine meetings with shop stewards and union officials since the strike and was satisfied the workers had been fairly dismissed.

The workers were fired after taking part in a work stoppage in sympathy with three dismissed workers.

Mr Du Toit denied SFAWU's charges that the company was racist to rehire coloured workers after firing black workers. "When we had to re-engage new staff, there were coloureds at the gate."

Mr Jay Naidoo, SFAWU's general secretary said yesterday "We urge Simba management to reconsider their decision and to negotiate with the union an amicable solution to the present dispute."

CONSUMER BOYCOTTS

A hot potato

The Sweet, Food and Allied Workers' Union (SFAWU) has called for a boycott of Simba-Quix products as part of a campaign against the company's decision to dismiss over 400 striking workers

The workers struck on August 10 over the dismissal of three of their colleagues. The union, an affiliate of the Federation of SA Trade Unions (Fosatu), claims support for the boycott by "the majority of progressive unions, community organisations and traders."

According to a union statement, two of the workers were dismissed for refusing to do "a double job" while the third was dismissed for "damaging company property, that is a potato." The union accuses the company of racism because the company said at a meeting it wished to hire coloured workers to replace the black workforce as it could "communicate better" with coloureds.

The company denies these allegations. Simba's managing director Jan du Toit says one employee was dismissed for spitting at the plant manager while being reprimanded for throwing potatoes at another worker. Another two women were dismissed for refusing to work. For some weeks they had been doing their tasks and "suddenly refused to continue."

Du Toit denies "completely and utterly" the allegations of racism. "Management would be stupid to say it preferred coloured to black employees and we have tape recordings of the meetings to prove that we didn't," he says.

He considers it too early to tell what effect a consumer boycott will have on the company. But he argues it will not help to



Simba workers ... the chips are down

resolve anything. Says Du Toit "A boycott is not in the interests of the economy, consumers or the 900 black employees we still have working for us."

SFAWU's president Chris Dlamini, who is also the president of Fosatu, has announced that the union is applying for the appointment of a conciliation board to consider the dispute. He called on the company to "sit down with the union in order to resolve the dispute."

Du Toit tells the *FM* "We will respond positively to such a move from the union. We would like the dispute to be heard in a just manner so as to prove who is right and who is wrong."

~~140A~~ ~~140A~~ ~~140A~~ ~~140A~~ (140A)

INDUSTRIAL COURT Closed shop goes

In the first successful legal challenge of the closed shop, the Industrial Court has upheld an appeal by the National Union of Textile Workers (NUTW) against the Industrial Council for the Clothing Industry (Natal).

The judgment means that workers at Pinetown protective clothing manufacturer James North (Africa) who had joined the Fosatu union but were obliged to remain members of the Trade Union Council of SA-affiliated Garment Workers' Industrial Union (GWIU) are now free to resign from the GWIU without being dismissed. It also allows James North to deduct union dues for NUTW members by stop-order and legitimises bargaining at plant level within an industrial council structure. One of the arguments put forward in the case was that bargaining at plant level complements industry-level bargaining.

Legal battle

James North is a subsidiary of the multinational Siebe Gorman group. The court's highly significant decision is the outcome of a hard-fought legal battle between the two unions. It began last year when NUTW applied to the industrial council for membership, claiming it had organised the majority of James North's workers. The workers fell under GWIU's closed shop. The council, on which GWIU is the employee party and the Natal Clothing Manufacturers' Association (NCMA) the employer body, refused. It did so on the grounds that the NUTW was not sufficiently representative of workers in the clothing industry.

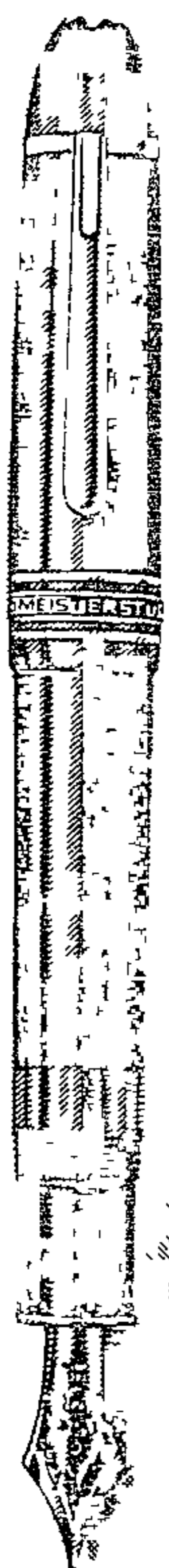
But NUTW's action prompted GWIU to take protective steps. Late last year the Tucsua union changed its constitution to empower it to expel any of its members who

became a member of another union. Because GWIU had a closed shop, this meant that workers who did so, risked losing their jobs with the company.

Meanwhile, tensions were rising in the factory. In February this year, James North held a secret ballot to determine which union had majority support. NUTW received 219 votes against GWIU's 43. Immediately after this, James North and NUTW signed a recognition agreement in which the company agreed to grant NUTW stop-order facilities for union dues and to support the union's application to the industrial council for an exemption from the NCMA's closed shop agreement with GWIU. The council rejected the application.

This led NUTW to challenge the rejection in the Industrial Court. GWIU's legal representatives gave the following reasons for opposing NUTW's application.

- GWIU had been in existence for 50 years and had effectively represented the best interests of clothing industry workers in Durban and Pinetown,
- NUTW was registered for the textile industry, which was quite separate from the clothing industry, and was not registered for the clothing industry in Durban and Pinetown,
- The Labour Relations Act discourages the proliferation of unions in an industry by refusing registration to unions where others that are sufficiently representative exist,
- The interests that NUTW intended to represent had been adequately represented by GWIU for 50 years,
- NUTW's claimed membership was insufficient to form a union likely to have any effect on collective bargaining within the industry; and
- For the above reasons and because the Industrial Registrar would be obliged to



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NUTW's Copelyn ... challenging 'restrictive practices'

disregard any GWIU members who were also NUTW members if he was satisfied that they would have resigned from GWIU had it not been for the closed shop NUTW was unlikely to obtain registration in the industry

The NCMA made these points in supporting NUTW's application

□ It believed in freedom of association, which has the natural corollary that workers should be allowed to belong to a union of their choice,

□ NUTW was a growing force in the Natal clothing industry,

□ If the exemptions were not granted, NCMA members could find themselves in the invidious position of having to resign from the NCMA and thereby also from the industrial council as a result of being faced with two alternatives either ignoring the wishes of their employees by refusing to recognise NUTW and risking industrial strife, or to breach the council agreement by employing non-GWIU people,

□ The refusal of the application could lead to the ultimate collapse of the NCMA and thereby the council, and

□ It was important to maintain the industrial council system in the clothing industry

Industrial peace

Legal representatives for NUTW argued in the interests of industrial peace and to ensure that the closed shop was not used as a restrictive practice, the court should recognise that special circumstances existed for the council to grant the exemption

The court found that the company faced a dilemma NUTW was representative of the majority of its workers, yet because of the closed-shop provision in the industrial council agreement, it could not grant the union stop order facilities

Workers who were GWIU members by

5/10/84
~~CONFIDENTIAL~~

virtue of the closed shop were aggrieved at having to pay dues to a union they did not wish to belong to However, if workers resigned from GWIU, the company would not be entitled to continue employing them The council had also refused NUTW's application for exemptions for other agreements it had reached with James North about re-trenchments and working short time

In its judgment, the court noted "From the above circumstances, the inference can be drawn that the refusal of the (industrial council) exemptions may jeopardise the formal relationship in existence between NUTW and the company, which in turn can lead to a stalemate position at the company's premises, thereby frustrating the objects of the (Labour Relations) Act." This, it said, was industrial peace.

NUTW general secretary John Copelyn tells the FM the union has already applied to the industrial council again for membership Applications for exemptions from the closed shop for several other factories have also been lodged

Union seeks conciliation board

By JEANETTE MINNIE

THE Sweet, Food and Allied Workers' Union (SFAWU) has applied for a conciliation board to consider two unfair labour practice charges against Simba Quix.

The move follows a dispute in which 464 SFAWU members were dismissed by the company at its Isando plant in August.

The first unfair labour practice charge is based on four arguments:

- The company failed to negotiate in good faith on the dismissal of the first three workers.
- The company refused to negotiate on the resulting conflict which led to the strike by another 464 workers.
- The subsequent dismissal of the 464 workers.

- After these dismissals the company hired workers on a racial and not economic basis. (Coloureds were employed in place of 464 blacks)

The second charge follows the dis-

missal of five workers who were on leave during the strike and who, the union alleges, were dismissed because they refused to resign from the union or in any way dissociate themselves from its activities.

The company has welcomed the application for a conciliation board, saying it would prove who was right and who was wrong.

It has indicated a willingness to reconsider the matter, but only if new facts emerge. Simba's managing director, Mr Jan du Toit, has said that nine meetings of the company and union have been held since the strike. He was satisfied the dismissals were justified.

The company, and especially Simba Chips, face a countrywide boycott over the dispute.

The SFAWU general secretary, Mr Jay Naidoo, announced this week that East Rand members of the National African Federated Chambers of

Commerce (NAFCOC) had come out in support of a boycott.

However, the majority of cafe outlets in East Rand townships will be affected by the decision.

Dozens of support committees for the boycott are being set up around the country, including in Durban, Maritzburg, Johannesburg, all East Rand townships and in Lenasia.

Support for the boycott has already been expressed by more than 30 trade unions, including community organisations which will urge their members to boycott Simba products.

The company has stated that a boycott would not be in the interests of the economy, consumers or its remaining 900 black employees.

The organisations which have come out in support of the boycott include the Federation of South African Trade Unions (Fosatu), the Council of Unions of South Africa (Cusa),

the Commercial, Catering and Allied Workers' Union of South Africa (CCAWUSA), the National Federation of Workers (NFW), the African Food and Canning Workers' Union, the General Allied Workers' Union (GAWU), the South African Allied Workers' Union (SAAWU), the Johannesburg Scooter Drivers' Association, the Azanian Students Organisation (Azaso), the Congress of Students of South Africa (Cosas), the United Democratic Front (UDF), the Transvaal and Natal Indian Congresses (TIC and NIC), the National Union of South African Students (Nusas), the South African Council on Sport (Sacos) and Diakonia.

International support for the boycott may also arise from the SFAWU's decision to notify the International Union of Food and Allied Workers' Associations, to which the SFAWU is affiliated.



Simba's profits chipped away

190A
7/10/89 C. Press

SIMBA profits could be chipped away as a country-wide boycott of their products started this week — backed by several trade unions, student organisations, churches and community organisations.

On Wednesday, Simba managing director J C Du Toit was in Cape Town for a meeting with the Western Cape Traders' Association, whose more than 2 000 members had promised their support for the boycott.

WCTA officials said that they represented business people's interests — but also saw itself as community-based, because its customers were members of the community.

"We take up community issues because our customers come from the community and we depend on them.

"When 464 people are dismissed — as in this case — it makes quite a dent. We hope to play a mediating role between Simba management and the Sweet

CP Correspondent

Food and Allied Workers' Union

"We sell hundreds of thousands of rands of these products daily — so we believe Simba's management must take us seriously," said WCTA officials.

Traders in Durban, Maritzburg and several Transvaal townships have also pledged support for the boycott.

And in a massive wave of sympathy for the sacked Simba workers, more than 30 trade unions — including Fosatu, Cusa, AFCWU, Saawu, Gawu and Ccawusa — have also pledged their support for the boycott.

They were joined by several community, sport, student and church organisations — including Azaso, Cosas, UDF NIC, TIC, Nusas, Sacos and Diakonia.

Committees to co-ordinate support for the sacked workers have been set up all over South Africa.

The trouble began more than a month ago — when 464 workers were sacked by management after they went on strike in sup-

port of three colleagues who were dismissed.

SFAWU's Jay Naidoo said two of the three were sacked for refusing to work a double shift and a third for throwing a potato into a container.

After the 464 were sacked for their sympathy strike management allegedly told SFAWU that they had problems communicating with the African staff and had decided to hire coloured workers "because it was easier to talk to them."

"When we challenged them about this racist attitude, they said it was their right to decide who they would hire and fire," Mr Naidoo said.

After the boycott spread, Mr Du Toit conceded that Simba's business would be affected because they did a lot of business in black areas.

Commenting on Simba's employment of coloured workers, he said the company had not been racist, but that when they had to re-hire workers, "there were coloureds at the gate."

SFAWU have started preliminaries for an application for a conciliation board hearing on all the sackings.

Oct 1984

PROGRESS AT DUNLOP

~~CONFIDENTIAL~~ (COA)

An end to the bitter seven-week-old dispute between Dunlop and the Metal and Allied Workers' Union (Mawu) may be in sight. Last week the company and the union agreed in principle to appoint a mediator who, it is hoped, will help produce a settlement of the wrangle over the dismissal of five union members.

This follows the return to work three weeks ago of 2 000 Dunlop workers at the company's three Natal plants. They had been on strike for almost a month. Dunlop's industrial relations manager, Glen Sutton, says the terms of reference and the identity of the mediator are still to be decided. The FM understands that discussions on these issues are fairly far advanced and the mediation is likely to

occur towards the end of October.

Attempts to settle the dispute through the Labour Relations Act machinery failed when the Minister of Manpower, in appointing a conciliation board, decided to amend its terms of reference so as to preclude the possibility of the dismissals being declared an unfair labour practice.

The union decided not to participate in the board's deliberations for this reason.

A union spokesman expects the mediator initially to try to bring the two sides together. If this fails, the mediator is likely to make his own recommendations, which, although they will not be binding on either party, are likely to carry substantial weight.

FRIDAY night is when most people go out and enjoy themselves. Cyril Ramaphosa holds meetings

The general secretary of the National Union of Mineworkers (NUM), who came to prominence recently in the union's wage negotiations with the Chamber of Mines, is working to build a stronger bargaining base — "like the British miners have"

He has met his British counterpart, Mr Arthur Scargill, leader of the violence-ridden strike that has closed the coal pits in Britain, but won't say what was discussed

At the May meeting, Mr Scargill did apparently promise "moral support", and Mr Ramaphosa frankly looks to the British union as a model "For us to win convincingly against the chamber, we have to become stronger, we need to build up a strong bargaining base like the British union has," he says

As the NUM approaches its second birthday in December, Mr Ramaphosa, a 31-year-old lawyer, believes its stature and strength have been enhanced by its commitment to negotiating and resolving through legal channels the recent pay dispute at eight mines

The dispute — the first legal strike by black miners in South Africa — meant long hours for the softly spoken attorney.

But he did not mind. "It's a fulfilling job that offers a sense of achievement that I did not find in law That was too mercenary for me"

Seated behind the switchboard at the NUM's Johannesburg offices, Mr Ramaphosa speaks about himself and the NUM

Born in Soweto in November 1952, he went to school in Soweto and the Northern Transvaal, and enrolled at Turfloop University in 1972 for a BProc degree

In 1974 he was elected branch chairman of the now banned South African Students' Organisation (Saso). He was detained for 11 months and then denied re-entry to Turfloop in 1975

In 1976 he registered at Unisa, but was again detained. He re-registered the next year, signed up for his articles and qualified in 1981

Disillusioned

But by then he was disillusioned, and began working for the legal unit of the Council of Unions of South Africa (Cusa)

Mr Ramaphosa says that at Cusa's 1982 congress it was decided to form a mineworkers' union. He was asked to head the organising committee. The National Union of Mineworkers was born in December, 1982, and he was elected its general secretary.

In its first 20 months, the NUM has signed up 90 000 members out of a total black mine workforce of 450 000. And, says Mr Ramaphosa, it is aiming to recruit up to half the workforce by next June

The NUM's first breakthrough came in June last year when the Chamber of Mines, the country's largest mining employers' body, officially recognised the union. This was the first time in 46 years the chamber had officially recognised a black trade union for miners.

A 15% pay rise for black, coloured and Indian miners followed immediately. This year's negotiations brought a further 16.3% increase and a holiday bonus

But there is still a long way to go Mr Ramaphosa points out that the starting pay for a

Scargill union is our model, says black miners' leader

By PETER WALLINGTON

black miner is R136 a month, while that for a white miner is R900 And the most a black miner can hope to earn is about R550, while a white miner can aim for R3 000

"We want a balance brought about here, and we want it like yesterday," he says

Following the recent pay dispute, Mr Ramaphosa expects more resistance from the white Mine Workers' Union and the chamber itself as the NUM increases its strength.

On the plus side, he says, there has been a realisation by many miners that the NUM is prepared to fight for improvements. "This will encourage workers to join"

Seriously

Increased membership will mean greater bargaining power and being taken seriously by the chamber

"I don't think they took us seriously over the last 18 months," he says The chamber was "just going through the motions" until a strike was threatened "Only then was a reasonable offer forthcoming"

Mr Ramaphosa points out that it would be impossible for South African miners to undertake a protracted strike such as that in Britain "Here the employer has the right to fire workers, whereas in Britain after 30 weeks the miners have not been fired"

This was one of the risks in calling the strike in South

Africa. But he also had a card to play mass firing would have meant a recruitment process that could have cost the mines up to a month of lost production

Mr Ramaphosa does not rule out the possibility of 'sympathy' strikes by NUM members with other striking unions "By its very existence, a union can never shy away from politics. A worker's existence is of a political nature," he says

He points to influx control laws controlling a worker's mobility in a "supposedly open market", inferior black education and the homeland system which deprives people of citizenship rights

But the thousands of migrant workers, far from being the Achilles heel of the NUM, are its strength, he says "They have nothing to lose They don't have much stake in this country"

But Mr Ramaphosa realises that his legal, disciplined approach must achieve results, or the more militant miners might take things into their own hands This was one reason why he was disappointed that some mines called in the police during strikes — this negated the purpose of operating legally

"My members asked themselves if it was worth it to play above board, because the police acted just as if it had been an illegal strike"

He believes unions are inevitably vehicles that blacks will turn to for political, social and economic change, "because their legitimate political participation is denied"



● Mr Cyril Ramaphosa ... found law 'too mercenary'

S. Eggers
7/10/84
140A
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③

Sweetness 8/10/84 (157) 140A

Unions support boycott

MORE than 30 trade unions and community-based organisations representing over 400 000 people have pledged solidarity for the boycott of

By JOSHUA RABOROKO

Simba products following the dismissal of workers at Simba Quix

The boycott has been

called by the Fosatu-affiliate Sweet Food and Allied Workers Union which represents the majority of the 422 workers sacked by the company during August

Unions and organisations who have pledged support for the boycott include the Council of Unions of South Africa (Cusa), Fosatu unions, Food and Canning Workers Union, Saawu, General and Allied Workers Union and the

Commercial Catering and Allied Workers Union

Church, political and student organisations who have come out in support of the boycott are the UDF, Cosas, Transvaal Indian Congress, Natal Indian Congress, Azanian Students Organisation and the South African Council of Sport

An SFAWU spokesman said that committees have been set up in different parts of the country to co-ordinate the support for the

Simba workers The union also intended notifying the international secretariat of the International Union of Food and Allied Workers' Associations in Geneva of the boycott

"We have tried our best to persuade the Simba management to return to the negotiating table to resolve the dispute. Three workers were earlier fired and this followed the dismissal of the entire workforce, the spokesman said The company's spokesman said that several meetings have been held by them and the union representatives in an attempt to resolve the matter The dismissals had been investigated again and found to be fair

Attempts to persuade union officials to discuss the strike had failed The workers had been dismissed within the terms of the recognition agreement with the union

RAM 8/10/84 (140A)

Union calls for the release of leader

Mail Reporter

THE National Automobile and Allied Workers' Union (Naawu) has called for the immediate release of a union leader at Renault Africa in Isando, Mr Jerry Kau, who, it claims, was detained last week

Naawu said in a statement yesterday that Mr Kau, a member of the Johannesburg and national executive of Naawu, had, since Wednesday, been held in terms of Section 29 of the Internal Security Act.

The statement said that

since then he had been denied access to his family, his union and his legal representatives

The NAAWU Transvaal Area Executive Committee met on October 6 to discuss his detention

The committee condemns the detention of our comrade in terms of this unacceptable legislation. We note with concern that many people have died while being held incommunicado

By late yesterday the South African Police had not yet replied to a telex requesting confirmation of the detention

RUM 8/10/84 140A

Union threatens to quit paper council

By PHILLIP VAN NIEKERK
FOSATU'S Paper, Wood and Allied Workers' Union (PWAU) — the biggest union in the industrial council for the pulp and paper industry — has threatened to quit the council only months after joining because of the employers' refusal to make a realistic wage offer.

The threat was made on Friday when the annual negotiations for the 10 000 workers covered in the council's industry-wide agreement began in Johannesburg.

A PWAU statement at the weekend said the union would seriously reconsider its position in the industrial council if the "employers persist in playing games".

Employer parties to the council include Anglo Ameri-

can's Mondi, Gencor's Sappi and Carlton and Barlow Rand's Nampak.

The PWAU — which claims to represent about 4 500 workers in 11 mills — is demanding a minimum R2,30 an hour, from R1,38 an hour, with a minimum increase of between 60c and 90c an hour depending on grades.

Other demands include a call for a 13th cheque holiday bonus, a reduction of the working week to 40 hours, a shift allowance of R2 per shift, declaring May 1 a public holiday and a service allowance of three cents per hour for each year.

The employers restricted their offer to wages, offering seven cents an hour — a 5% increase on the industrial council minimum rate.

Argus 8/10/84
**Unionist
believed
held in
police raids** *140A*

Argus Correspondent

JOHANNESBURG — East Rand trade unionist Mr Jerry Kau is believed to be one of 12 people held by police in the latest series of raids on homes and work places

Another eight people are still in custody in spite of the dropping of charges against them in Vanderbijlpark last week

Only nine of the total of 20 people held have been confirmed as detainees, at least seven of them being held under section 29 of the Internal Security Act, which provides for solitary confinement for purposes of interrogation

"NO VISITS"

The National Automobile and Allied Workers' Union, of which Mr Kau is a national executive member, says he was removed from work in Isando on Wednesday and has since been denied visits by his family, his lawyer and the union.

Police have not confirmed or denied Mr Kau's detention

Journalist and boxing manager Mr Theo Mthembu was reported at the weekend as being among the confirmed detainees

● The Argus Bureau in East London reports that no charges have been laid against Mr Phila Ngqumba, the freelance journalist who was detained in terms of the Ciskei National Security Act last week

Business Day/LABOUR

Boycott Weapon ready to be unshathed

BY PHILIP YAN NIEKERK

UNLESS Simba Quix and the Sweet, Food and Allied Workers' Union settle their dispute soon the country could be launched into its biggest consumer boycott since 1981

In the late 1970s and early 1980s there was a major consumer boycott every year. Fattis & Monis in 1979, red meat in 1980 and Wilson Rowntree in 1981.

Then the boycott seemed to lose its effectiveness as a weapon, partly from overuse and partly from choosing the wrong products to boycott.

Unions adopted new strategies, in particular making use of the legal channels opened up by the Labour Relations Act.

The industrial court — which in recent years has increasingly become part of the fabric of labour relations — has tempered some of the absolute rights of management.

It is not the only battlefield in industrial relations, however, and not the only available recourse for a union — for instance — whose members have been fired.

The boycott strategy involves tapping the support of the community — from which the workers are drawn — who are also consumers of the products of the company which fired the workers.

As a strategy it is more effective during periods of heightened politicisation and solidarity in the community. This is what puts 1984 into the same camp as the late seventies.

RAM 9/10/84 ~~11/4/84~~ ~~1/15/85~~ ~~1/15/85~~

'Unclear' labour laws irk Seifsa

By **DAVID FURLONGER**
Industrial Editor

UNCERTAINTY over the legal definition of unfair labour practices is hampering the development of industrial relations, it was claimed yesterday.

Mr J W Nelson, president of the Steel and Engineering Industries Federation of SA (Seifsa), said that although the new industrial council procedure encouraged unions to resolve differences through agreed procedures rather than strike action, there were still serious problems.

The Industrial Court was causing widespread debate with its increasingly prominent role in the industrial relations field, while there remained widespread ignorance of what constituted an unfair labour practice.

"The uncertainty arising out of the current definition of an unfair labour practice is inhibiting employers in the conduct of their industrial relations."

"It is important that a formula be found whereby the court can assist in ensuring fair employment practices without becoming directly involved in both the structure and practice of collective bargaining."

Mr Nelson was addressing Seifsa's annual meeting in Johannesburg.

He said increasing fragmentation of the trade union movement through breakaway groups made it difficult for employers to maintain stable bargaining and consultation arrangements.

He rejected claims that this could be overcome by fragmenting existing collective bargaining arrangements within industrial councils.

"It is difficult to see how this could function on a practical basis. This would, in fact, lead to a highly unstable business environment which would make long-term investment in the metal industries unattractive."

Mr Nelson said metal industry employers had experienced a difficult year in the labour relations field.

He criticised the rejection by the Metal and Allied Workers' Union and SA Boilermakers' Society of wage rise offers ranging from 9,1% and 13,1%. He said they rejected the deal because of the minimum wage for lower-paid employees.

"The severe recessionary conditions

limited the ability of the employers to meet the aspirations of the trade unions. Employers face a serious dilemma in that major increases in wages in this area must lead to further reduction in employment levels at a time when unemployment is already high."

Mr Nelson expressed concern at the declining number of apprentices entering the metal industries. The 1983 apprentice intake was 35% down on 1982, confirming the inadequacy of a system in which on-the-job training played so important a role.

Even the establishment of a Metal Industry Training Centre had earned little support from employers.

"The continuing imbalance in the supply and demand for artisans constitutes a serious limitation, not only on the development of the industry, but also on the wage structure, because it inhibits the attainment of a more equitable distribution of income between skilled and unskilled employees."

Mr Nelson said engineering industry activity continued at depressed levels last year, although the steep decline from 1982 to mid-1983 appeared to have been halted.

After falling 13% in 1983, steel production in the first seven months of this year had risen 15,8%. Ferrous casting, after a 20% slump in 1983, was up 2,3% so far this year.

The exception to last year's decline was ferro-alloy. The industry increased production by 12% in 1983, and prospects this year remained strong in anticipation of continuing growth in demand and improved prices from Europe and the US.

Mr Nelson predicted a continued cutback in economic activity in the immediate future and said Government expenditure must be curtailed.

Recent "corrective action", such as increases in GST and company tax, curtailment of tax allowances and high interest rates, were all inevitable. But the extent of the economic problem had led to unwelcome side-effects.

"The economy is clearly in an extremely serious situation and the recent social unrest, while possibly sparked by other factors, is not unrelated to the very difficult economic conditions and unemployment levels pertaining."

11/10/84 (140A) (12)

Chips are down in boycott dispute

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By PHILLIP VAN NIEKERK
SIMBA-QUIX'S management is to meet the Sweet, Food and Allied Workers' Union (SFAWU) today, to resolve the dispute which has sparked a potential nationwide boycott of Simba products, the firm's managing director, Mr Jan du Toit, said yesterday.
The union has said it is prepared to settle, provided their sole demand is met.
This is the reinstatement of 464 workers fired during a work stoppage in August. The stoppage was in sympathy with three colleagues who

workers believed were unfairly dismissed.
Mr Du Toit said.
"We are going into the meeting today with an open mind."
A number of trade unions and community groupings have expressed support for the boycott, while other groups are awaiting the outcome of today's meeting, before deciding on whether to call a boycott.
Mr Du Toit said Simba sales had not yet been hit by the boycott, but he could not say what would happen if the boycott went ahead.

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Pulp union ^{5, 10} rejects ~~offer~~ ^{2/11/84} employers' ~~offer~~ 5% offer ~~offer~~

By Carolyn Dempster,
Labour Reporter

The Paper Wood and Allied Workers' Union (Pwawu) has attacked employers for "playing games" in the opening round of Industrial Council negotiations covering 10 000 workers in the pulp and paper industry.

Pwawu rejected outright the employers' offer of a five percent increase which would bring the minimum wage in the industry to R1,45 an hour

Union demands included a minimum wage of R2,30 an hour, a 13th cheque, a 40-hour working week, May 1 as a paid holiday, an allowance of R2 a shift and a service allowance of three cents an hour for every year of service

Employers represented at the talks in Johannesburg last week included Anglo American's Mondi paper group, General Mining Corporation's subsidiaries Sappi and Carlton Paper and the Nampak group which falls within the Barlow Rand fold

Pwawu is the largest union represented in the Industrial Council negotiations, with 4 500 members at 11 mills. Other unions taking part in the negotiations are the SA Electrical Workers' Association, the SA Boilermakers' Society and the Amalgamated Engineering Union of South Africa

Miss Refiloe Ndzuta, general-secretary of Pwawu, said the unions party to the talks had presented a unified front.

"However, Pwawu will have to seriously reconsider its presence on the Industrial Council if the employers persist in playing games," she said.

This is the first year that Pwawu has been a party to the national negotiations. Miss Ndzuta said union officials would report back to their members

Motor men

stop work
over arrest

of leader

By Carolyn Dempster,
Labour Reporter

In the first politically-motivated industrial action since the death in detention of unionist Mr Neil Aggett, workers at two Alfa-Romeo plants staged half-hour protest stoppages yesterday over the detention of worker leader Mr Jerry Kau

Mr Kau, an executive member of the Johannesburg branch of the National Automobile and Allied Workers' Union (Naawu), was detained on October 3 while at work at Renault Africa in Isando, Kempton Park.

His detention under Section 29 of the Internal Security Act was confirmed this week by the police

The two Alfa-Romeo plants fall under the jurisdiction of Naawu's Johannesburg branch

In a statement issued after the stoppage yesterday, Naawu workers asked management to add its voice to the protest against the laws under which Mr Kau had been detained

"Naawu members wish to make it clear that while brother Kau is the focus of their symbolic protest, they are protesting against the legislation under which many people are currently detained"

This is only the second time in recent labour history that workers have taken industrial action on an overtly political issue

In February 1982 a nationwide work stoppage was observed by thousands of workers to mourn the death in detention of Dr Aggett, Transvaal secretary of the African Food and Canning Workers' Union (AFCWU)

● Sapa-Reuter reports from Geneva that the International Metalworkers' Federation said yesterday that it was concerned about the detention of Mr Kau. The federation, which links 170 unions in 70 countries, said in a statement that it had asked two affiliated unions in France to intervene with Renault

Metals union pleased
as wages are doubled

Labour Reporter

A wage agreement signed on Tuesday between the Rand Scrap Iron and Metal Company and the Metal and Allied Workers' Union (Mawu) has been hailed as a victory for collective bargaining

More than 400 workers at Rand Scrap, a subsidiary of the major steel manufacturer Scaw Metals, are to receive substantial increases as a result of the agreement

The minimum wage has been doubled from .85c an hour to R1.73 an

hour and workers earning more than the current minimums in terms of the national Industrial Council agreement will all receive an increase of not less than 20c an hour

In addition, the company has agreed to pay a service allowance of up to five cents an hour and a holiday bonus

Agreement was reached after two and a half months of negotiations, and following the conclusion of talks, the union agreed to withdraw an application for a conciliation board

11/10/54

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ROM 10/10/84 (140A) ~~140A~~

Renault workers stage protest

Mall Reporter

ALFA ROMEO workers at two Johannesburg warehouses stopped work for half-an-hour yesterday in solidarity with the detained union leader Mr Jerry Kau, who is being held under Section 29 of the Internal Security Act.

Mr Kau, a worker at Renault Africa and a member of the Johannesburg and national executive of the National Automobile and Allied Workers' Union (Naawu), was arrested at work on Wednesday last week.

The South African Police directorate of public relations confirmed on Monday that Mr Kau is being held under Section 29 of the Internal Security Act.

A Naawu statement yesterday said the stoppage at the two plants was in protest against the detention of Mr Kau

"Workers requested management to add its voice to the protest against the laws under which Brother Kau is detained," the statement said

"Naawu members wish to make it clear that while Brother Kau is the focus of their symbolic protest, they are protesting against the legislation under which many people are currently detained"

Simba bids to end

boycott

Save for 11/10/84

SIMBA Quix management has agreed to hold a meeting with representatives from the Sweet Food and Allied Workers' Union (SFAWU) in a bid to settle the dispute and halt the boycott of Simba products.

Mr J C du Toit, managing director of Simba said the meeting was to be held yesterday with union representatives

This follows repeated calls by SFAWU to the company to hold discussions over the dismissal of more than 400 striking Simba workers on August 10

A total of 464 workers at the company's Isando plant went on strike over the alleged unfair dismissal of three colleagues whom they demanded should be reinstated

Within a day of going on strike, 422 workers were fired in terms of the peace clause in the recognition agreement signed with the union, said Mr du Toit

A new workforce was then taken on and last

week, SFAWU and the Simba Workers' Committee launched a boycott of Simba products

By the end of last week, a number of trade union and civic organisations, representing the support of some 400 000 people had offered their support in the boycott

However, Mr du Toit said it was not yet possible to determine the effect or the extent of the boycott. At this stage it did not appear to be having any impact

WESTERN CAPE ⁽¹³⁵⁾
(10A) ~~(125)~~ . FM 12/16/84
New union target ⁽²⁹⁾

The western Cape stands out as the region that has been least affected by the emerging power of new black-dominated trade unions. Where they have had an effect is in the food, stevedoring and motor assembly industries.

This could change. That was the consensus opinion at a seminar on "Emerging Unions of the Western Cape," organised by labour consultants Andrew Levy and Associates.

Only 25% of SA's economically active population is unionised. Yet, says Levy, union membership is doubling just about every two years — mainly due to the unionisation of blacks, coloureds and Indians. Black unionism is growing five times faster than that of whites.

The Trade Union Council of SA (Tucsa), with more than 400 000 members, remains SA's largest trade union federation. In the last year it has lost 100 000 members. Levy says this happened because of Tucsa's inability to recognise early enough the trend of the mass mobilisation of blacks which started in 1979 when blacks were legally recognised as "employees." Tucsa will not be able to maintain its numerical superiority for more than another 18 months, he predicts.

In its place will come the emerging unions. The African Food and Canning Workers' Union and the General Workers' Union have been active in the western Cape for a long time now. Expectations are that other emerging unions will start to make their presence felt. The United Democratic Front (UDF) affiliates, Clothing Workers' Union (Clowu) and Retail and Allied Workers' Union (Rawu) are active already.

In addition, the Commercial, Catering and Allied Workers' Union of SA (Ccawusa)

Continued on page 51

140A (15) (135)
(124) (128)

has a small presence. The National Union of Textile Workers (NUTW) an affiliate of the Federation of SA Trade Unions (Fosatu), is also active.

Employers will have to face two major issues in dealing with emerging unions: pressure to bargain at plant level as opposed to industry level and the closed shop.

The new unions are the "lusty children" of industrial relations, says Levy. They are fundamentally different from the established unions. The Fosatu unions, which have successfully built themselves on a shopfloor base, are the most competent of the emerging unions. Levy says it is likely that they will have prior experience of any strategies that western Cape employers use if they attempt to resist unionisation.

NUTW general secretary John Copelyn spoke about demands employers could expect from Fosatu unions. They would want access to factories, stop order facilities, acceptance of shop stewards and their right to take up grievances and represent workers in disciplinary hearings, sole right to bargain and the right to bargain at factory level. Industry level bargaining would not be ruled out — provided it did not mean the loss of any rights won at factory level.

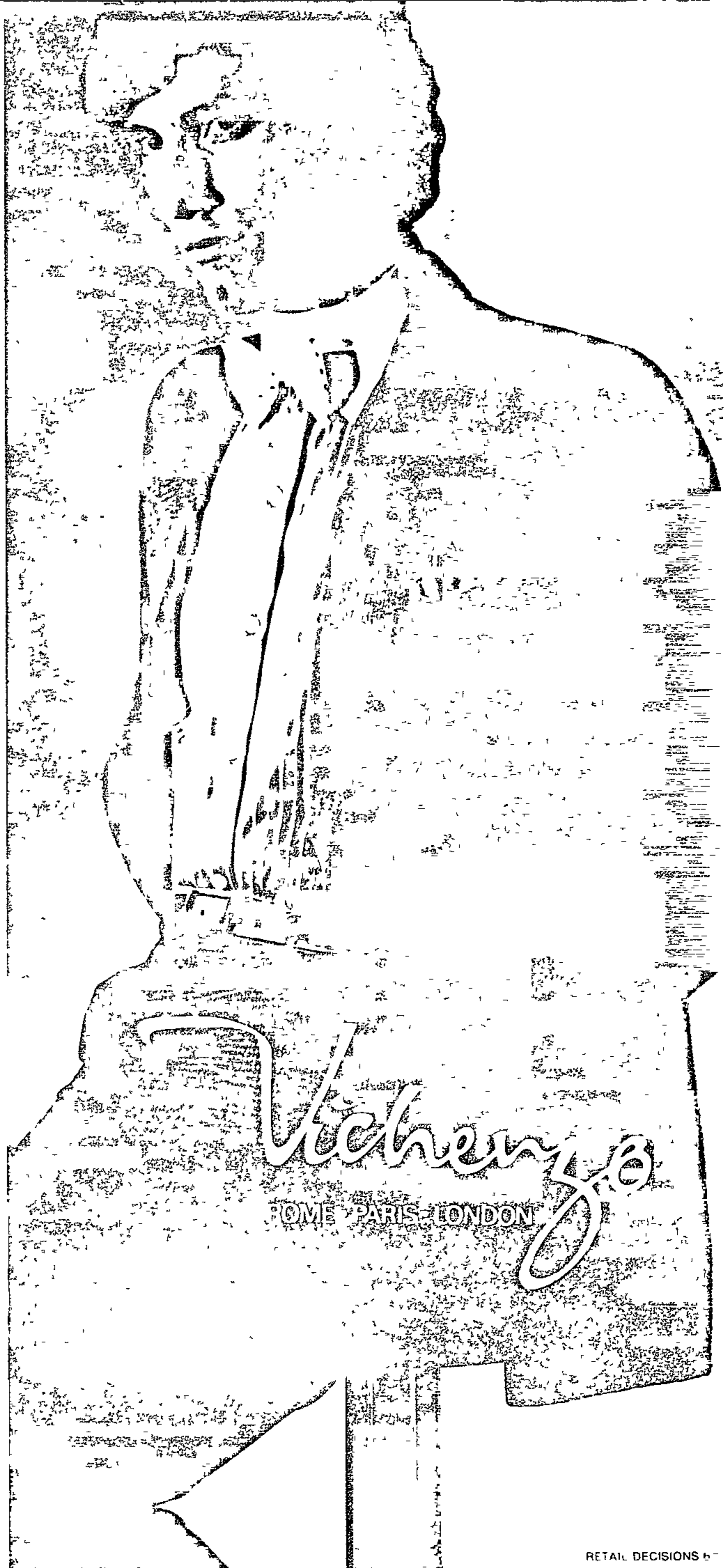
Lawful and fair

The role of the Industrial Court and the impact it is having on industrial relations was outlined by Unisa law school academic Peter le Roux. Before 1979, if an employer wanted to take action against employees he merely had to ask himself whether he was acting lawfully. But now that the concept of an unfair labour practice has become entrenched in SA labour law, they also have to question whether their actions are fair, as it is possible for lawful actions to be unfair labour practices.

The emerging unions have not been slow to utilise this loophole in the law, and have made significant gains in the Industrial Court. As a result, the court had gained acceptance and legal action had become an alternative to striking. Recently, however, the Minister of Manpower had been excluding the consideration of unfair labour practices from the terms of reference of conciliation boards. This has been perceived as unwarranted interference and has raised questions about the value of official dispute settling procedures.

Leading labour lawyer John Brand dealt with union recognition and closed shops. Brand said it is generally recognised that a major disadvantage of closed shops is that they can have an adverse affect on an individual's right to freedom of association and also be used to restrict access to skilled jobs.

Anomalies in the law after the Wiehahn-inspired amendments to labour legislation had resulted in the compulsory unionisation of large numbers of Africans through closed shops. Brand labels the process as one of the "grossest abuses of the closed shop in modern labour law."



PM 12/10/84

~~(1400) (105) (135) (139) (138)~~

"This abuse contributed significantly to the suspicion and contempt which many African employees and emerging trade unions feel towards the trade union parties and industrial councils who co-operated in the exercise," he says

Nevertheless there are legal strategies which both employers and employees can use to circumvent or challenge closed shops Brand, however, also said that recent developments in labour had made unions lose faith in legalistic procedures Unless action was taken, government's success in institutionalising conflict would be

eroded

Industrial relations consultant Gavin Brown said several factors indicated that the pattern of emerging unionism in the western Cape would be different to that experienced in the rest of the country

□ The Cape workforce is predominantly coloured As a result, there is a greater degree of cultural homogeneity than in the Transvaal or Natal,

□ The workforce is more fully urbanised than anywhere else in the country Thus the target market of emerging unionism is likely to have a more sophisticated un-

derstanding of commercial practice, be more acquainted with the capitalistic ethic, be generally better educated and consequently far less afraid to confront white authority structures

□ Officials of emerging unions were likely to be older than unionists in other parts of SA and employers would have to deal with more stable levels of commitment and more sophisticated approaches, and

□ The high level of community solidarity meant that workplace disputes could quickly develop into major and epic community events

in my opinion

~~(100) (151)~~

CLIVE THOMPSON

Problems with strike law



Clive Thompson is an attorney and a researcher with the Centre for Applied Legal Studies

In the field of labour law, the tension between lawful conduct and fair conduct continues to plague the development of a coherent body of rules for the regulation of the major areas of conflict between employers and unions

After some initial hesitation, the Industrial Court tackled the question of individual unfair dismissals head-on and proceeded to apply the International Labour Organisation's standards with remarkable alacrity Notwithstanding perfunctory notice periods in employment contracts, the court decided that a dismissal should be for good cause only and be preceded by a fair inquiry

An employer's contention that a dismissal which complied with the contractual notice period and which was otherwise lawful could not be unfair was effectively rejected by the court in *Mawu v Barlows Manufacturing* The objects of labour peace advanced by the Labour Relations Act were to take precedence over the formal and artificial "agreement" on termination assumed by the individual contract

Unfortunately the court's treatment of larger-scale issues, usually involving trials of strength between unions (as opposed to employees) and employers, has been rather less salutary Perhaps struck by the stridency of recent criticisms which have come its way from certain employer parties and over-awed by the prospect of challenging the boundaries of managerial prerogative on really telling issues, the court has de-

monstrated a conservatism that comes close to an abdication of its rule-making function The result has been that the emerging law on strikes is shot through with confusions and that one looks largely in vain to the 1984 clutch of decisions for guidance on the subject

At least one steady theme does emerge workers who ignore negotiated and statutory dispute procedures and who engage in wildcat action will have a tough time in securing relief through the court This judicial attitude underscores the premium placed by the Act on collective bargaining However, the virtues of the bargaining process have apparently been overlooked in pronouncements on other features of labour disputes

Trade unions like to argue that all strikes are provoked by management The Industrial Court could not be accused of being uncharitable if it regarded this proposition with a measure of scepticism Nonetheless, where mass dismissals have followed in the wake of strike action, the court's first inquiry should be to ascertain who was responsible for the breakdown Should it be established that the strike was indeed triggered by provocative managerial behaviour, especially behaviour which itself amounts to an unfair labour practice, the court should not be chary in reinstating the affected workers Instead it has tended to engage in an exercise to determine whether the parties' conduct has been lawful rather than fair The practice has been to assess whether the dispute can be characterised as a lock-out or a strike and, if it decides on the latter (which, given the nature of labour disputes, it usually must), it declines to give relief Only the grossest managerial action meets with a reinstatement order, and then normally a qualified one

Arbitrary and selective dismissals or

rehirings in the course of labour disputes are also expedients which deserve short shrift before the court They lend themselves to abuse and are a deviation from the basic legal principle that like cases should be treated in like manner In *Ngobeni v Vetsak*, however, the court was not impressed by these considerations and came to the startling conclusion that, provided an employer was legally entitled to dismiss, he was also at liberty to rehire as he saw fit Instead of viewing the dispute in question as a whole, it scanned the sequence of events and then homed in on a particular segment which it declared to be decisive If one accepts that only a careful assessment of the equities of the total situation can lead to sound industrial relations and labour stability, this piecemeal approach grounded in narrow common law notions must be eschewed

A more discerning and contextual treatment can be found in the decision of *Raad van Mynvakkonde v Kamer van Mynwese* Here the court had to decide whether the otherwise lawful dismissal of workers on a legal strike would also be fair It concluded that under certain circumstances such dismissals could be unfair, and noted that one of the factors that needed to be taken into account was whether the parties had negotiated in good faith during the strike It also indicated that selective dismissals and rehiring could constitute unfair labour practices

The principles regulating individual unfair dismissal have crystallised out after a relatively short period of uncertainty Despite the clear guidance available in the more developed jurisdictions abroad, and despite an accommodating domestic statute, the weighty issues of collective action and mass dismissals remain unresolved in this country In the interregnum, self-help will presumably prevail on all sides

INDUSTRIAL COURT
Unions take a loss

Oct 1984

Trade unionists are wondering whether their recent successes in the Industrial Court set the true pattern for future decisions — or whether the parameters are changing. Two recent decisions that went against them in Natal have raised doubts.

In the case of the Paper Wood and Allied Workers' Union (PWAU) v Uniply, the union sought the reinstatement of two shop stewards who it alleged had been unfairly dismissed. In a separate action, it applied for the reinstatement of the entire workforce, which had been dismissed following a strike over earlier dismissals.

The court found that the shop stewards had not been unfairly dismissed. There was sufficient evidence to justify dismissal. In the case of the remainder of the workforce, it found that they had precipitated their own dismissal by walking off the job and not following strictly the procedures laid down in the Labour Relations Act.

A similar judgment was handed down in the case of the National Union of Textile Workers (NUTW) v Lanatex. In this instance, two workers were allegedly unfairly dismissed. The firing was followed by the dismissal of two shop stewards who protested on their behalf and, finally, the entire workforce, who had come out in support. Here the court found that the workers

and the two shop stewards had, in fact, been unfairly dismissed and ordered their reinstatement.

But it did not reinstate the other workers because they had acted unilaterally and, in so doing, had placed themselves outside of the law.

Both judgments, says labour lawyer Chris Albertyn, create serious problems for trade unionists. "It appears," says Albertyn, "that the courts are not coming to the assistance of workers facing mass dismissal where the proper procedures have not been followed."

labour

KQ 12/10/81 140A

Bid to end dispute at Simba Quix

Mail Reporter

EFFORTS to resolve the dispute between the Sweet, Food and Allied Workers Union and Simba Quix are continuing after the company and the union met on Tuesday

The dispute has sparked off a boycott of Simba products

Mr Jan du Toit, managing director of Simba Quix, said this week's meeting was a preliminary to a meeting to be held next Tuesday

At this meeting they would try to resolve the dispute.

A spokesman for the union — an affiliate of the Federation of South African Trade Unions (Fosatu) — said yesterday the boycott would not be called off until there was a settlement.

The union is demanding the reinstatement of 464 workers fired at Simba's Isando plant after stopping work in August in sympathy with three dismissed workers

Mr Du Toit said Tuesday's meeting had simply been an exchange of viewpoints and was not meant to be conclusive

"We agreed to go back to our directors and the union officials agreed to go back to their executive with the different viewpoints which were expressed at Tuesday's meeting

"I remain hopeful that a settlement to the dispute is possible," Mr Du Toit added

He would not say what exactly had been offered and discussed at the meeting

RDM 12/10/74 (140A)

Mawu deals out increases for workers

Mall Reporter

A PAY deal pushing up the minimum wage of workers by 103% has been signed between the Metal and Allied Workers' Union (Mawu) and Anglo American's Rand Scrap Iron

The settlement — which covers 400 workers — follows the declaration of a dispute by Mawu against the company, part of Anglo's giant Scaw Metals group

A Mawu statement following the settlement said the union had now agreed to withdraw its application for a conciliation board after two months of "tense negotiations"

The agreement means a rise from R0,85 to R1,73, which is an increase of

R39,60 a week or 103% for the minimum wage in the company

There is also to be a minimum across the board increase of not less than 20c per hour, a service allowance of up to 5c per hour and a guaranteed leave bonus

A Mawu spokesman said this agreement was a great victory for the unity of the workers in the Rand Scrap company

"These workers had earlier won a decrease in the working hours for women employees without loss of pay," he said

The Rand Daily Mail was unable to get comment from the company yesterday

Key Industrial Court rulings will affect rights of migrant workers

by
Carolyn Dempster,
Labour Reporter

A key ruling which has wide ramifications for the employment status and rights of migrant labourers was handed down by the Industrial Court this week, nearly two years after the dispute was declared.

The judgment, by Mr J A Erasmus, additional member of the Industrial Court in the dispute between the Metal and Allied Workers' Union (Mawu) and Screenex Wire Weaving Manufacturing, comes eight months after the court hearing.

Ten migrant workers, who lost their employment on December 9 1982 when their contracts were not renewed, were not "retrenched", the court found.

Mr Erasmus ruled that the workers should not be reinstated on the basis of an unfair labour practice. But because the company had not given the migrant workers due warning, they should be awarded back pay.

On this basis, the court determined that five of

Union attacks ineffective Industrial Court

Workers are losing "all faith" in the Industrial Court as a means of righting wrongful actions by their employers and are likely to turn increasingly to other means.

This is the warning issued by the Metal and Allied Workers' Union (Mawu), who this week hit out at the court's judgment on the Screenex Wire Weaving Manufacturing case as "disappointing and dissatisfying".

Nearly two years after the dispute, and eight months after the end of the trial, the court had issued a judgment which contained inaccuracies and seemed to remove from migrant workers "much of the meagre protection they enjoyed from the law", said the union.

The most worrying aspect of this was that the rights of migrant workers to be represented in negotiations by their trade unions had been removed at a stroke.

In effect, the judgment placed migrant workers outside the protection of the law and denied them

the applicants be awarded three months' salary, three of the applicants should be given two months' salary, and the two remaining applicants the equivalent of one month's salary.

Mawu originally charged that the Alrode company had committed a series of unfair labour practices in

- Failing to meet and negotiate with a representative trade union
- Retrenching 10 employees on December 9

full trade union rights. It also made them second-class members of the Industrial Council.

The court had failed to give any judgment as to whether the company's refusal to negotiate with the union was an unfair labour practice; referred to non-existent legislation (the Black Workers Areas' Act) and had accorded white workers special status in the case, Mawu claimed.

It was becoming increasingly clear that the court had drawn back from the progressive role it had played since 1979 in establishing some rights for workers, said the union.

In the light of recent judgments handed down by the court and the Minister of Manpower's refusal to appoint independent boards in dismissal disputes "Mawu believes that unions will have to re-evaluate their entire attitude to the Industrial Court".

South African workers would have to ask themselves if they could still benefit from the court, Mawu added.

1982 contrary to established practices and procedures, and in an unfair manner in that the retrenchments were unnecessary.

Retrenching the same employees contrary to the provisions of the main agreement for the Iron, Steel, Engineering and Metallurgical Industry

- Dismissing two employees in circumstances which the company was not entitled by law to do
- During the course of

The court found that the expiry of the contracts through the natural passage of time did not constitute retrenchment. Because the employees had not been retrenched *per se*, the loss of employment could not be said to be an unfair labour practice, said Mr Erasmus.

"There can only be a question of retrenchment when a valid contract exists and the worker is perforce retrenched due to the fact that his job has either become redundant, or there is insufficient work to warrant his further employment," he added.

Secondly, the employers could not have contravened the provisions of the main agreement if the employees were not retrenched.

However, Mr Erasmus did find that, where annual migrant labour contracts were not going to be renewed after the first renewal, "there rests an obligation on the employer to give the employee reasonable notice that it is not going to renew the contract".

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Fosatu warns US firm in kwaZulu

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15/10/84 Star

By Carolyn Dempster,
Labour Reporter
An American subsidiary company operating in kwaZulu has been warned by the powerful Federation of South African Trade Unions (Fosatu) to get its house in order or get out of the country

Fosatu has accused the company, Tidwell Housing (Pty) Ltd, of exploiting the homeland labour situation to pay poverty wages and effectively ignore sound employment practices

Fosatu sent a detailed memorandum on the company's operations and employment practices to the kwaZulu Government, the American labour attache and major metal unions in the United States

Fosatu focuses on the "gross injustices" allegedly perpetrated by Tidwell since it started operations in South Africa in February this year

Tidwell, a manufacturer of light mobile homes, began operating in Danskraal, kwaZulu on February 27, employing

Fosatu has sent a memorandum to the kwaZulu Government, the US labour attache and major American metal unions alleging that a US firm in the homeland exploits workers, with wages and conditions well below accepted norms.

between 150 to 200 workers from the nearby Ezakheni township

Fosatu alleges that the company pays a starting wage of R77 a month, 460 percent less than the minimum rate required by the Sullivan Code and R277 less than the supplemented living level calculated for Ladysmith in August

The equivalent starting salary in Ladysmith, "over the border" in South Africa, is said to be R300 a month

Fosatu also claims the company offers no sick pay cover, no lay-off benefits, no hourly rate of pay, no overtime rate and no service benefits

It says that weekly hours of work are not fixed and, when employees endeavoured to establish what the rates for hours of work were,

they were peremptorily dismissed by the production manager, a Mr Wayne

Requests by the Metal and Allied Workers' Union (Mawu), an affiliate of Fosatu, to hold recognition discussions with the Tidwell management had met no response.

When the employees took matters into their own hands, four of the five members of the union steering committee and one other worker were fired

The remaining employees then refused to return to work and they too were dismissed, said the branch secretary for Mawu

New applicants were rejected if they confessed to union membership and those who were employed were made to sign con-

tracts of employment containing 25 clauses, the breach of which would lead to instant dismissal, claims Fosatu

Fosatu said it wished to highlight the massive benefits derived from the homelands situation by a growing number of foreign investors

Mr I J Rheebone, managing director of Tidwell, said he could not comment on the allegations as he had been in the country for only three weeks and had taken over the position from his predecessor, a Mr Dye.

He referred *The Star* to the company's attorney, Mr C Botha.

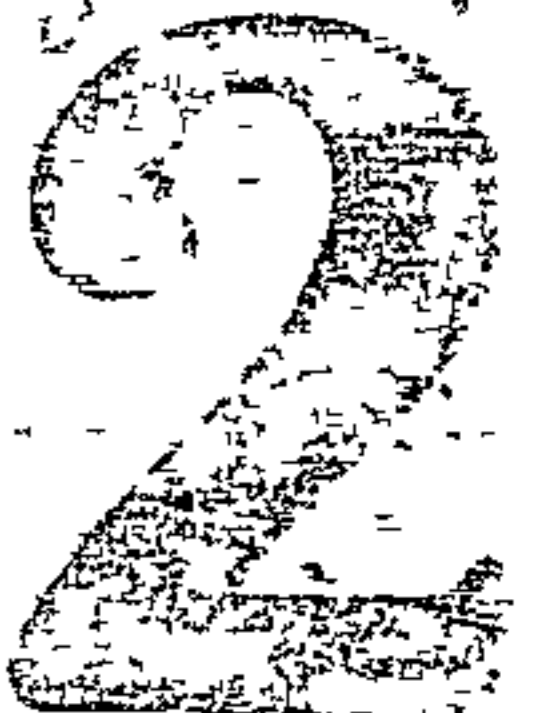
Mr Botha told *The Star* the Tidwell workforce was a "happy labour force" and the "least said about the whole affair the soonest mended" He said he had no further comment on any of the allegations

Mawu filed papers in the Natal Supreme Court this week suing the company for victimisation of union members under labour legislation which still applies in kwaZulu

Inauguration at deve

The director of the University of the Witwatersrand's Academic Staff Development Centre (ASDEC), Professor T. Moelwyn-Hughes, will take a critical look at the professional development of academics in his inaugural lecture on Thursday, October 18, a

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15/10/84
intimidation

Labour Reporter

The Sweet Food and Allied Workers' Union (SFAWU) today criticised the South African Police for what it called "blatant intimidation" in the Simba Quix boycott.

According to Mr Jay Naidoo, general secretary of the union, police swooped on the chairman and the secretary of the Simba Quix workers committee, questioned them and then confiscated stickers and pamphlets on the Simba boycott.

INVOLVEMENT

Mr Walter Mbekela and Mr Paul Mosime were taken to the Tembisa police station by police in riot uniform and interrogated about the union's involvement in the boycott which has been running for three weeks, said Mr Naidoo.

"We condemn the police interference in the legitimate struggle of Simba workers to gain reinstatement.

"Our union is presently involved in discussions with Simba Quix management and these could be jeopardised by the unwarranted and arbitrary action of the police."

Reacting to the allegations, a spokesman for police headquarters in Pretoria said they were not prepared to comment on routine investigations. He said that any person with a complaint against the SAP should sign a sworn statement and the matter would be investigated.

RDM □□□ 15/10/84

A SIGN of worker willingness to take action over a non-workplace-based political issue was the half-hour stoppage at two Alfa Romeo workshops in Johannesburg last week

The workers were expressing solidarity with yet another victim of the country's security laws, Mr Jerry Kau, who is being held under Section 29 of the Internal Security Act.

Mr Kau, a worker at Renault Africa and a member of the Johannesburg and national executive of the National Automobile and Allied Workers' Union (Naawu), was arrested at work almost two weeks ago

While the primary focus of the stoppage was Mr Kau's detention, the union statement said "Naawu members wish to make it clear that while Brother Kau is the focus of their symbolic protest, they are protesting against the legislation under which many people are currently detained."

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FROM 15/10/84 140A 115 132 137 200

Screenex ruling angers black union

THE Metal and Allied Workers' Union's angry response, to the Industrial Court's judgement last week in the Screenex case, is a further sign of emerging unions' growing disenchantment with the official labour system.

The Industrial Court is the carrot that was until recently enticing mainly black unions into making use of the system. It was also criticised by employers as being too pro-union

Now it's looking less attractive

In the Screenex case Mr J A Erasmus found, in a dispute over the dismissal of 10 migrant workers, that the question of lay-offs did not arise for them because their contracts had expired.

Thus, if this ruling is accepted, a migrant worker, who is always on a fixed-term contract, is not subject to the same criteria of "fair retrench-

ment" as other workers. He is effectively denied the same security of employment.

Mawu attacked the judgement because, it alleged, it contained factual errors, placed migrants outside the protection of the law and denied them full trade union rights.

Mawu said: "The court's decision emphasises that migrant labour contracts are purely an instrument of repression of workers and give them no legal rights or protection. Mawu believes that unions will have to re-evaluate their entire attitude to the Industrial Court in the light of recent judgements."

In fact, the union claimed, the Unemployment Insurance Commissioner had prejudged the outcome of this case a few months ago by including a provision in the UIF contributors card for "ending of contract" as a different reason for ter-

LABOUR WEEK

By Phillip van Niekerk

mination of employment than "retrenchment".

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AN UNDERLYING issue of the Screenex case is the credibility of the Government's official labour relations system

In a country where most representative black organisations refuse to have anything to do with the system, labour relations is one small island of participation: some of the most fiercely independent unions have registered and joined industrial councils and routinely make use of the industrial court.

The rewards of the system are, however, being increasingly questioned.

Last month the National Union of Mineworkers (NUM), after the country's first legal black miners' strike, questioned the value of going through all the legal channels

The strike also brought to the fore the continuing contradiction between reform to labour relations — allowing unions to join trade unions and bargain wages — and other elements of the labour system, such as migrant labour.

Unions have also questioned the Minister of Manpower's decision to exclude from the terms of reference of conciliation boards the consideration of unfair labour practices.

Other recent decisions of the court, the Labour Relations Amendment Act of 1984, the National Manpower Commission's report on registration and a host of other events, have led many unions to believe that a new wind of change is blowing.

All of this coincides with turmoil in the black townships and a militant political climate.

By SELLO
RABOTHATA

THE Sweet, Food and Allied Workers Union (SFAWU) yesterday issued a statement condemning the "deliberate assault on the chairman and the secretary of the Simba workers committee as a blatant act of police intimidation."

According to the general secretary of the union, Mr Jay Naidoo, chairman Mr Walter Mbekela, and the secretary, Mr Paul Mosime, said they were picked up by police in riot uniform last Monday night

"According to them, they were first assaulted before they were even questioned. It was only learnt later that the po-

Sweetan 15/10/84 140A

SFAWU condemn assault on Mbeleka

licemen demanded stickers and pamphlets related to the Simba boycott," Mr Naidoo said

Lieutenant Colonel H V Haynes, Press liaison officer for the South African Police in Pretoria, yesterday said he could not confirm that the two men had been picked up by police. He said if the two claim they were assaulted by police they should lay charges at the nearest police station and the matter would be

investigated

Mr Naidoo said the two men were taken to the Tembisa police station where they were interrogated at length about the union involvement. The police then allegedly confiscated all stickers and pamphlets and promised to visit them again.

In the statement SFAWU said "We condemn the police interference in the legitimate struggle of the Simba

workers to gain their reinstatement. This undemocratic action only highlights the fundamental injustice and lack of democracy in the present system

"Our union is presently involved in discussions with the company's management to resolve the present dispute and these can be jeopardised by the unwarranted and arbitrary action of the police"

Sowetan 15/10/84 (189) 140A

Mawu signs wage agreement

By NKOPANE MAKOBANE

THE Metal and Allied Workers Union and the Rand Scrap Iron and Metal Company, an affiliate of the Scaw Metals/Anglo-American Group, have signed an agreement providing for large wage increases following two months of tense negotiations.

The wage agreement, which covers about 400 workers provides for increases in all the minimum wages for each grade (a rise from 85 cents to R1,73 an hour, an increase of R39,60 per week or 103 per cent)

- A minimum across the board increase of not less than 20 cents an hour.
- A service allowance of up to five cents an hour and.
- A guaranteed leave bonus

Mr Moses Mayekiso Mawu's branch secretary told The SOWETAN: "This agreement was a great victory for the unity of the workers at the Rand Scrap. These workers had earlier won a decrease in the working hours for women employees without loss of pay"

Increase

He further said Mawu has also won increases from other companies falling under the Steel and Engineering Industries Federation of South Africa (Seifsa). He said this shows that Seifsa's policy that companies must not negotiate out of the industrial council structures is not working and shall not

work

"We have been fighting this policy for ages and the companies seem to be seeing the point that good industrial relations are based on bargaining in good faith," he said

Meanwhile Mawu has had reports from workers in Wadeville, Alrode and Benoni areas that organisers from the splinter union, the United Mining Metal and Allied Workers of South Africa (Ummawosa) have recruited workers at some factories by telling them that they are part of Mawu and Fosatu (Federation of South African Trade Unions)

"We warn workers not to believe these peo-

ple. The people who started the splinter union were dismissed from Mawu by the workers national executive committee for misconduct

"Ummawosa has nothing to do with Fosatu. The Fosatu central committee resolved to oppose them and not let them into any of their offices

Fosatu has also pledged its support to Mawu," a spokesman said

Workers who want to join Mawu are advised to come to the union offices at World Centre, 48 Railway Street, Germiston or at Morena Stores, Katlehong, or in Benoni at CNA Buildings, Prince Avenue. These offices are still in the same places as before

SECRET 15/11/84 (140A) 115

Union disappointed by court decision

MAWU is deeply disappointed and dissatisfied with the judgment from the Industrial Court in the Screenex case.

After a delay of nearly 2 years after the event, and 8 months after the end of the trial, the court has issued a judgment which contains several errors of fact. The judgment also seems to remove from migrant workers much

of the meagre protection they enjoyed from the law.

At the same time, the Minister of Manpower has refused to appoint a conciliation board in the Vetsak case. This will now result in the anomalous situation of 45 workers dismissed by Vetsak being blocked from the industrial court, while others who are covered by the jurisdiction of the industrial councils of the metal and motor industries will be able to take their cases to the court.

Clear

Taken together with other recent judgments of the Industrial Court, particularly in the Transvaal, it is clear that the court has drawn back from the progressive role it played in establishing some rights for workers. It appears that the minister concurs with the recommendations of the NMC that unfair dismissals would be unfair labour practices only if they concerned the replacement of white workers by black workers.

Mawu believes that unions will have to re-evaluate their entire at-

titude to the Industrial Court in the light of recent judgments and of the minister's refusal to appoint conciliation boards in dismissal disputes.

Judgment

The Screenex judgment delayed by more than 8 months after the trial, contains a number of factual errors, among which are the following:

1 The court states at p 13 that the 1981 amendment to the Labour Relations Act had the consequence that migrant workers now had a right to acquire rights in terms of the Section 10(1)(B) of the Urban Areas Act.

2 The court refers to a non-existent act, the '(Black) Workers Areas Act' at p 20.

3 The court refers incorrectly to benefits which workers acquire if their employers are affiliated to Seifsa. Workers do not automatically acquire all these benefits, such as medical aid.

The court unfortunately failed to give any judgment as to whether the company's refusal to

negotiate with the union was an unfair labour practice.

It is also disappointing that the court stated that it could not investigate whether or not the employer-employee relationship was continuous, as 'all the relevant parties to such an enquiry are not before the court'.

It is also disappointing that the court distinguished the Screenex case from that of Mawu versus Mauchle, on the grounds inter alia that the Mauchle case did not "have to deal with a migrant labour contract but with an 'employment relationship that goes beyond the statutory requirement'".

It is clear that this judgment places migrant workers outside the protection of the law and refuses them full trade union rights. It also makes them second class members of the Industrial Council.

Don't miss

SUNDAY
MIRROR

The paper you can trust

Worker's body slams SA detentions

By JOSHUA RABOROKO

THE South African Council of the international Metalworkers Federation has condemned the recent spate of detentions without trial of people, especially trade unionists, in South Africa

the detention of trade union leaders who have no access to lawyers, their families and unions "is unacceptable and deplorable".

"We have informed our affiliates in the major industrialised countries of the world of Kau's detention and they have expressed concern and support to the members of his union and family," the statement says

In a statement the federation's secretary, Mr Brian Fredericks, called on the Government to immediately release all detainees

"Detentions of this nature have only the effect of making workers and their unions more angry and determined to fight with all the means at their disposal, and at this oppressive action by the South African Government

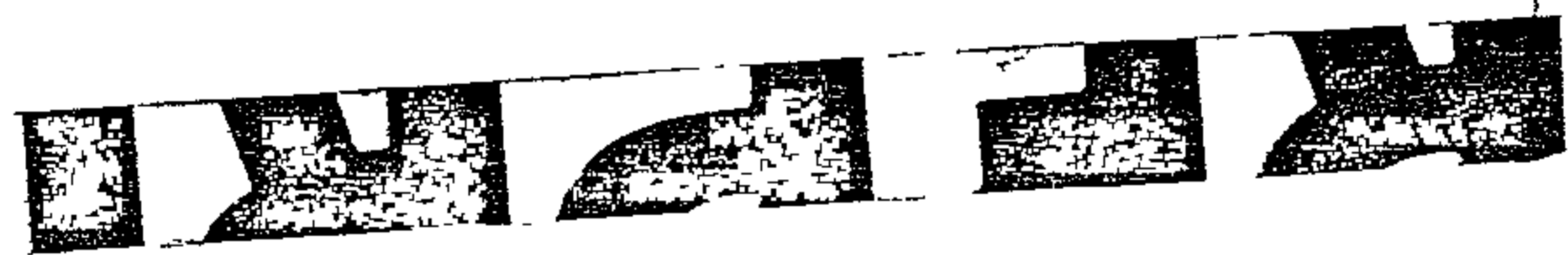
Naawu, which is affiliated to the Federation of South African Trade Unions (Fosatu) and several emerging black trade unions, have also condemned the detention of the people

Several people, including trade unionist Mr Jerry Kau, national executive member of the National Automobile and Allied Workers' Union, have been detained by police recently.

"This council calls for the immediate release of all detainees. We support whatsoever action our affiliate Naawu has taken and intends to take and assure the union of our solidarity

They have called on the Government to charge or release the workers who have been detained during the recent unrest and industrial actions

In the statement, Mr Fredericks said that



Roms 16/10/84 (140A)

Detention rouses overseas ire

Mall Reporter

THE South African council of the International Metalworkers Federation (IMF) has hit out at the system of detention without trial following the detention of a trade union leader, Mr Jerry Kau

Mr Kau, a national executive committee member of the National Automobile and Allied Workers' Union

(Naawu) and a worker at Renault in Johannesburg, has been held under Section 29 of the Internal Security Act for almost two weeks

His detention has already sparked worker stoppages at two Alfa plants and Naawu has called for international bodies to express concern at the action.

In a statement yesterday

the IMF council condemned the recent spate of detentions, particularly those of trade union leaders, as "unacceptable and deplorable"

Naawu is an affiliate of the council, which represents more than 100 000 workers in metal and related industries

The IMF said they had informed affiliates in the industrialised countries of Mr Kau's "plight"

Factory workshop incident described in court

140A
E. Post
16/10/84

By CHRIS RENNIE

AN incident at the Volkswagen factory in Uitenhage, between a white man and a black which had "far reaching effects" in the motor industry, was described in the Uitenhage Magistrate's Court today

Mr Ntutusel Johnson Gaika, of Tulis Street, Uitenhage, is charged with assaulting a workshop foreman, Mr Burger Steyn Delpport, on June 29 this year

Mr Jacobus du Toit told the court that following an incident between him and Mr Gaika the previous day, he was being interviewed by a shop steward, a Mr Smith

He told the court Mr Gaika had hit him under the chin when they argued about instructions he had given but that he had not wanted to make a report

When he was telling Mr Smith that he had nothing against Mr Gaika and did not wish to make a complaint, Mr Delpport intervened

Mr Delpport said if he had hit the "kaffir" he would have been fired and insisted that a report be made

Mr Gaika had told Mr Delpport to keep his nose out of the affair. He then hit Mr Delpport and they grappled on the ground

Mr Smith pulled Mr Gaika off but while Mr Delpport was still on the ground, Mr Gaika kicked him in the face

They grappled again and

Mr Gaika throttled Mr Delpport with his own tie. Mr Du Toit said he did not see Mr Gaika hit Mr Delpport with a chain

Cross examined, Mr Du Toit admitted he knew the incident had far-reaching effects

He also admitted that he did not make a statement to the police about the incident until August 28, the day the trial started

He contradicted himself several times about the reason for the delay, whether it was because of a misunderstanding or that the police had forgotten to take a statement from him. He denied that he had refused to make a statement at any time

Further cross-examined he admitted that the relationship between him and Mr Gaika was very good and that there had been no problem between them

He admitted they often played the fool and during the incident the day before he had been pushed in fun and had fallen, which was the reason he did not want to make a complaint

He denied that Mr Delpport had sworn and used the term "kaffir" when he intervened

He said Mr Delpport had misunderstood the position but he had not told Mr Delpport he was wrong

(Proceeding)

Mr W Smit was on the Bench. Mr F Botha appeared for the State. Mr G G Huisamen appeared for the defence.

RAM 18/109/184

SA union's dispute is taken overseas

FOR the first time in South African labour history, a union has referred a dispute with a West German multinational to the International Labour Organisation and the European Economic Community

The Metal and Allied Workers' Union (Mawu) has referred its dispute with Transvaal Alloys, a subsidiary of Nord Deutsche Algemeine of Hamburg, to the International Metalworkers' Federation (IMF) in Geneva

The IMF will present the dispute to the ILO and the EEC, according to a statement issued by Mawu yesterday

Mawu said it had set out the circumstances of the dispute in which more than 200 workers were dismissed from the vanadium mine and plant at Middelburg, Transvaal, last year

The union accuses Transvaal Alloys of breaching clauses of an agreement multinational companies in SA

have with the ILO and the EEC's code of conduct for companies with subsidiaries in South Africa

The union accuses the company of

- Paying "starvation" wages of 55c per hour, well below the minimum specified in the codes.
- Denying workers trade union rights and representation,
- Subjecting workers to racial discrimination,
- Breaching international standards of human rights and freedom of association,
- Subjecting workers to unfavourable wage benefits and working conditions,
- Failing to consult, examine grievances and attempt to settle disputes
- Failing to alleviate suffering caused by the migrant labour system

According to Mawu, Mr Brian Fredericks, the IMF secretary in South Africa, has undertaken to assist the workers — Sapa



Dispute referred to ILO

Labour Reporter
18/10/84

For the first time in South African labour history, a union has referred a dispute with a multinational to the International Labour Organisation and the European Economic Community.

The dispute between the Metal and Allied Workers' Union (Mawu) and Transvaal Alloys, a subsidiary of Nord-Deutsche Affinerie of Hamburg, has been referred to the International Metalworkers' Federation (IMF) in Geneva.

A spokesman for Mawu said the IMF would present the case — arising out of the dismissal of 200 workers — to the ILO and the EEC.

Reinstate 90, union tells ice cream firm

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18/10/84

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Mall Reporter—

THE FOOD Beverage Workers' Union of South Africa has demanded the immediate reinstatement of about 90 workers at the Dairy Maid Ice Cream Corporation's plant in Olifantsfontein and have threatened to take Industrial Court action if the demand is not met.

The workers were dismissed by the company in February after the entire workforce of about 300 held a work stoppage in support of a demand that a white employee who had allegedly assaulted workers be dismissed.

Just over 200 workers

were subsequently reinstated but not the remaining 90.

The union has dismissed a settlement proposal by the company to compensate the dismissed workers, who include union representatives, and to re-employ them on a selective basis when vacancies occur.

The union has handed the case over to legal representatives and claims that more than two dozen unfair labour practice charges can be brought against the company.

Neither the plant manager nor the managing director of Dairy Maid could be reached for comment yesterday.

Dismissals: Fosatu to take court action

THE Federation of South African Trade Unions has filed papers in the Natal Supreme Court applying for an order declaring invalid the dismissal of workers employed by an American company operating in KwaZulu

According to a spokesman for the Metal and Allied Workers' Union, which is affiliated to Fosatu, they applied for an order on the basis that the dismissal constituted an "unfair labour practice"

Fosatu has also sent a memorandum to the KwaZulu government, the United States labour attaché and major American metal unions, alleging that Tidwell Housing Company (Pty) Ltd, an American subsidiary operating in South Africa, was exploiting black workers

In the memorandum Fosatu says the company was paying a starting wage of R77 a month, 460 percent less than the minimum rate required by the Sullivan Code

Fosatu has also accused the company of exploiting the homeland labour situation by paying poverty wages and effectively ignoring sound employment practices

Tidwell, a manufacturer of light mobile homes, started operating in KwaZulu in February this year and employed between 150 and 200 workers from the nearby Ezakheni township

The union contends that requests to hold recognition discussions with the Tidwell management had met with no response. Employees took the matter up with management, but one of them was fired

The remaining workers then refused to work and they too were sacked, according to a spokesman for the union

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By Mr Acting
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Carlton Paper workers strike

Mall Reporter

MORE than 180 workers at the Carlton Paper mill at Wadeville, Germiston, have been on strike since Wednesday in protest against the dismissal of a fellow worker.

A statement from the company said the strike began after a worker had been dismissed earlier this month for "threatening to kill another worker" in June.

It said the Paper, Wood and Allied Workers' Union had objected to the dismissal and declared a dispute on July 16

"In terms of the recognition agreement between the union and the company, the dis-

pute-resolving procedure — including the use of an independent mediator — was followed, but this failed to resolve the dispute," the statement said.

The worker, who had been suspended on full pay since June 25, was finally dismissed by the company on October 9 when the union rejected Carlton's proposal that they seek arbitration, the statement said.

The Rand Daily Mail was unable to get comment from the union yesterday.

"Production is not being affected, as contingency plans have been put into effect," the company statement said.

^{KLM}
'Critical' ^{19/10/84}
meet over
Simba row

Mall Reporter

A FURTHER meeting aimed at resolving the dispute between the Sweet, Food and Allied Workers' Union (SFAWU) and Simba Quix is to be held on Monday

The dispute arose from the dismissal of 464 workers for participating in a work stoppage in August this year

Mr Jay Naidoo, general secretary of the SFAWU, said Monday's negotiations on the issue would be "crucial" and that hopefully a settlement would emerge.

Mercury 20/10/84 140A

Firms paying 'starvation rates' to black workers

Labour Reporter

THE Fosatu-affiliated Metal and Allied Workers' Union yesterday accused certain British and American-owned companies in KwaZulu of paying black workers 'starvation wages' and refusing to recognise trade unions

Mr Jeff Schreiner, branch secretary of MAWU, told a Press conference in Durban yesterday that the trade unions were powerless to take legal action against the companies because of the lack of effective labour legislation in KwaZulu

'The South African Labour Relations Act does not apply in KwaZulu. In 1981, the KwaZulu Government passed an amendment to the LRA. However, whether this is legally valid is in considerable doubt

Stoppages

For all practical purposes legislation may or may not apply in KwaZulu but in any event can-

not be enforced because no machinery exists, and to use the law as a union would require the formation of a separate union in KwaZulu,' he said

Industrial action, including work stoppages, as a means of getting employers to accede to reasonable demands of workers often resulted in instant dismissal. Employers would then 'selectively' re-engage workers, leaving out union activists, he said

He said attempts to get the KwaZulu Government to intervene also failed because, he alleged, the Government had given an undertaking to industrialists not to get involved in labour matters as one of the key incentives of attracting industrialists to KwaZulu

Mr Schreiner said his union was having difficulty with the management of an American-owned Tidwell Housing (Pty) Ltd, based in a 'border industrial area' at Peters — outside Ladysmith and

falling under KwaZulu. The second company is Mintex S A (Pty) Ltd which is based at Isithebe

Mr Richard Lyster, a labour lawyer attached to the Legal Resources Centre, said that 'a free for all' situation had been created in KwaZulu by the lack of basic conditions of employment

'Employers reaped advantages without any form of minimum wage scales or conditions of employment, resulting in a grossly exploited, underpaid and overworked labourforce,' he said

Higher wage

Mr Lyster said he was bringing an application before the Supreme Court against a company in KwaZulu for allegedly contravening the Wage Act on 'criminal grounds'

Mr R J Rebone, managing director of Tidwell Housing, was not available for comment yesterday

Mr J A Venter, managing director of Mintex Pty Ltd, said yesterday that his company paid its black workers a 'much higher wage than the lowest paid workers in the area'

He denied that his company had refused to recognise trade unions, saying that the recognition talks broke down after an illegal strike 'We are still prepared to talk to any union which has the support of more than 50 percent of the workers'

Mr Venter said there had been no 'pact' between the KwaZulu Government and industrialists on non intervention in labour disputes

140A

PRESS STATEMENTS



FOSATU CENTRAL COMMITTEE PRESS STATEMENTS

THE FOSATU Central Committee re-affirmed its commitment to the struggle for a truly democratic South Africa. FOSATU is implacably opposed to the racist apartheid policies of this government and the detention without trial that it uses to silence opposition. FOSATU therefore has no hesitation in supporting the basic democratic demands being made by the students in the Transvaal and elsewhere. FOSATU believes that these demands should be immediately and unequivocally met by the responsible ministers.

The Central Committee appointed a senior committee to monitor and co-ordinate FOSATU's response to the situation.

THE FOSATU Central Committee elected a vice-president. He is Thembinkosi Mkalipi, the Chairman of the Eastern Province Region of FOSATU. Thembinkosi Mkalipi is a senior shop steward at a paint factory and is also a national executive member of FOSATU's Chemical Workers Industrial Union. Recently he was nominated by FOSATU to represent them at the British Trade Union Congress.

THE FOSATU Central Committee reaffirmed FOSATU's condemnation of the apartheid policies of the SA regime. These policies are quite clearly designed to ensure the continued oppression and exploitation of South Africa's workers.

FOSATU noted with concern and anger the increased efforts to use the homelands policy to further exploit workers. Present policy is designed to destroy jobs in existing areas and move these jobs to decentralised areas in the homelands. These areas are designed to be union free zones. As a result there is gross exploitation. FOSATU can show cases where workers earn less than R15 per week.

As FOSATU affiliates have started to organise in these areas they find that companies were promised that there would be no unions in these areas. They find that there is no legislation to protect workers and that homelands have been given power to pass separate legislation. This is designed to divide and weaken our existing unions.

South African companies and multinationals are taking full advantage of these horrors of apartheid. Companies dismiss union members and refuse to negotiate or recognise unions.

Recently two multinationals – Mintex (UK) and Tidwell Housing (USA) – have refused to recognise MAWU, dismissed all workers on strike and rehired new workers at lower wages.

FOSATU is fully committed to supporting workers in their struggle against this oppression.

FOSATU demands that the full freedom to organise in terms of the ILO Conventions in these areas. FOSATU condemns all employers, particularly multinationals, and their allies who continue to take full advantage of the South African apartheid structures.

FOSATU CENTRAL COMMITTEE,
21.10 84

"We must come up with one solid action to oppose the enemy confronting us," he said.
When the motion was put to the vote a number of people walked out.
The meeting later continued and at the time of going to Press its outcome could not be established.

Thousands continue stayaway

By THELMA TUCH
Education Reporter

MOST of the Atteridgeville pupils did not turn up at the six secondary schools, near Pretoria, which the Government reopened yesterday.

Stayaways affecting more than 220 000 pupils continued throughout the country.

This was despite the recent announcement by the Minister of Co-operation, Development and Education, Dr Gerrit Viljoen, that Student Representative Councils (SRCs) — a major student demand — would be introduced at all secondary schools next year.

A Mail Correspondent reports that more than 2 000 students have lost a year's study and jettisoned tens of thousands of rands in university fees following the closure of the University of Zululand at Nqoye yesterday.

A statement from the university authorities said students had boycotted classes yesterday and it had been decided to close the institution until the end of the year because there was insufficient time to deliver all the lectures necessary to complete the courses.

The statement said examinations scheduled for January had been cancelled.

This comes in the wake of a decision to continue school boycotts — made by pupils and parents at a meeting convened by the Black Consciousness Azanian Students Movement (Azasam) in Soweto on Wednesday.

Pupils dismissed the SRC constitution drafted by the DET and unanimously agreed that it did not even warrant any discussion.

They called on all Soweto pupils, including those studying through correspondence colleges and at multi-racial schools not to write the end of year examinations and to join the boycott until their demands were met.

The meeting also demanded the immediate withdrawal of the police and army from the townships, the scrapping of the age-limit regulation and the extension of examinations to February/March next year.

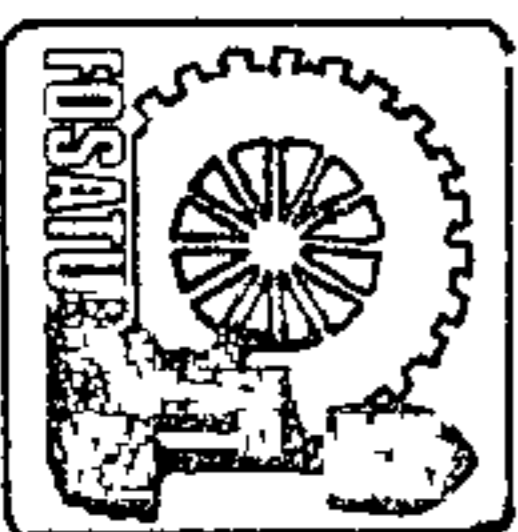
Conflict flared up at the meeting between supporters of Azasam and those of the non-racial Congress of South African Students (Cosas) during which Cosas supporters accused Azasam of hijacking the struggle.

In a statement yesterday Azasam called on Cosas to present the constitution it had drafted for the scrutiny and recommendation of all students.
"We bind ourselves fully by the resolution taken at Wednesday's meeting that a broad section of the political spectrum should congregate to draw up a constitution."
"Azasam finds it unfortunate that Cosas wants to claim proprietary rights to the present students' struggle, especially in view of the fact that over 80 lives have already been lost."
Azasam accused Cosas of behaving in an arrogant and insulting manner at a meeting attended by parents and students, some of whom were neither Azasam nor Cosas members.

● About 93 000 pupils in the Vaal Triangle townships continued to stay away yesterday as well as pupils in Kaitleng, Thokoza, Daveyton, Waitlville, Vosloorus, Duduza and KwaThema.

● Stayaways continued at schools in Port Elizabeth, Uitenhage, Grahamstown, Cradock, Fort Beaufort, King Williams's Town, Somerset East and Port Alfred.

● Two classrooms at the Samuel Mkhonto school in Dobsonville were slightly damaged when a fire was started on Wednesday night.



FOSATU EDUCATION

12.10 84

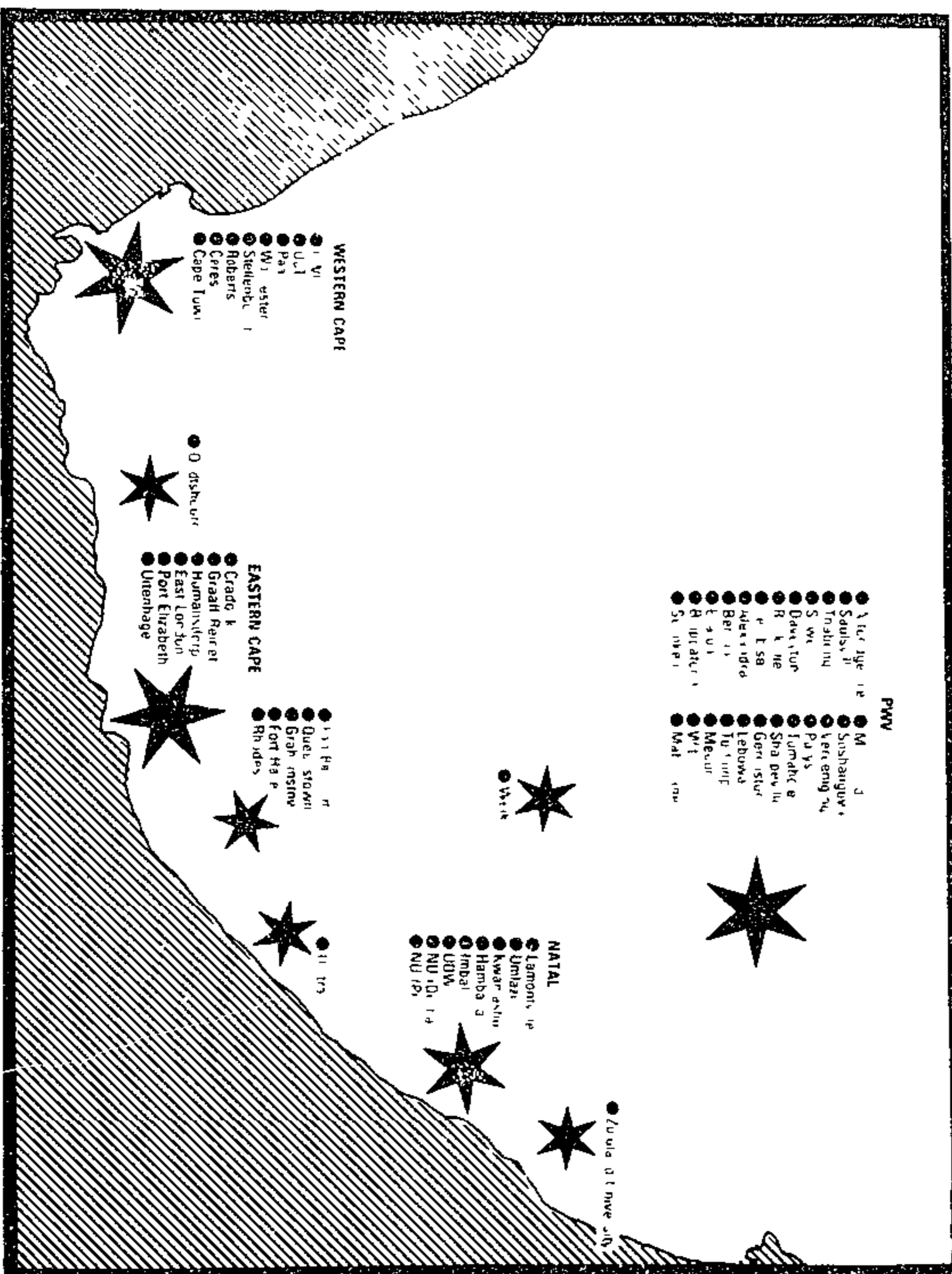
SA STUDENT BOYCOTTS IN 1984

The boycotts are claimed to have cost between 50 and 100 lives. They began in the secondary schools in Atteridgeville, near Pretoria, last October.

- * DEMOCRATIC STUDENT REPRESENTATION
- * SCRAPPING OF AGE LIMITS ON PUPILS
- * PROPER APPLICATION OF CORPORAL PUNISHMENT REGULATIONS
- * FREE TEXTBOOKS
- * AN END TO SEXUAL HARRASSMENT OF PUPILS BY TEACHERS

Boycotts subsequently spread to other areas and universities as shown in the map below

On 11 10 84 the Department of Education and Training announced that it would introduce SRC's into schools from the beginning of next year. This compromise seems to have been rejected by students (see clippings) On 12 10 84 the DET announced a further compromise — the scrapping of age limits on pupils. At this stage it is not clear what the students will decide.



COSAS

EACH ONE

STUDENTS



TEACH ONE

SUPPORT

DEMANDS

SOLIDARITY

AFTER MORE THAN TWENTY YEARS OF APARTHEID EDUCATION THEY EXPECTED TO SEE TOTALLY BRAIN-WASHED, PERFECT LITTLE 'HOT-NOIJIJES' AND 'KAFIRTIJIES' WHO KNEW THEIR PLACE IN THE WORLD

INSTEAD THEY FIND THE MOST POLITICALLY CONSCIOUS GENERATION OF YOUNG PEOPLE DETERMINED TO STRUGGLE FOR A BETTER FUTURE - REV ALLAN BOESAK



Ever since the beginning of this year there have been a number of incidents of unrest in schools which symbolise dissatisfaction amongst the students of SOUTH AFRICA. Those affected are in Cradock, Attteridgeville, Sautsville, Thembisa, Warmbath, Port Elizabeth, Sothangwe, Queenstown, Welkom and many other areas.

Therefore the Congress of South African Students (COSAS) calls upon all students, parents and all members of the community to support the demands which are

DEMANDS

- * Formation of and recognition of democratic SRC's
- * The application of corporal punishment as laid down by the DET regulations
- * Free supply of textbooks to all students/pupils
- * Age limit regulation to be scrapped in all schools
- * End to sexual abuse of female students/pupils, be it by a teacher or another student/pupil
- * The DET should work to end the continual presence of unqualified teachers in our schools
- * Release all detained students and teachers

REASONS

- * Representation in the interest of improving relationship between student/pupils and teachers
- * Punishment for correcting and not assaulting students/pupils. A democratic SRC would help to build and maintain discipline among students/pupils
- * All students/pupils should be able to study
- * Education for all regardless of age
- * Female pupils (girls) must be treated as human beings and not as sexual objects. A democratic SRC would promote and improve understanding and a better relationship between staff and students
- * For the improvement of matric results and the standard of black education 73 per cent of black teachers are underqualified as compared to 3 per cent in white schools

Pupil dimension

Fm 12/10/84

Cosas, explains Mpho Lekgato, its 19-year-old vice-president who is a matric student at one of the six Attteridgeville schools shut down by the authorities, "is a student movement formed in 1979 and made up of senior and junior-secondary school students". It was formed to "co-ordinate student grievances and to organise students around the real cause of their problems".

Before its formation, says Mpho, "the anger of the students against the whole set-up of education in our country was frustrated and turned on the teachers and principals". He explains in language not normally used by high school pupils "Our education system is not for developing people or for the betterment of society, but for apartheid and the capitalist social order".

The advent of Cosas, a non-racial body which has coloured and Indian pupils as members, was notable at the time, says the

student leader, since it was a time when Black Consciousness (BC) was strong. Cosas's BC counterpart, the Azanian Students Movement (Azasim) was formed only two years ago.

Is there a link between the classroom boycotts, in which Cosas plays a leading role, and the township riots? "Before they are students," explain Mpho and full-time Cosas national organiser, Thabane Mogashoa, "the students are members of their community. Students are affected by rent hikes because it affects the amount of money their families have for their schooling".

Cosas president, Lulu Johnson, a 20-year-old matric pupil at New Brighton in Port Elizabeth, reiterates what their constitution sets down - that "before we are students we are members of our community". Is Cosas therefore a political body? "The schools and the community are inseparable, he says

School crisis ends in chaos

By THELMA TUCH Education Reporter

CHAOS broke out at yesterday's meeting of pupils and parents in Soweto to discuss the schools crisis, as conflict flared between supporters of the two major pupil organisations.

The meeting of about 500 at Regina Mundi Church was convened by the Azanian Students' Movement (Azasim), a sister organisation of the Black Consciousness Azanian People's Organisation

(Azapo).

It was also attended by members of the Congress of South African Students (Cosas), an affiliate of the urban-racial United Democratic Front (UDF).

Chairing the meeting, Azasim's publicity secretary, Mr Kabele Lengane, said student differences had been overlapped and blown out of proportion.

"We are gathered here to seek consensus and to resolve conflict," he said. Prominent on the agenda was the Government's concession on the introduction of

Student Representative Councils (SRCs) in all secondary schools next year.

The Department of Education and Training (DET) has drawn up detailed guidelines on the operation of SRCs and their constitution.

Speakers from both Azasim and Cosas said the DET's SRC constitution had been imposed on them.

It was up to the pupils to draft their own constitution, they said.

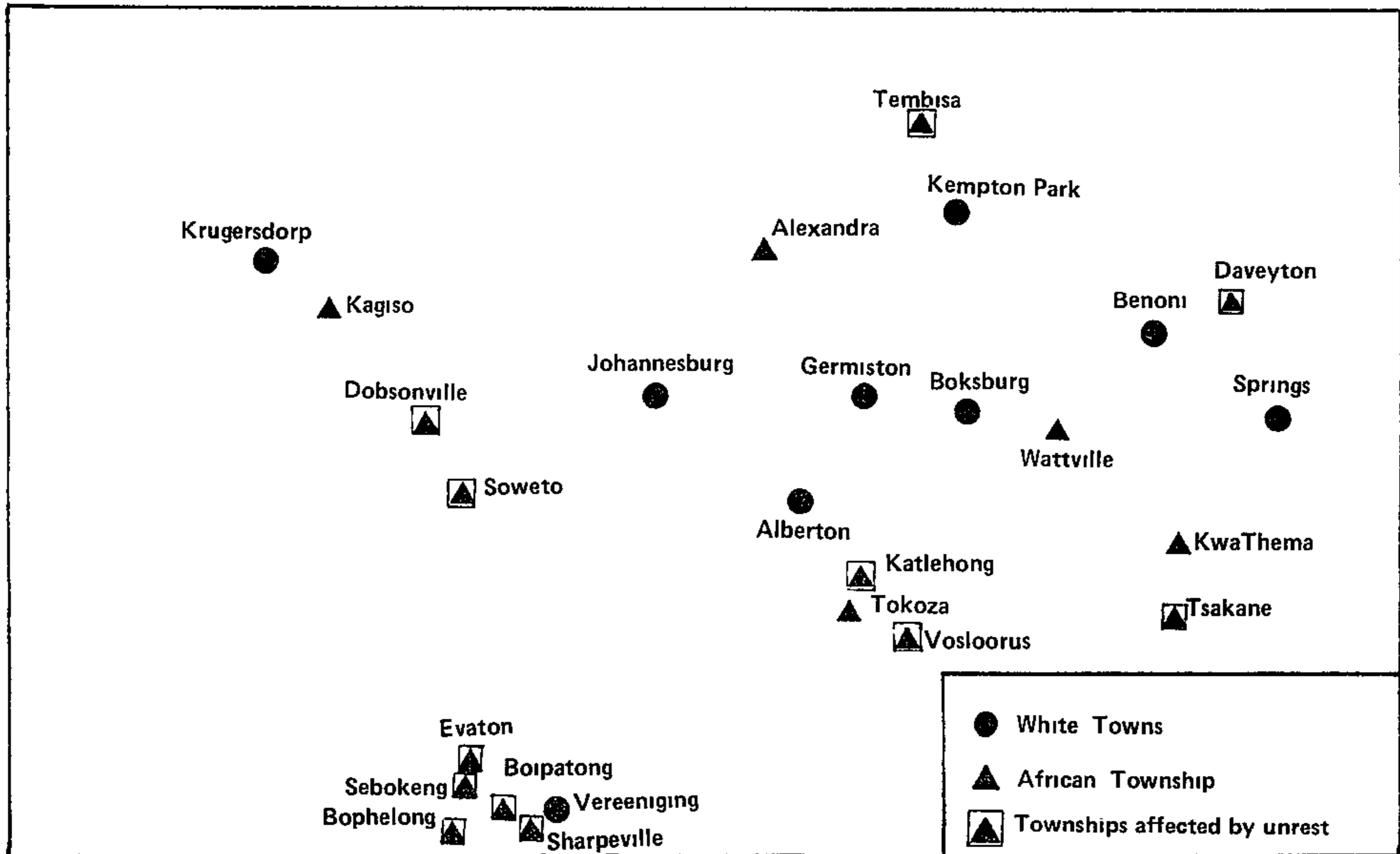
But the atmosphere became tense when a motion was proposed that Azasim and Cosas unite to draft an alternative constitution.

Some Cosas supporters opposed the motion, saying that Cosas had already drafted an SRC constitution.

One speaker accused Azasim of suddenly trying to capitalise on pupil issues, which Cosas had been involved with since the beginning of the year.

In an attempt to reach consensus, one speaker appealed to pupils not to be divided over petty issues.

Since September close to 100 people have been killed, numerous people injured in riots that have swept across African townships in Johannesburg. Many people have been detained including a NAAWU shop steward at Renault Africa in Kempton Park. Recently, Le Grange, Minister of Law and Order, announced that the army had moved in to control unrest in Soweto.



Black local authorities rejected

They will cost some R300 million a year to operate, they have been rejected out of hand by the vast majority of the people they are supposed to serve and officials who work for them have been murdered, firebombed and hounded out of office.

They are the black local authorities and a tragic example of rejection of the Government's constitutional proposals.

Under the new constitution the urban black is excluded from both the first (Parliament) and the second (regional authority) tier of government.

It is becoming increasingly apparent that the third tier (local authorities in the urban townships) is facing total collapse.

Of the 26 proclaimed black local authorities one has already quit en masse and most of the others have been hit by a spate of resignations following the recent unrest in Transvaal and Free State townships.

The East Rand Development Board took over the Ratanda council near Heidelberg recently after all the councillors walked out and Tembisa, Katlehong, Daveyton and Vosloorus have suffered resignations.

Rejected at the polls by a vast majority of urban blacks, accused of incompetence and corruption by black political organisations and now dealt a body blow by a spate of resignations, the black local authorities, part of the third tier of government, are fast becoming an example of how the new constitution doesn't work. Political Reporter GARY VAN STADEN writes

In the Vaal Triangle three council members have died and the rest went into hiding for weeks following widespread riots.

All Lekoa councillors have been asked to resign over their handling of the rent increases which led to the unrest.

In Soweto councillors' homes were bombed and their businesses attacked amid calls for the resignation of all three Soweto councils: Dobsonville, Diepmeadow and Greater Soweto.

An opposition party in Vosloorus, on the East Rand, has applied to the Supreme Court to declare the last round of elections there invalid.

It all adds up to a serious credibility gap that threatens a vital link in the new constitution.

At a recent Press conference called by the Government at the height of the Sharpeville unrest two Cabinet Ministers, Mr Louis le Grange (Law and Order) and Mr F W de Klerk (Home Affairs)

Star 4/10/84 said they recognised the validity and authority of the councils.

They said that any discussions about rent increases (and presumably any other black grievances) would be discussed only with these authorities.

Challenged on the point that the average percentage poll in township council elections was well below 20 percent and that some, in fact, were less than 10 percent, Mr le Grange said the percentage poll made no difference.

He said the Government recognised the councils as being representative of the people they served.

The only trouble is that even allowing for a large slice of apathy, it is painfully obvious that the vast majority of urban blacks do not agree.

The credibility of the councils is not helped by the fact that at the first sign of trouble, the Development Boards stepped in to help.

It has reinforced allegations that the councils are nothing

more than Government puppets manned by community sell-outs.

Frequent claims of irregularities that arise with regard to council allocation of houses, business rights and community privileges is another contributing factor to the crisis of credibility.

Deep rooted suspicion exists with regard to people who are seen as being willing to earn salaries to do the oppressors' work for them.

The councillors, however, see themselves as performing a necessary function.

While all this is part of the problem it is still not, constitutionally speaking, the major one.

That problem is, and will remain under the present system, the issue of the impending collapse of the only tier of government where urban blacks are supposed to have a say.

THE LAW THAT FAILED

Learn and
Teach NO.5
1984

The whole world saw just how much the people in the Vaal hated the councillors. Three were killed and most of them lost their houses and businesses. Many are still in hiding.

The government says the councils will give people more say in the running of their townships. They say townships will have more power over their own affairs.

People say they hate the councillors because they are "greedy sharks" - and because they are "puppets" of the government.

In the last election, very few people voted for the councillors. For example 33 thousand adult people live in Evaton - and only 535 voted.

What does all this mean? It means that the government's system of town councils in the township is a failure. And so it also means that the government's new law, The Black Local Authorities Act, is also a failure. Learn and Teach had a look at this new law.

The government passed The Black Local Authorities Act last year. The government called this a new deal. They said Africans will have a bigger say in the running of the townships. But this deal was not so new - the old community councillors didn't get more powers. They only got more work to do.

The old community councils are no more. We now have "town and village" councils. The old community councils did things like collecting rent and chasing "squatters" out of backyard shacks.

Under the new law, the councils must do things that the administration boards always did - like managing the sewerage, electricity and water.

So the councils have more to do BUT THEY DON'T HAVE MORE MONEY TO DO IT WITH. All the money must come from the people in the townships. The government will not use taxes they get from rich people and companies for the townships.

A few months ago one newspaper wrote "For many years the government has starved the townships of money. The rule is simple. Africans must pay for their own houses and services. If they can't afford it, they must go and live in the homelands."

The same paper wrote "It is the workers and their families in the townships who will have to pay for the councils. Workers, who can now hardly pay for rent, transport and food, will have to pay more for everything."

"Even if the councils push up rents, service charges, electricity levies, liquor prices and dog taxes, they will still not solve their many problems. They will try by squeezing the workers for more and more."

"That's why the Lekoa town council had to put up rents - and that's why the people were so angry."

But this is not true. The councils won't have much power. Look at what the government minister can do to the councils.

- He can set up or close down councils.
- He can give the councils extra powers or take them away.
- If nobody votes in the town council elections, then he can just put anybody into the council.
- If he doesn't like the work of a council, then he can tell the council what to do. Or the government can do the work of the council.

Many people say the government doesn't really want to give people a say in the way their townships run. They say the government wants the councils to do all the dirty work in the townships - like charging more for rents. Then the people will blame the councils for all the problems in the townships - and not the government itself.

"People can see what the government is trying to do", says a man from the Vaal Civic Association. "We can see that the government is using the councils to make us pay for things in our townships. We even pay the salaries of the councillors. So who can blame the people for their anger?" ●

"Over the years, as the government has tried to put a new face on apartheid, these councils have undergone many name changes - they were originally called Native Advisory Boards, which then became Urban Bantu Councils, then Community Councils and now town councils.

But although the name has changed, their powerlessness virtually remains the same."

(FOSATU Worker News

February 1984)

Government of Africans in Urban Areas

(Black Local Authorities Act 1983)

- * Control of the lives of Africans in urban areas remains firmly in the hands of the Minister of Co-operation and Development.
- * Directors of local government, who are appointed by the Minister, have the final say on the internal operation of city/town/village councils.
- * The Minister has the power to dissolve councils, appoint people to vacancies on the councils, remove council members from office.
- * Local city/town/village councils are elected but have limited power and very few financial resources.
- * All urban Africans are expected eventually to exercise their national franchise in the homelands.

FM
16/12/83

POOR TURNOUT	
Percentage poll in Black Local Authorities Act Elections	
	— % —
Seeriville (Kroonstad)	33,53
Lekoa (Vaal Triangle)	14,72
Evaton (Vaal Triangle)	5,05
Mamelodi (Pretoria)	27,97
Thabong (Welkom)	29,69
Kwa Guqa (Witbank)	29,58
Rini (Grahamstown)	5,87
Kayamandi (Port Elizabeth)	18,70
Soweto (Johannesburg)	10,7
Diepmeadow (Johannesburg)	14,7
Dobsonville (Johannesburg)	23,53
Galeshewe (Kimberley)	26,9
Manguang (Bloemfontein)	25,5
Kagiso (Krugersdorp)	36,05
Tokoza (Alberton)	20,08
Katlehong (Germiston)	22,69
Tembisa (Kempton Park)	16,89
Vosloorus (Boksburg)	11,78
Daveyton (Benoni)	18,61
Wattville (Benoni)	16,82
Kwa Thema (Springs)	20,36
Jouberton (Klerksdorp)	31,72
Ikageng (Potchefstroom)	25,5
UNOPPOSED	
Kwanobuhle (Uitenhage)	—
Lingelihle (Cradock)	—
Mhluzi (Middelburg Tvl)	—
Alexandra (Johannesburg)	—

NOTE Results of elections in Atteridgeville (Pretoria) and Bohlakong (Bethlehem) were unavailable when the FM went to press

In late August Vaal triangle residents were told their rent would be increased on September 1.

The move was technically illegal as the proposed increases had not even been sent for ministerial approval, let alone gazetted.

Protest demonstrations took place in Sebokeng which prompted the Lekoa Community council, a local authority in the area, to say the increases would go ahead regardless and that residents were lucky the proposed R5,90 rise was not higher.

Apparently a last-minute decision to postpone the increases was taken because they had not been Gazetted.

But in what was to prove a fatal

error, the residents were not told. A work stayaway and school boycott were called for Monday September 3 to protest against the rent rise. What really happened that Monday morning will probably never be known.

What is clear is that the township of Sharpeville went on the rampage. At the end of the day the death toll was 31. Nearby Sebokeng and Evaton followed suit and after a week of rioting all three townships had been transformed into something resembling the centre of Beirut. Sporadic outbreaks of violence followed in Katlehong, Vosloorus, Daveyton, Tembisa and the giant of them all, Soweto.

(Star 21.9.84)

Caught in the crossfire

Saw 2319

**KHULU
SIBIYA
reports on
a torrid
week of
violence**



SOWETANS were caught in a no-win situation this week when the Release Mandela Committee called for a one-day stay-away from work in protest against high rents, low wages, influx control and community councils.

The stay-away, called for Monday, was met with mixed feelings from Soweto residents. Thousands of people heeded the call - thousands ignored it.

Those who stayed at home did not have it easy. They were subjected to teargas from the police and people seen in groups were fired on with teargas and sambokked by police.

And Sowetans who ignored the call, had to face the wrath of the youth. After being waylaid on street-corners, they were stoned, pulled out of taxis and beaten up.

The pamphlets calling for a stay-at-home were distributed two days before Monday.

Some residents claimed they only received the pamphlets on Sunday night, and as a result did

not have enough time to respond positively.

One elderly person said youngsters who threw stones at their parents overlooked the fact that they were being supported by the same parents. "They don't own houses. But after throwing stones and burning vehicles, they still come home at night and expect to be fed by the very people whose jobs were put at stake."

Despite stone-throwing, looting and burning of cars, Soweto did not, however, have as many casualties as the Vaal Triangle, Welkom and Tumahole.

Observers attribute this to political discipline. They say that in areas where there is strong political organisation and mobilisation, there is also strong, disciplined action.

The RMC called for the resignation of Soweto mayor E T Tshabalala and his councillors. The organisation said people should stay away in "unity, cooperation and understanding".

It demanded that the Government issue a public response to their grievances by Tuesday. But the Government ignored the call.

The situation in Soweto remains tense, with police in "huppos" and vans patrolling the streets.

An RMC spokesperson said the organisation was satisfied with the response.

Motor men stop work over arrest of leader

By Carolyn Dempster,
Labour Reporter

In the first politically-motivated industrial action since the death in detention of unionist Mr Neil Aggett, workers at two Alfa-Romeo plants staged half-hour protest stoppages yesterday over the detention of worker leader Mr Jerry Kau.

Mr Kau, an executive member of the Johannesburg branch of the National Automobile and Allied Workers' Union (Naawu), was detained on October 3 while at work at Renault Africa in Isando, Kempton Park.

His detention under Section 29 of the Internal Security Act was confirmed this week by the police.

The two Alfa-Romeo plants fall under the jurisdiction of Naawu's Johannesburg branch.

In a statement issued after the stoppage yesterday, Naawu workers asked management to add its voice to the protest against the laws under which Mr Kau had been detained.

"Naawu members wish to make it clear that while brother Kau is the focus of their symbolic protest, they are protesting against the legislation under which many people are currently detained."

This is only the second time in recent labour history that workers have taken industrial action on an overtly political issue.

In February 1982 a nationwide work stoppage was observed by thousands of workers to mourn the death in detention of Dr Aggett, Transvaal secretary of the African Food and Canning Workers' Union (AFCWU).

● Sapa-Reuter reports from Geneva that the International Metalworkers' Federation said yesterday that it was concerned about the detention of Mr Kau. The federation, which links 170 unions in 70 countries, said in a statement that it had asked two affiliated unions in France to intervene with Renault.

Now the army moves in

DEFENCE FORCE troops have joined police patrolling Soweto, police in Pretoria said last night.

Lieutenant Henry Beck, of the SAP Public Relations Directorate, denied newspaper reports that 21 Battalion, stationed near the township, was being used.

"Other units of the army will be used (to help police)," he said.

A Johannesburg Sunday newspaper yesterday quoted Mr Ephraim Tshabalala, the Mayor of Soweto, as saying 21 Battalion would be moved into Soweto.

"There won't be any mercy if the army moves into Soweto. There will be more deaths than now and this is something we cannot afford," the paper quoted him as saying.

Earlier in the day, a South African Defence Force spokesman refused to comment, saying it was "purely a police matter".

When first questioned by Sapa, Lieutenant Beck would not confirm the presence of troops, but said "The Minister of Law and Order has said the army will be used if necessary and that goes for 21 Battalion as well — Sapa".



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Arms 25/10/84 (125) (135) (140A) (15)

Judgment reserved in Textile Workers' Union case

Supreme Court Reporter

JUDGMENT has been reserved in an application for review of an Industrial Court decision relating to stop-order facilities for trade union subscriptions

The application was made by the National Union of Textile Workers (NUTW) and opposed by the Industrial Council for the Cotton Manufacturing Industry (Cape)

The Industrial Court dismissed an appeal by the NUTW against a refusal by the Industrial Council to grant Table Bay Spinners an exemption

from the agreement which would allow the company to make stop-order deductions from wages of the NUTW's members

Mr M Brassey, for the NUTW, told the Supreme Court, Cape Town, that the Industrial Council had refused the exemption to protect the council and its members, which included the Textile Workers' Industrial Union but not the NUTW

Mr Justice Vos was sitting with Mr Acting-Justice Berman. Mr Brassey was assisted by Miss M A Barker and instructed by Cheadle, Thomson and Haysom. Mr J J Gauntlett, instructed by Silberbauers, appeared for the Industrial Council

ROM 2310 184 □ □ □ (140A) (140A)
THE detention of Mr Jerry Kau, a National Automobile and Allied Workers' Union (Naawu) executive member and a worker at Renault, has focused attention on other unionists who have been inside since June.

They include Mrs Rita Ndzanga, treasurer of the General and Allied Workers' Union (Gawu), Mr Amos Masondo, the organising secretary of Gawu; Mr Xolani Nduna, an organiser of the Chemical Workers' Industrial Union; Mr Zanemvula Maphela, an organiser of the Paper, Wood and Allied Workers' Union; and Mr Amos Nkosi, a shopsteward of the Commercial, Catering and Allied Workers' Union.

All are being held under Section 29 of the Internal Security Act.

The continued detention of these unionists without trial is creating much interest internationally and is hardly a showcase for SA labour reform.

Unions back demands of 'Vaal students'

By PHILLIP VAN NIEKERK

THE Federation of South African Trade Unions (Fosatu), the country's largest emerging group of unions, has declared its support for protesting students in the Transvaal townships.

After a central committee meeting Fosatu issued a statement yesterday re-affirming its commitment to "the struggle for a truly democratic South Africa".

The statement said Fosatu was implacably opposed to the "racist apartheid policies" of the Government and the use of detention without trial to silence opposition.

"Fosatu therefore has no hesitation in supporting the basic democratic demands being made by the students in the Transvaal and elsewhere."

The central committee also noted "with concern and anger" the use of the homelands policy to exploit workers, and blamed several multinational companies for "taking full advantage of the horrors of apartheid".

Fosatu claimed that pre-

sent Government policy was designed to destroy jobs in existing areas and to move these jobs to decentralised areas in the homelands.

"These areas are designed to be union-free zones, as a result of which there is gross exploitation," the statement said.

Fosatu could show cases in which workers earned less than R15 a week, it said. As their affiliates had begun to organise in these areas they had found that companies were promised there would be no unions in these areas.

Companies which allegedly dismissed union members and refused to negotiate or recognise unions were Mintax, a British company, and Tidwell Housing, a United States company.

"They have refused to recognise Mawu (the Metal and Allied Workers Union), dismissed all workers on strike and rehired new workers at lower wages," Fosatu said.

● Fosatu has elected a new vice-president — Mr Them-binkosi Mkalipi.

day, October 24, 1984

Wlany

Legal move against U S firm over pay

Mercury Reporter

LEGAL action is being taken against an American company, operating in Ladysmith, for allegedly contravening the Wage Act

Labour lawyer Richard Lyster, who is attached to the Legal Resources Centre, said an application was being brought before the Supreme Court, Pietermaritzburg, against Tidwell Housing

'We allege that the company has contravened a clause of the Wage Act which prohibits a company from victimising people such as trade union activists

'Five people, all elected employee representatives on a steering committee of the Metal and Allied Workers' Union, were dismissed in July this year,' he said

'The union is supported by a majority of the workforce and it was

seeking recognition. The five people were dismissed under circumstances which overwhelmingly suggest victimisation for trade union activities'

Mr Lyster said the matter would probably come before the Court in about six weeks

The union recently alleged that certain British and American companies operating in KwaZulu were taking advantage of the fact that the South African Labour Relations Act did not apply in KwaZulu

No machinery existed for enforcing what little labour legislation there was in KwaZulu and unions were powerless to take action against companies

The managing director of Tidwell Housing, Mr RJ Rebone, would only say that the allegations against the company were untrue

Fosatu slams foreign firms in homelands

24/10/87
40A
Law
Labour Reporter

The central committee of the 150 000-member Federation of South African Trade Unions (Fosatu) has charged that multinationals take advantage of South Africa's apartheid structures

The committee expressed its concern and anger over what it calls increased efforts by multinationals to use the homelands policy to exploit workers

South Africa's present decentralisation policy, it said, was designed to destroy jobs in existing areas and move them to homeland areas demarcated "union-free zones".

Here there was no legislation to protect workers as the homelands had been given power to pass separate legislation. As a result there was "gross exploitation" with some Fosatu workers earning less than R15 a week, said the committee

"South African com-

panies and multinationals are taking full advantage of these horrors of apartheid. Companies dismiss union members and refuse to recognise or negotiate with unions," said the committee

The federation has demanded full freedom to organise in these areas in terms of the conventions of the International Labour Organisation

The committee reaffirmed its commitment to struggle for a truly democratic South Africa and its opposition to the apartheid policies of the Government

A senior Fosatu committee has been appointed to monitor the union's response to the demands of thousands of boycotting school pupils and has extended its support for their basic demands

Mr Thembinkosi Mkalipi, a senior shop steward with the Chemical Workers' Industrial Union, has been elected a vice-president of Fosatu

PDM 24/10/84 (140A) (140A)

Union-Simba talks on

Mall Reporter

ANOTHER meeting is to take place between the Simba Quix company and the Sweet, Food and Allied Workers' Union which is demanding the reinstatement of 464 workers dismissed by the company at its Isando plant in August after a work stoppage.

The dismissal has sparked off a wide scale boycott of Simba products.

The managing director of Simba, Mr Jan du Toit, would not reveal details of the talks held with the union on Monday — and described as "crucial" by a union spokesman last week — but said that another meeting would be held "soon".

Mr Du Toit said yesterday that the important thing was that the two parties "were still talking".

Union spokesmen could not be reached for comment.

Bid to reduce axings

at VW

E. Post 25/10/84
Post Reporter

140A

NEGOTIATIONS between the National Allied Automobile Workers Union (Naawu) and Volkswagen management are continuing today in a last-minute bid to reduce the number of people to be retrenched tomorrow.

On Monday, Volkswagen announced that 600 employees would be retrenched at the end of the week.

Mr Brian Robinson, the industrial relations manager at Volkswagen, confirmed today that negotiations had been held yesterday and were continuing today.

So far no decision has been taken on whether Volkswagen will follow Ford's example and close earlier than usual for the Christmas break, according to the community relations manager, Mr Gavin Cowley.

He said the people to be retrenched would know who they were tomorrow. Discussions were still under way as how best to break the sad news to them, Mr Cowley said.

He said the company had used the "lifo" (last in, first out) principle in determining who would be retrenched.

Mr Les Ketteldas, regional secretary of Naawu, was not available for comment.

Naawu was also scheduled to hold a meeting last night to discuss the possible implications of the negotiations between Ford and Pretoria-based Amcar.

Sowetan 25/10/84 (140A)

Fosatu 'backs workers' struggle'

By JOSHUA
RABOROKO

THE Federation of South African Trade Unions (Fosatu) has condemned all employers, particularly multinationals and their allies, who continue to take full advantage of apartheid by paying "starvation wages."

In a statement to The SOWETAN, Fosatu says recently two multinational companies — Mintax (Britain) and Tidwell Housing (of USA) — refused to recognise its affiliate, Metal and Allied Workers' Union (Mawu) and dismissed all workers on strike and rehired workers at lower wages.

"Fosatu is fully committed to supporting workers in their struggle against oppression," the statement says, adding, "South African companies are taking full advantage of these horrors of apartheid. They dismiss workers and refuse to recognise, or negotiate with unions."

Fosatu's attack comes amid reports by the British Labour Party's research department which revealed that seven of the British companies in South Africa were paying wages below the minimum living level to at least 1 700 workers.

Anger

Another 39 companies named in the report paid wages lower than the recommended Commonwealth Market Level to 9 000 workers in a wide cross section of South Africa, according to the report.

In the statement Fosatu has noted with "concern and anger" the increased efforts to use the homelands policy to further exploit workers.

"Present policy is designed to destroy jobs in existing areas and move these jobs to decentralised areas in the homelands. These areas are designed to be union free zones.

"As Fosatu affiliates have started to organise in these areas they find that companies were promised that there would be no unions in these areas. They find that there is no legislation to protect workers and that homelands have been given power to pass separate legislation.

"This is designed to divide and weaken our existing unions. These policies are clearly designed to ensure the continued oppression and exploitation of South African workers and should be condemned," the statement says.

25/10/94

More Simba talks

THE Fosatu-affiliated the Sweet Food and Allied Workers Union is to hold another round of crucial talks with Simba Quix management next Monday in an attempt to end the widespread boycott of the company's products.

The union's chairman, Mr Chris Dlamini, said that the past various meetings between the parties took place in a "conciliatory spirit" and he was hoping that the dispute will be resolved soon.

The row was sparked off after the company had dismissed about 420 employees following a strike at the plant. Workers resorted to this after three colleagues were sacked.

Boycott

The union has since launched a boycott of the company's products in an attempt to pressure management to reinstate the workers and eliminate "scabs" on the plant.

The boycott, which has entered its sixth week, took a dramatic turn when two union officials — Mr Paul Mosisi, chairman of the branch, and Mr Walter Mbeleki, secretary — were held and questioned and boycott stickers confiscated from the union's offices.

Mr J C du Toit, managing director of Simba, yesterday confirmed that a meeting was held but said that a date would still have to be set after consulting with Sfawu chairman, Mr Dlamini.

25/10/87 (1904)

Steel industry cuts over 70 000 jobs

By PHILLIP VAN NIEKERK
Mail Reporter

AN INCREASING number of retrenchments by steel and engineering firms are threatening to further shrink the metal industry, which has shed more than 70 000 jobs since the recession began.

The industry is one of the most sensitive to general conditions of recession in the economy.

It has been plunged deeper into recession by the slump in motor sales, which has hit component suppliers, and a general cutback in spending by government, large companies and consumers.

Mr Sam van Coller, the executive director of the Steel and Engineering Industries Federation of South Africa (Seifsa), told

the Rand Daily Mail retrenchments were increasing at the moment.

This was borne out by the Metal and Allied Workers' Union (Mawu) who said there had been an "exceptionally high" number of retrenchments since May, the last time the metal industrial council released employment figures.

According to Mr A de Jager, secretary for the council, there were 377 815 workers employed in the industry in May — a drop of more than 70 000 since the industry recorded a high of 453 966 in May 1981.

The number of whites employed has shrunk by more than 20 000 in that time, while the number of blacks — who make up a much higher proportion of the workforce — has fallen by more than 45 000.

MORE WILL

be axed

by Ford

26/10/84 E. Post

By CATHY SCHNELL

~~140A~~
~~140A~~
140A

IT has been reliably learnt that Ford will retrench between 300 and 400 salaried and hourly paid workers next Friday.

This could bring the number of people retrenched at Ford during the past two months to more than 800

Negotiations to reduce the number to be retrenched will be held between Ford management and the National Automobile and Allied Workers Union (Naawu) on Monday, Naawu's regional secretary, Mr Les Ketteldas, confirmed today

Mr Ketteldas said Naawu had been advised that retrenchment would take place within the next two to three weeks

He had heard about 200 people were to lose their jobs

The director of industrial relations at Ford, Mr Fred Ferreira, declined to comment at this stage

Mr Ketteldas said it was unacceptable to Naawu that Ford could follow up with more retrenchments so soon after their last mass retrenchment. It showed a lack of planning on management's behalf

On September 7 Ford retrenched 425 employees and shut down its entire Port Elizabeth plant for five working days

Earlier this week Ford announced that it would close two weeks early for the Christmas break this year — on November 30 instead of December 13 — and re-open on January 7

Mr Ketteldas said the three-day meeting with Volkswagen this week, to reduce the number of

people to be retrenched today, had proved fruitless

A total of 680 employees will be retrenched. Those who will be put off will be named today

Mr Ketteldas said unless restrictions were lifted on hire purchase rates, the present unhappy situation might deteriorate further

The Government should drastically reconsider its recently introduced fiscal measures, which were restrictive, especially on the motor industry

The social implications of wide-scale retrenchment were already bad and would get much worse if the situation continued, he said.

To date about 1 234 Port Elizabeth motor industry employees have been retrenched within the past two months

Today the Ford branch of the executive committee of Naawu issued a statement on recent Press reports speculating that Ford is in the final stages of negotiations with Amcar, a move which see the production of its Escort models shifted from Struandale in Port Elizabeth to the Transvaal

In the statement, Naawu expressed its "outright condemnation" of secret negotiations between Ford and Amcar without consultations with the workers and said such a move was "a sure recipe for an industrial relations disaster"

The present discussions between Ford and Amcar clearly undermined everything the union was struggling for, the statement said

The Naawu branch pledged its full support for the efforts by Amcar and Ford to find a just solution to the problem and demanded

- That there be full consultation with the union by both companies on the implications of the negotiations on its membership at both plants

- A guarantee that no jobs would be eliminated as a result of these rationalisation plans

- Full information on the plans of both companies for the next 10 years on investment and the implementation of new technology

The branch said it had noted the belated outcry from civic, business and political leaders on the possible transfer by Ford of certain of its production facilities to the Transvaal

It was "surprising" that some of the people in high civic and political offices publicly declared that the automobile companies in the Eastern Cape were fulfilling their social responsibilities required of them and were playing a meaningful role in the well-being of the community

The statement said the current situation proved that their faith in the good intentions of these companies was misguided

Fosatu leader slams govt's 'new deal'

THE president of the Federation of South African Trade Unions, Mr Chris Dlamini, yesterday called on workers to unite and "fight the unjust laws" in the country.

In an interview with The SOWETAN, Mr Dlamini said that black people were faced with increases in house rentals, terrible conditions and bad education in schools.

He said the Local Authorities Act which had been set up by the oppressive Government could never serve the interests of workers, who needed to fight community councils, through joining civic associations in the communities.

"Workers cannot remain backseaters. We should stand together with others in our trade unions, in our civic associations and in our political organisations to fight against oppression and exploitation.

"We must not isolate ourselves in the liberation struggle of black people," he added.

Mr Dlamini also declared his federation's support for students protesting in Transvaal townships. He re-affirmed the union's commitment to the "struggle for a truly democratic South Africa."

Fosatu was opposed to the "racist apartheid policies" of the Government and the use of detention without trial to silence opposition.

"We therefore have no hesitation in supporting the basic demands being made by students in the Transvaal and elsewhere," said Mr Dlamini.

He added, "We must fight the bosses in the factories, and we must unite in the communities.

"We must fight starvation wages which most bosses pay to our people and join forces with unions."

Self
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"Promo-
branded
scheme"

(140A) **Mawu hall**
C. Press **burnt down**
28/10/84

By ZB MOLEFE

ONE of the main Transvaal venues of the Metal and Allied Workers' Union was extensively damaged by a mysterious fire this week.

"We are alarmed, and we definitely suspect

foul play," said Transvaal general secretary Moses Mayekiso

He told City Press the fire — which destroyed the Rookoppies Catholic Mission Hall at the Brits Old Location — caused damage estimated at R20 000

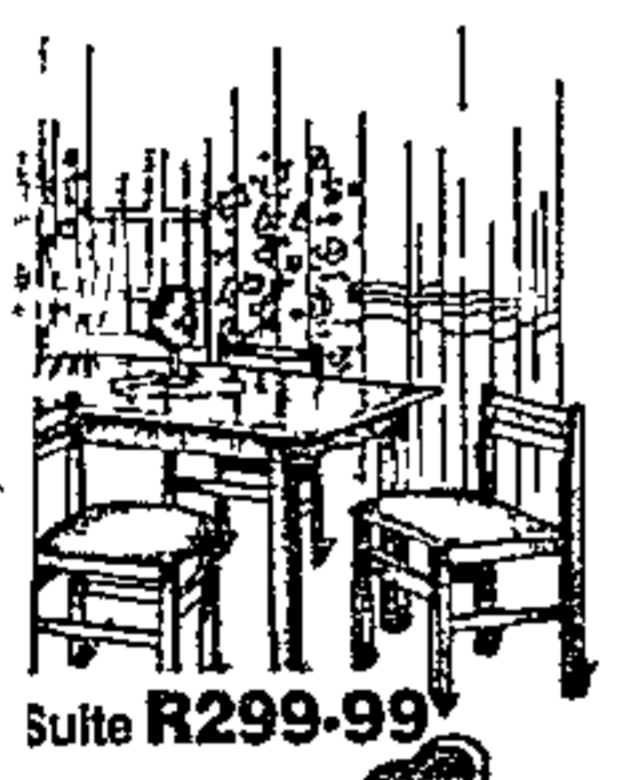
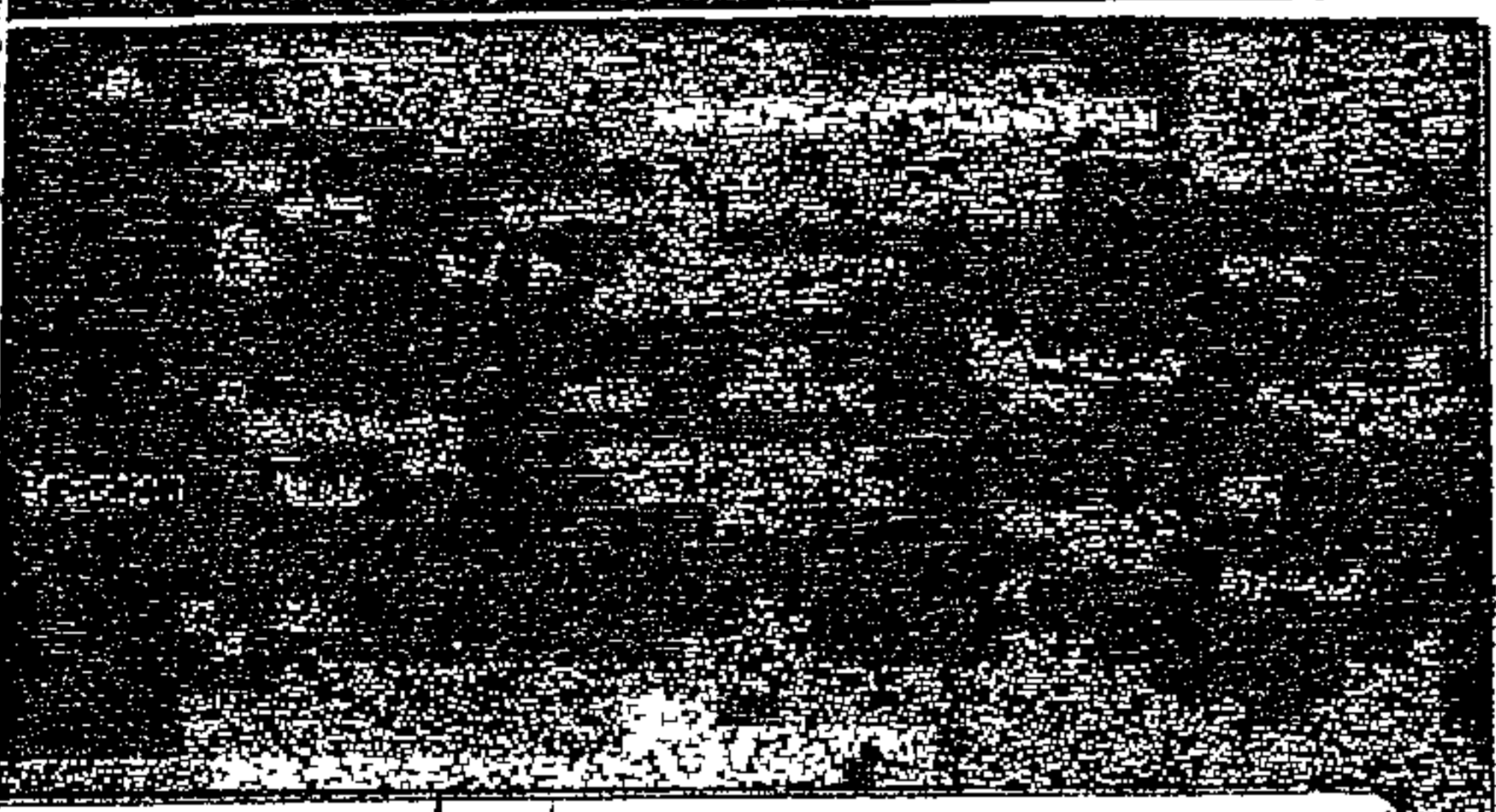
"Now the workers will have nowhere to hold meetings without breaking the law," he said

Police are investigating

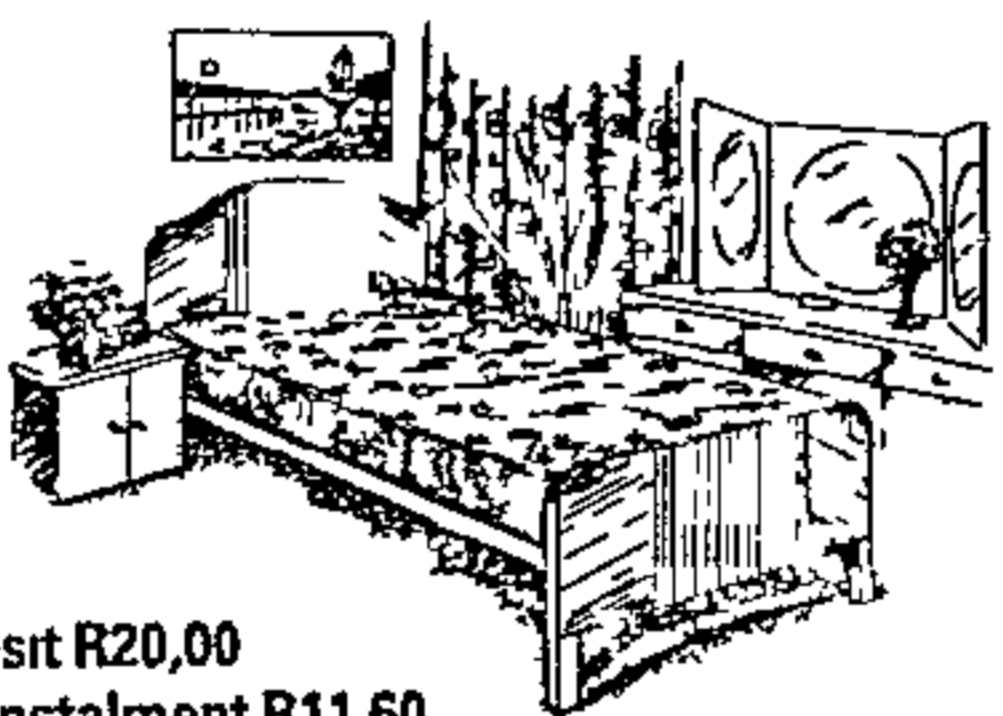
SIX

practices — compared to 44 percent of the women

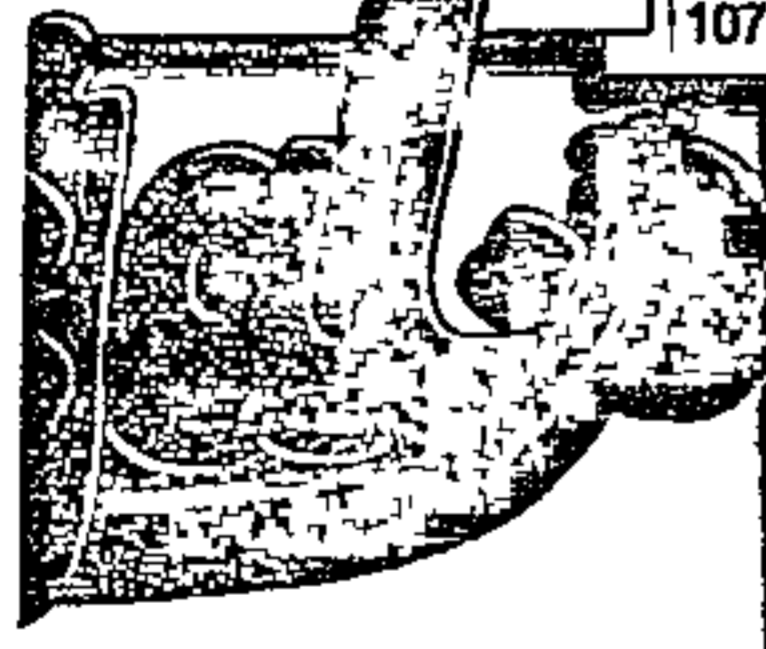
Another area where men and women differed was sex without love — 86 percent of the women and 59 percent of the men said they found it difficult to have sex with a partner they did not love.



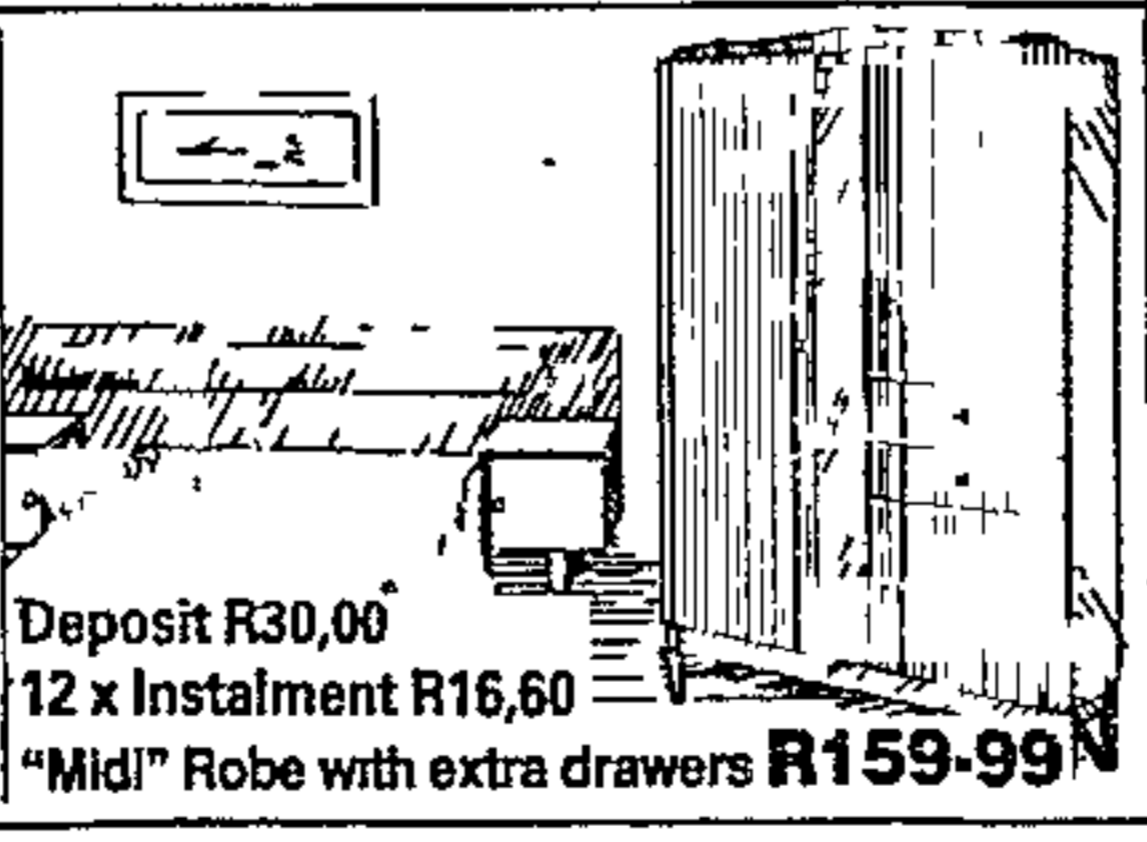
Suite R299-99



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12 x Instalment R11,60
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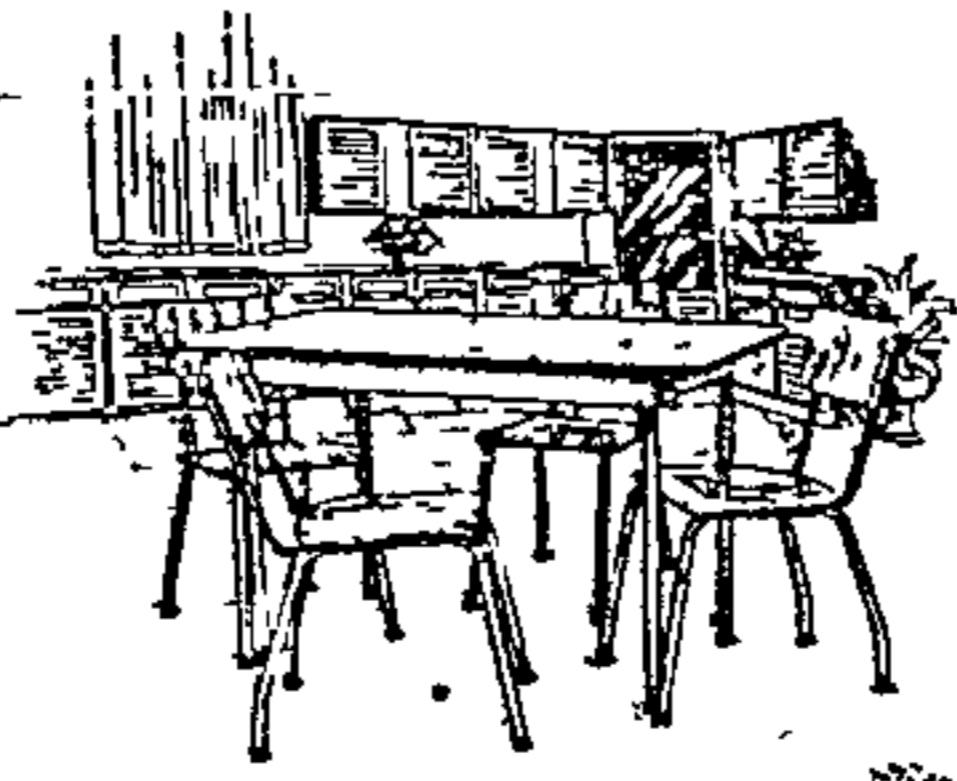
Machines R79-99

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138 (140A)
Talks may
end Simba^{Steel}
boycott^{29/10/84}

Labour Reporter

A crucial meeting which could end the widespread Simba boycott is to be held within the next few weeks between Simba Quix management and representatives of the Sweet Food and Allied Workers' Union (SFAWU)

SFAWU is demanding the reinstatement of 464 workers dismissed from Simba's Isando plant on August 10. The union has already held two preliminary rounds of talks with management.

The workers were dismissed after striking in support of three colleagues who were sacked

The Simba boycott was launched last month after Simba had already employed new staff to fill the vacant positions.

Mr J C du Toit, managing director of Simba, confirmed today that a meeting was to be held but said the date would be set after consultation with SFAWU president Mr Chris Dlamini

Simba was analysing the detail of what had been discussed at last Monday's meeting, he said.

RSM 29/10/84

□□□

1140A

LABOUR relations and rates of pay in the homeland areas are increasingly becoming a focus of trade union interest as unionisation moves from the metropolitan centres to the margins of industrial activity

It is in these areas, where unions are finding it almost impossible to organise, that they are encountering the full contradiction of labour reform in an apartheid society.

The Federation of South African Trade Unions (Fosatu) last week launched a stinging attack on the "gross exploitation" in the homeland areas and on the government's "apartheid" policy of decentralisation

The policy was designed to destroy jobs in existing industrial areas by moving them to the decentralised areas in the homelands which were designed to be union-free zones

Among those taking advantage of the system are multinational companies based in Britain and the United States

Thousands more jobs are on the line

RBM 29/10/84 (140A)

THE metal industry, having lost more than 70 000 jobs at the beginning of the recession, is now heading into another phase of retrenchment which could cost the jobs of tens of thousands of workers.

Thousands of workers have been retrenched or are working short-time as a result of the slump in the auto industry.

Instead of returning to the employment levels of 18 months ago, most sectors of the economy, with the one major exception of the mines, are cutting back still further on jobs

The country faces a possibly catastrophic unemployment problem, the dimensions of which are almost impossible to measure. Just how many are out of work?

LABOUR WRECK BY PHILIP VAN NIEKERK

Before the recession began, unemployment was already high, a result of steadily increasing "structural" unemployment throughout the 70s.

By the end of 1981 there were about two-million unemployed, according to Mr Charles Simkins, of Cape Town University. A year later he had edged this figure up a few hundred thousand, while Professor Jeremy Keenan, of Wits University, put the figure at three million.

The official Central Statistical Service's figure has hung around the half-a-million mark for what seems a very long time

Today the actual unemployment figure is anyone's guess — and depends on whom you include as "unemployed", though ac-

ademic estimates of three million are probably not too far off the mark

One can arrive at some form of estimate by taking the high structural unemployment figure, as found at the height of the boom, compound it with retrenchments and a shrinking total workforce brought about by the slump and add to that hundreds of thousands of school-leavers coming onto the job market.

One does not need precise figures to know there are a lot of people out of work

THE retrenchments in the metal industry have led the Metal and Allied Workers'

Union (Mawu) to question whether the industry will ever reach the same employment levels again.

"It looks like a permanent restructuring of the industry is taking place," a Mawu spokesman said this week. "At the end of a recession, they tend to rehire fewer than were retrenched during a recession."

This is not just because machines are replacing people, but that employers are demanding more elbow grease from their employees.

Primed by the latest word on productivity, management is requiring fewer workers to do the same amount of work, says Mawu.

What might also be a cost-cutting exercise is the proportionately high drop of white workers employed in the industry more than 20 000 in three years

Union warning over 'secret' talks

Motoring Reporter

THE National Automobile and Allied Workers Union (Naawu) has warned two motor manufacturers that their secret negotiations 'is a sure recipe for an industrial relations disaster'.

Naawu's statement concerns rationalisation talks between the Port Elizabeth based Ford Motor Company, and Amcal Motor Holdings, based in Pretoria.

Speculation is rife in industrial circles that Ford might move part of

its production to the Transvaal.

The statement, issued by the Ford branch executive committee of Naawu said 'We warn both companies that their secret negotiations with out consultation with the workers that will eventually be affected thereby is outrightly condemned by Naawu and is a sure recipe for an industrial relations disaster'.

The statement said Naawu had carefully considered the little information in Press state

ments relating to the rationalisation talks between Ford and Amcar.

The branch executive committee also noted the belated outcry from civic, business and the so-called political leaders on possible transfer by Ford of certain of its production facilities to the Transvaal.

The statement said it was surprised that persons in high places had publicly praised the automobile companies in the Eastern Cape for fulfilling their social responsi-

bilities, while workers there were struggling for a living wage which had resulted in unrest.

'The current situation proves that their belief in the goodwill of these companies is misguided.

'Naawu has continuously highlighted and condemned the motives of companies that would do everything in the interest of protecting the profits of shareholders at the expense of the workers,' the statement said.

The branch committee pledged its support for membership at both

plants in their efforts to find a solution.

It made three demands. Full consultation with the union by both companies on the implications of negotiations on its membership at both plants.

A guarantee that no jobs would be eliminated as a result of rationalisation plans, and

For full information on the plans of both companies for the next 10 years on investment and implementation of new technology.

Ford public relations manager Dirk Pieterse said his company had not received any statement from Naawu.

He said Ford had already stated that the talks between the two companies would not be made public.

'We've said we are talking and will say no more until the discussions are complete'.

Meanwhile, Volkswagen South Africa has laid off 680 workers, both wage and salary earners. A spokesman said certain

sections of the production line would be closed between November 6 and November 13.

1/11/84
#5 (140A) #55A Star

2-day work stayaway planned in Transvaal

A two-day work stayaway has been planned for all major industrial areas of the Transvaal next week

Leading trade union groupings — representing about 300 000 workers — have thrown their weight behind the call, in protest against Government response to student, civic and worker grievances

It will be the first time since the nationwide

stoppage over the death of trade unionist Neil Aggett that a wide range of unions and civic organisations have combined forces in protest action

The intention of the stay-home will be to make an impact on the Government and shake it into answering student and worker demands, says the Transvaal Regional Stayaway Committee

The Federation of South African Trade Unions, the Council of Unions of South Africa, the South African Allied Workers' Union, township civic associations, youth groups and student bodies are involved.

The Release Mandela Committee, Federation of South African Women and United Democratic Front Soweto Committee are also key participants

ROM 1/11/84 (110A)

Unrest the focus of talks

Mall Reporter

DISCUSSION of the present unrest will feature high on the agenda of the Metal and Allied Workers' Union (Mawu) when they hold their annual general meeting at KwaThema stadium, near Springs, on Saturday

Thousands of metal workers from throughout the country are expected to attend the meeting, which will review the union's stand on wage negotiations for the metal industrial council.

A Mawu spokesman said union members would also debate the issue of the new super federation of emerging unions which is in the process of being formed

Simba to reinstate 396 dismissed workers

Labour Reporter

The nation-wide boycott of Simba Quix products ended today after Simba management agreed to reinstate 393 employees dismissed in August

2/11/84
The settlement signifies a major victory for the Sweet Food and Allied Workers who launched the boycott in support of their demands for the re-employment of the dismissed members

S Jan 140A
A joint statement released after a final round of negotiations between the two parties yesterday said the dismissed workers would be re-employed and return to work on January 2

Agreement was also reached on financial relief for the workers in the interim

Terms of service will be the same as those before their dismissal

orig 2/11/84 (KOA) (S)

Dispute — and boycott — end

Labour Reporter

THE Western Cape Traders' Association, representing about 2 000 black retailers, has announced it will not support a boycott of Simba-Quix products following the settlement today of a 10-week labour dispute

The dispute, between the Fosatu-affiliated Sweet, Food and Allied Workers' Union and Simba-Quix Ltd, followed the dismissal of about 450 people who downed tools to protest against the dismissal of three fellow-workers

In a joint statement, the company and union said today that all the workers would be reinstated two months from now

"WILL CEASE"

The boycott of Simba products in the Transvaal and Natal would "immediately cease", the statement said

The WCTA, of which the local Simba distributor is an affiliate

member, threatened last month to support the boycott if a settlement was not reached

The assistant secretary of the WCTA, Mr E Samsodien, said today it was no longer necessary to boycott the product

OFF SHELVES

The WCTA, which held a series of talks with Simba's managing director, Mr Jan du Toit, to discuss the dispute, said although it had not officially called a boycott, some Peninsula traders had already taken Simba products off their shelves

He appealed to them to call off the boycott

The union and the company said the dismissed workers would be re-employed at the firm's Isando plant on January 2

The company and the union had agreed to financial relief for the workers until then, the statement said

~~2047~~

~~2047~~

Fm 2/11/59

the three ruling parties in the tricameral parliament, and not necessarily between government and opposition

The only other opposition figure to be named is NRP leader Vause Raw as vice-chairman of the Defence committee. Raw is a professed hawk in profound agreement with NP defence policy. His appointment is hardly a concession to progressive reform.

Little is known about Louis Hollander, the House of Representatives MP who is chairman of the select committee on Health and Welfare, and Soobramoney Naicker of the House of Delegates, who is chairman of the committee on Environmental Affairs and Tourism. Their anonymity is a safeguard against controversy, although it might be tempting to persuade Naicker to ask questions about desegregating tourist facilities in the OFS and removing other hurtful barriers to Indians.

Chairmen of the remaining committees are all senior NP members. One appointment that has raised a few eyebrows is that of Tino Volker as chairman of the important Constitutional Development and Planning committee. While he was a member of Chris Heunis's House of Assembly committee on constitutional matters, Opposition MPs say he hardly distinguished himself. Moreover, there are said to be nagging doubts about his NP track record and his loyalty to the F.W. Botha faction of the party. A major surprise is the omission of glowing verligte Wynand Malan (NP Randburg). Insiders suspect he overplayed his hand at *loyale oerset*, a display of maverick defiance in which he attacked sacred cows of Nationalist Afrikanerdom. But his time may come.

The appointment of the rather more cautious verligte Pretoria MP Albert Nothnagel as chairman of the Home Affairs and National Education committee has been welcomed by the liberal English press. This comes as no surprise because Nothnagel, who represents a verkrampte Pretoria constituency, has worked hard for many years to sculpt an image of sweet reasonableness. His was always the acceptable face of the NP. He may not be far from a deputy ministership.

Surprise was also expressed by MPs at the appointment of Hendrik Tempel as chairman of the important committee on Co-operation and Development and Education. Although a senior MP, he has shown no special talents in this area. There are lingering doubts among Cape NP faithful about his unswerving loyalty to the P.W. Botha faction. This could well be his reward for trying to dispel such doubt.

Reservations have been expressed at the appointment of Kleppies Heyns as chairman of the Industry and Commerce committee. On the other hand, the appointment of businessman Dr Jayaram Reddy of the House of Representatives as his vice-chairman has been welcomed on the assumption that this chairman can only benefit from exposure to his deputy.

URBAN BLACKS

Appeal for funds

Black local authorities are again urging government to boost their "dented image" by providing alternative sources of revenue and so make it possible for them "to stop burdening residents" with increased service and rent charges.

Says Tom Boya, chairman of Daveyton Council and of the East Rand Urban Councillors' Association (Eruca): "The situation in the townships is serious. We are unpopular and the recent rent increases have worsened the position. The government must help us. We must be seen by residents to be serving their interests. Otherwise, there's no hope whatsoever."

His association met Gerrit Viljoen, Minister of Co-operation and Development, in Pretoria last week to seek relief.

But, says Boya, outside of promising to delay the privatisation of liquor outlets and sorghum beerhalls in black townships, Viljoen merely advised the councillors how to negotiate for other sources of revenue.

The black councils want the development boards to transfer to them all assets falling under their jurisdiction. These include land, buildings, houses, hostels and trading sites.

"In addition, we would like revenues collected from licences and fines to be paid to the councils," says Boya. "We also want the R2 monthly labour levy paid by employers

EDUCATION SEMINAR

The crisis in black education and "the role the private sector can play in the black high school education process" is subject of a seminar organised by a new black organisation called Educational Catalysts in Southern Africa (ECSA) next month.

ECSA, which is headed by Springs businessman Bogie M.H. Mabogoane, intends focusing attention on the negative aspects of private donations to black schools, their adoption of individual schools and bursaries.

In addition, suggestions will be made on how such donations, school adoptions and bursaries "could be converted to positive catalysts for achievement and self-pride among pupils in particular and the black community in general."

The seminar, scheduled for Wednesday, November 21, takes place at the Milner Park Holiday Inn in Johannesburg. It will be opened by FM Editor Stephen Mulholland.

Invited to participate are Professor W.L. Rautenbach, head of the department of nuclear physics at Stellenbosch University, D.M. Mphahlele, chief education planner in Lebowa, and L.P.G. Kabane, a Soweto businessman and former school teacher.

for every worker. We believe all these, together with proceeds from the sale of liquor and beer from bottlestores and beerhalls in the townships, will go a long way towards solving our problems."

The lack of revenue, which has resulted in councils raising rents, and water and electricity charges, has long been a bone of contention since last year.

In Soweto, the local council threatened to go to court to stop government selling liquor outlets to private enterprise.

FOREIGN INVESTMENT

Border disputes

Disputes between the Metal and Allied Workers' Union (Mawu) and two multinationals could reverberate in the campaign to bar foreign investment in SA.

Mawu accuses American mobile home manufacturer Tidwell Housing and the British motor components company Mintex of refusing to recognise a representative union and of victimising employees by dismissing them because of their union membership. Tidwell is also charged with paying wages which are one-fifth of minimum rates recommended by the Sullivan code.

The union has demanded that both companies should reform their industrial relations practices or "get out of SA." It has also called on the governments of KwaZulu and the US, and the US union movement, to support its campaign against Tidwell. The company is not a Sullivan signatory.

The dispute is complicated by the fact that there is uncertainty about whether Tidwell, which is located in the Peters industrial area near Ladysmith, is in SA or KwaZulu. The difference is crucial as SA labour law differs considerably from that in KwaZulu which has no equivalent of SA's Labour Relations Act.

But KwaZulu's chief labour officer, Africa Khanyile, says Peters is a "released area," falling under the SA Development Trust, and therefore subject to SA legislation. Other contradictory opinions have been given by the Ladysmith municipality, the KwaZulu Development Corporation and the Department of Co-operation and Development.

Mawu's Natal branch secretary, Geoff Schreiner, says that Tidwell's minimum wage of R18/week and average wage of R25-R30 are the lowest in the area and less than a quarter of wages paid by other companies operating in the same market. Thus, he believes, has allowed Tidwell to undercut the other companies.

Tidwell's personnel manager, Judy Wade, tells the FM the company is not prepared to recognise the union. Says Wade: "We are doing as much for our employees as anyone else could, and do not need outsiders to make decisions for them."

Continued on page 51

151-61-1100-189-62
Fm 2/11/84

Wade confirms Mawu's figures on wages but argues that they "are substantially the same as those paid by other companies in the area" She says other conditions at the factory "are good because we comply with the Basic Conditions of Employment Act regarding annual leave, sick leave and overtime pay"

The Mintex dispute concerns 220 workers dismissed for striking over the dismissal of a fellow worker Mawu charges that when the company subsequently re-employed some of the workers it did so on a selective basis and excluded a number of shop stewards and other union activists

Mintex MD, Adrian Venter, denies Mawu's allegations He says the company, which is in KwaZulu, "is prepared to talk to any union with majority membership" and had in fact started recognition negotiations with Mawu before the strike

According to Venter, the company had already filled most positions when the strikers applied for re-employment and there were only 80 vacancies These were filled without regard to their union status. He says the recognition talks broke down because of Mawu's "policy of confrontation"

INDUSTRIAL RELATIONS Changes since 1979

Bustling activity in SA industrial relations in the five post-Wiehahn years emerges from a study conducted by the University of Stellenbosch's Graduate School of Business Led by the school's Professor "Blackie" Swart, it shows that the manufacturing sector has been the main target for unionisation since 1979 — followed closely by the trading sector and the mining industry

Swart released preliminary results at the recent Institute for Personnel Management conference They are based on the responses of some 1 500 organisations (mainly companies and local authorities) and 57 unions representing 450 000 workers Most organisations that responded are large employers Some 70% of the respondent unions were established groups, although there was some response from the emerging unions

The Stellenbosch researchers found that 27,3% of the organisations had been approached by unions for recognition of some type since 1979 Of these, 27% were in the mining sector, 37,8% in manufacturing, 14,9% in contracting, 30,5% in trading, 8,8% in finance and 17,6% local authorities

Says Swart "These figures give an indication of the extent of the decentralisation which has taken place in collective bargaining away from industrial councils towards individual companies and organisations We assume that the majority of approaches were from emerging unions, although a union like the Mineworkers' Union



Argus 2/11/84 (140A) (140A) (140A)

1 600 jobless — and relief fund dries up

Argus Bureau

PORT ELIZABETH — The National Automobile and Allied Workers' Union relief fund — set up to help retrenched workers waiting for unemployment benefits — has run dry.

The announcement by Mr Freddie Sauls, the national secretary of Naawu, today coincides with the retrenchment of another 235 workers by Ford Motor Company

Mr Sauls said that all available money in the fund had been used up — “but the union will continue to honour its pledge to retrenched members who contributed to the fund, by using money from other sources”.

11 CENTS

Union members had been contributing 11c a week to the fund, but the large number of retrenchments — more than 1 600 in the motor industry in the past two months — had proved too great a drain

He said the fund had been launched to bridge the six-week gap between retrenchment and the beginning of unemployment benefits

“If a person has worked for a year, he will get 45 percent of his salary for just two months. If he has worked three years, he has a six-month cushion.”

Dispute ends as Simba reinstates 400 workers

By PHILLIP VAN NIEKERK

IN an end to one of the key labour disputes of the year, Simba Quix has agreed to reinstate all the more than 400 workers fired at their Isando plant during a work stoppage in August.

The settlement also ends the nationwide consumer boycott of Simba products, which was used to put pressure on the company to re-employ the workers.

The settlement — which was announced in a joint statement by Simba and the Sweet, Food and Allied Workers' Union (SFAWU) — was reached at a meeting in Isando yesterday between SFAWU officials and Simba representatives.

The statement said that in terms of the settlement the dismissed workers would return to work in two months' time, while the boycott of Simba products would cease immediately.

The workers were dismissed on August 13 for taking part in a work stoppage in sympathy with three colleagues who they believed had been unfairly dismissed.

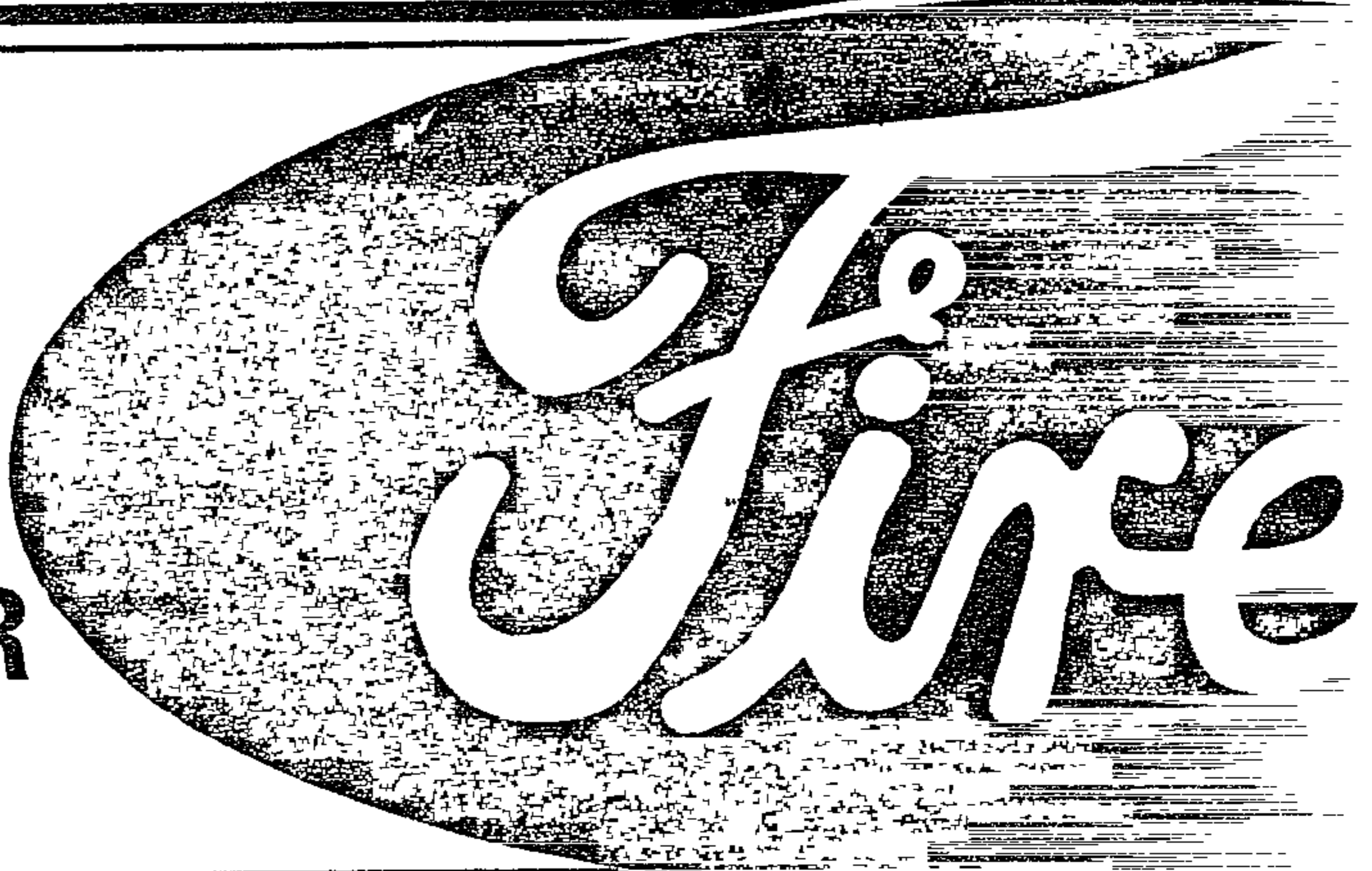
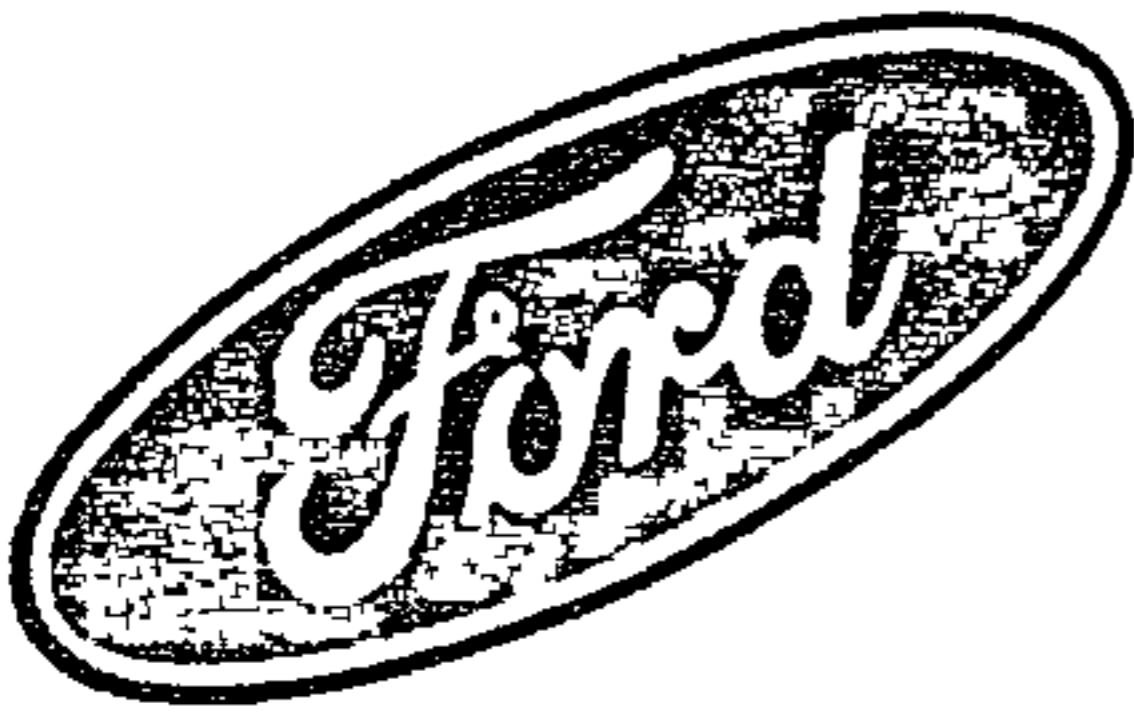
Yesterday the Federation of South African Trade Unions (Fosatu), the SFAWU, the Workers' Boycott Committee and the workers called on all people and organisations who supported the boycott to cease all boycott action as a "satisfactory settlement" had been reached.

The joint statement said the company and the union had agreed on financial relief for the workers until January 2, and the re-engagement would be on terms agreed upon by the parties and conditions of service equal to those that existed before dismissal.

Mr Joe Foster, the general secretary of Fosatu, said yesterday the federation fully supported and endorsed the terms of the settlement.

After yesterday's meeting, both parties expressed appreciation for the "understanding and sensible attitude" of the other during the final negotiations.

"The parties committed themselves to better co-operation in the future," the statement said.



A BETTER IDEA?

But where do the motorw...

SOUTH AFRICA'S motorworkers face a bleak future as the wheels gradually come off one of this country's major industries.

A total of 1 234 workers have been laid off in the past two months — and a further 400 are expected to lose their jobs today at Ford.

Countless families are

C. Press By *140A*
MONO
BADELA

headed for a bleak Christmas — and even bleaker time beyond that.

Times of hardship lie ahead. Many of those retrenched have told City Press they are already battling to survive, and have little hope of finding new jobs.

Last week, at the giant Volkswagen plant near Uitenhage,

680 workers were laid off.

They joined the 425 retrenched by Ford in September and the 129 laid off by General Motors.

Last week, Ford announced that another 400 workers would be retrenched this week — bringing to 800 the number of people retrenched at Ford during the past two months.

National Automobile and Allied Workers' Union secretary Les Ketteldas told City Press the union had been told the retrenchments would take place within the next two weeks.

Things are far from bright, too, for the thousands lucky enough to escape the big axe.

Every Friday afternoon, they

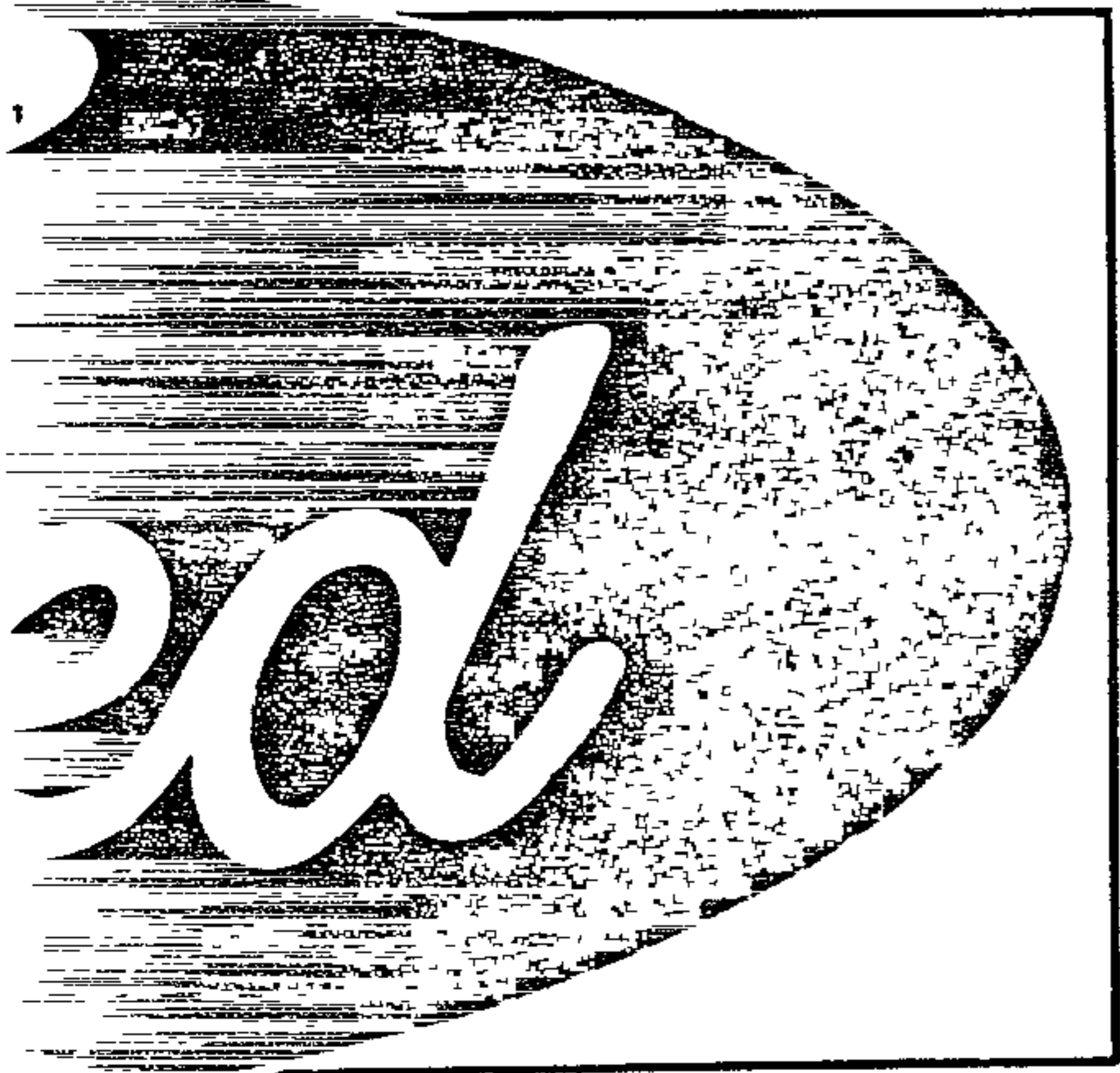
go home with bare packets following the company's decision to cut day week.

Last week Ford announced that it will have a Christmas two weeks usual — on November 13 and December 13.

Workers will not have a week break, with even more financial hardship.

Ford industrial manager Fred Ferreira decided to close the plant to attempt to adjust to the decrease in the demand.

But, as Mr Ketteldas pointed out, the present economic climate



Workers go?

in badly reduced pay
ing the motor com-
on to work a three-

Ford also an-
it would close for
weeks earlier than
November 30 instead
13

will now have a five-
which will mean
ancial hardship

cial relations direc-
reira said they had
lose early "in an at-
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he demand for cars"

Mr Ketteldas pointed
present unhealthy
mate is making re-

trenchments all the more difficult
for the families involved

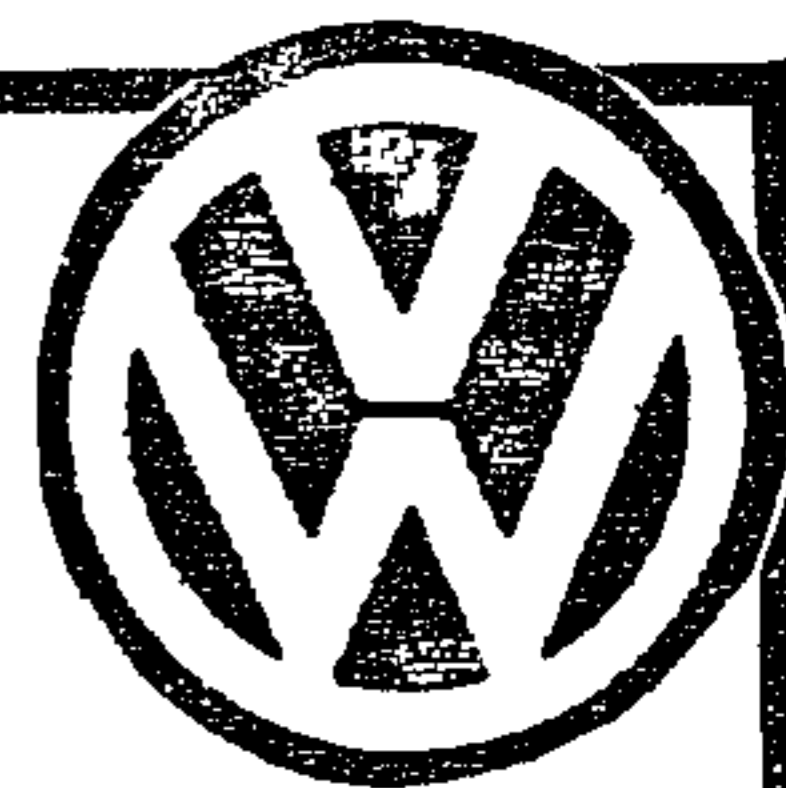
"Those hardest hit are workers
who have recently joined the
motor industry, because un-
employment benefits can only be
claimed by those who have been
with the industry for more than
three years," he said

When the motor industry suf-
fered a downturn, other sectors
were affected as well

Mr Ketteldas said the Govern-
ment was partly to blame for the
crisis in the motor industry

"Unless the Government lifts
measures restricting hire purch-
ase agreements on car sales, more
workers will lose their jobs," he
said

No work, no cash — and nowhere else to go



LAST WEEK, 680 shocked and
bewildered workers filed out of
the Volkswagen plant in Uiten-
hage They had been retrenched
and had very little to look for-
ward to

They walked quietly, with
very heavy hearts, away from
the jobs which some had held
for more than four years

The men told City Press they
had started work that morning
not knowing they would be re-
trenched

During the day they were
given letters telling them they
would no longer be needed

They were comforted by
their colleagues But it was
little comfort — where else do
you get a job in times like
these?

Their colleagues had prob-
lems of their own, anyway
Initially 1 600 workers were
supposed to be laid off, but
Naawu had managed to trim

this to 680

Still there were the ques-
tions Who "escaped"? And
who was next?

The retrenched workers each
received five days' severance
pay for every two years of com-
pleted service, and the cash
equivalent of leave still due

One of them, Samuel Ralane,
48, a father of seven children,
told City Press he was the
breadwinner in the family,
"with a very sick mother"

"I feel very sad I did not ex-
pect it. I knew it only today

"I have been working conti-
nuously for three years without
missing a day

"Now, I have no record," he
said — and wept.

But the irony of it all is that
this year's car sales are expected
to be the third highest ever —
more than 12 000 up on last
year

A large number of black Transvaal workers appear to have heeded a call for a two-day work stoppage made by various organisations and trade unions.

The call was made last week by the Transvaal Stayaway Committee which demanded that the Government attend to various black grievances

Massive support for the regional stayaway resulted in a 50 to 90 percent absentee rate on the Reef and in the Vaal Triangle today — marking the protest as the most widespread industrial action in more than a decade

East Rand and Vaal Triangle companies were the worst hit by the action with reports ranging from a total no-show to a trickle of 10 or 20 percent of the workforce

Brigadier Jan Coetzee, divisional commissioner of police in Soweto, said only a small percentage of the workforce had heeded the call there

Major employers have adopted a sympathetic approach, saying the workers will not be dismissed, but they will receive no pay for the time they are away

GEC's group personnel manager Mr J Lingenfelder said about 60 percent of the 3 000 black workforce had taken part in the stayaway

Some OK branches closed

OK Bazaars industrial relations spokesman Mr Keith Hartshorne said the trend seemed to be an 80 to 90 percent stayaway in the Vaal and in the East Rand, with a 25 to 30 percent absenteeism in the Pi-toria-Johannesburg region

Some OK branches were not operating at all, but things were not bad overall as it seemed at first

At AECI's Modderfontein factory, which employs 900 workers, 80 percent stayed away

At Chloride SA, only a few of the company's 400 working workforce arrived for work this morning. Personnel manager Mr Alan Maguire said those that did clock in were unhappy about being at work, so they were sent home

Pilkington Flat Glass in Springs reported a 90 percent stayaway by its 600-member workforce

The stayaway has the support of the 150 000-member Federation of South African Trade Unions (Fosatu) and the Council of Mining

● To Page 3, Col 1

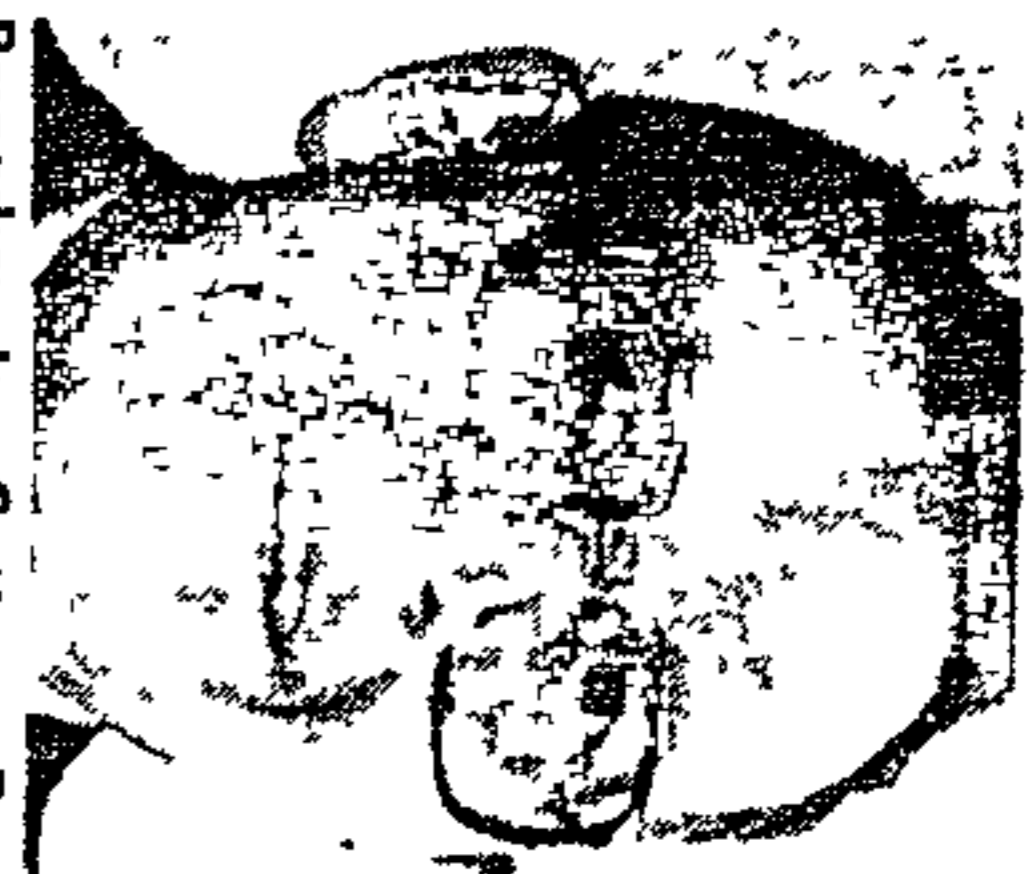
Manny blacks heed stayaway call

Staff Reporters

7/11/84

Starc 140A

Brigadier Jan Coetzee, Divisional Commissioner of Police in Soweto



RECSSION . . . most people may not know exactly what has caused it, but they know the recession is all around them and making them suffer. And fresh signs of this suffering are bursting into the open every day

'Asinamali!' - we have no money. We cannot pay. This cry is heard in a new township every week as rents rise beyond people's means or bus fares go up.

Food, which can only be bought after rent is paid and money put aside for bus fare to work, costs more and more. Mealie-meal up in July, bread and sugar increases this month, milk price rises expected before the year ends - not even basic foods are easy to afford

'Awukho umsebenzi - sorry no jobs' People, desperate to find work see this sign at factory after factory Up to three million workers in South Africa are unemployed, most of them black

And the numbers are growing In 18 months 70 000 workers in the metal industry lost their jobs

The government can't be expected to pay The effects of cuts in government spending on things people need are felt everywhere. Hospital and clinic costs have doubled, the bread subsidy has dropped and the price risen, the gap between white and black pensions has widened

These problems are dumped on unpopular rulers who cannot cope Vaal Town Councils inherited a R3,5 million debt and a shortage of 11 000 houses Hendrickse now has 180 000 homeless families for his 'own affair' KwaZulu and Lebowa both closed new applications for pensions - no money left.

The recession is everywhere and growing So is opposition Rent protests are spreading — Rathanda, Sharpeville, New Brighton, to name just a few In Alexandra, Lamontville, Mdantsane and Onverwacht, residents have boycotted buses.

There were 176 strikes in the first half of this year involving a record number of 50 000 workers. Most were sparked off by wages

The political causes of this situation are clear The majority of South Africans have no meaningful political rights, cannot live where they like, and are forced to accept inferior education, housing, health and welfare

The economic roots are less obvious The newspapers don't help much, talking about exchange and interest rates, balance of payments deficits, stagflation and fiscal drag as if every reader knows what all this means

This is unacceptable because they are talking about the wealth produced by the majority of South Africans and the poverty of millions. The reasons for recession are complicated but they can be explained

How were profits made before? What's going wrong now?

Up to 4 500 motor workers will have lost their jobs by the end of this year Does that mean all South Africans have adequate transport and no new

vehicles are needed? 30 000 civil engineering workers have lost their jobs since 1982 Is that because houses, classrooms and good roads for all have now been built?

Motor car manufacturers, construction companies and others produce what is needed but only if they make a profit at the same time To do this they have to get as much value out of their machines, materials and workers as possible

In one day workers produce goods worth far more than the wages they receive In spite of this employers try to keep wages as low as possible It is easier to control the cost of labour power than to keep machinery and material costs down — these have to be bought from other profit-making companies

South African employers have always used the migrant labour system and the pass-laws to keep wages down Workers who qualify to work in urban areas still have the threat of expulsion to the bantustans hanging over their heads This weakens their power to bargain and organise

And employers have also avoided paying wages high enough to support migrant workers' families in the bantustans They are expected to support themselves off the land

Employers have used other tactics to keep profits up Companies have tried to increase efficiency by taking over other firms or joining up with them

A company which controls a large slice of any industry has a big say in what that product will cost. Tongaat-Hulett for example controls 70 percent of all sugar sales in South Africa.

Huge corporations have steadily taken over South African economic life — ten giant companies, including Barlow Rand and Anglo-American control 70 percent of the country's wealth

These corporations don't just operate in one industry Anglo for example owns gold mines, insurance companies, buildings for hire, steel mills, paper plants and farms

One of Anglo's food companies, Tiger Oats, has interests in milling wheat and in baking Because it supplies itself with flour it is able to keep the price of its raw materials down, and profits up

But the most important means of keeping profits up is still getting as much work out of workers as possible, — as cheaply as possible

Putting pressure on workers doesn't work completely in employers' favour While it does make higher profits possible it also causes frustration and discontent among workers which is reflected in absenteeism, accidents at work, damage to property and strikes All of these reduce productivity and profits

But business needs to pressurise workers now more than ever because their costs are going up The interest rate has been raised to 23 percent. This means that a factory owner who borrows R100 from a bank for one

140A



THE RECESSION AND RETRENCHMENTS

FOSATU BULLETIN

5.11.84

Saspr.
National
Sept 1984

Recession raises spectre of tidal wave of jobless

By Carolyn Dempster,
Labour Reporter

There is a real danger of a tidal wave of unemployment as the recession bites deeper and companies resort to structural rationalisation and retrenchment.

Over the past three months, official unemployment figures have climbed alarmingly and the grim prognosis is that the worst is still to come, with really sharp cutbacks over the next few months and in the New Year.

The number of registered black unemployed recorded by the Department of Manpower has risen dramatically — from 29 602 in June to 30 744 in July. A further 3 370 became unemployed in August when a total of 34 114 were registered

But this is only a fraction of the total number of retrenched or unemployed workers, many of whom have not registered with the department

THE FIGURES

The Central Population Survey, conducted by Central Statistical Services in June this year, put the black unemployment figure at just under half a million — 5 000 more than in June 1983 when unemployment peaked

White, coloured and Indian unemployment figures have not shown such a dramatic increase but it is accepted that the first to lose their jobs are the unskilled or contract workers

Unofficial estimates place the total figure for all population groups at three million unemployed — and rising

Employers' reactions to the deepening recession have been markedly different from actions taken in 1982 and 1983 when the downturn was expected to level out and the up-

As the economic position worsens, employers are turning to retrenchments and rationalisation as a means of survival. And it seems that these cutbacks could be permanent. Unofficial estimates put the number of unemployed of all races at three million — and rising — and many jobless black workers face the prospect of slow starvation in the homelands. The situation raises important social and political implications.

swing was anticipated in mid-March 1984

"Companies retrenched heavily but they didn't slash away at their staff component and there certainly wasn't the degree of re-structuring, retrenchment and rationalisation which we are seeing now," said a spokesman for the Metal and Allied Workers' Union (Mawu)

It would appear that employers no longer regard the cutbacks as moves to maintain productivity and profit levels but are thinking more in terms of rationalisation in the long-term and survival in the short-term

The Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry records a drop in the number of jobs from 385 000 in May 1983 to 332 000 in May this year — and from 454 000 in November 1981

Since August, Mawu has seen the loss of more than 2 000 members through retrenchment — about five percent of the total membership of 34 000 — with up to 1 000 more retrenchments threatened in December and January

In cases where the union has managed to negotiate agreements covering severance pay, workers have at least had some recompense. But the majority face a future of slow starvation in the homelands

The prospect of a growing army of urban jobless and its impact on the social and political arena can also not be discounted

Major companies who have already retrenched include Union Carriages, Dorbyl, Defy, Siemens, GEC, Scottish Cables and Lauf Lumenite

By far the worst hit has been the motor manufacturing industry. Since June most of the major motor manufacturers have resorted to short-time, plant closure and, finally, retrenchments in an attempt to grapple with the economic squeeze

About 4 500 workers in the motor and components industries have already lost their jobs with a further 5 000 jobs threatened before the year end, according to the National Association of Automobile Manufacturers of South Africa (Naamsa)

The motor unions are now fighting for their members as never before

Mr Des East, general secretary for the Motor Industry Combined Workers' Union, said the union had experienced a sharp increase in demands for benefits from all over the country

Membership had remained stable but this was only because of an active recruitment drive. If rumours of Ford's impending transfer of certain of its operations from Port Elizabeth to the Pretoria area were true, about 3 000 union members at three components factories would stand to lose their livelihood, he added

Another facet of the retrenchments which signifies that the rationalisa-

tion currently under way is likely to be permanent is a swing away from employer compliance with the "Last in, first out" principle.

DEMANDING

According to union spokesmen, employers are increasingly demanding that retrenchments be effected according to performance, so that skilled employees are retained

Mr Ike van der Watt, general secretary of the South African Boilermakers' Society, said the unions were fighting this. He believed that retrenched workers had a slight chance of getting their jobs back when the upswing came

His union had suffered a drop in membership from 54 000 to 48 000 in the past three months, he said

He attributed the sudden sharp cutbacks partly to the "false optimism" which employers had sustained for so long

"They were waiting for an upturn at the beginning of the year and it didn't materialise. Now there is an over-reaction to the situation," he said

Mr Reinald Hofmeyr, director of industrial relations for the Barlow Rand group, agreed that there was unlikely to be massive re-employment when the economic situation improved thousands would remain jobless

Cutbacks in State spending and the shelving or postponement of mas-

sive construction projects are also taking their toll

A spokesman for the Electricity Supply Commission (Escom) said negotiations were under way to postpone construction of the multi-million-rand Majuba power station by two years

A spokesman for Steinmuller, one of the key contractors involved in the negotiations, said that up to 10 000 jobs could be lost if the entire project were postponed. A definite decision will not be made until November 7

While the retrenchments have continued apace, employers have

learned, through industrial action and the Industrial Court that the issue needs to be handled with kid gloves

From experience gained in the past few years, unions have learned to negotiate settlements including severance pay benefits

But a judgement handed down by the Industrial Court recently holds an ominous note for migrant labourers. In terms of the Screenex judgment, failure to renew a migrant worker's contract does not constitute retrenchment

Unions fear that many employers are now waiting for the end of the year and the expiry of contracts to get rid of hundreds of employees who they can no longer sustain economically.

□ □ □

THE retrenchments in the metal industry have led the Metal and Allied Workers'

Union (Mawu) to question whether the industry will ever reach the same employment levels again.

"It looks like a permanent restructuring of the industry is taking place," a Mawu spokesman said this week. "At the end of a recession, they tend to rehire fewer than were retrenched during a recession"

This is not just because machines are replacing people, but that employers are demanding more elbow grease from their employees

Primed by the latest word on productivity, management is requiring fewer workers to do the same amount of work, says Mawu

What might also be a cost-cutting exercise is the proportionately high drop of white workers employed in the industry more than 20 000 in three years

□ □ □

from the State at the rate of R1m a month in terms of Section 29(2) of the Unemployment Insurance Act. But these contributions have now reached their maximum provided for under legislation.

And with unemployment likely to continue increasing for the remainder of the year, and well into 1985, it seems probable that the fund could well be forced to borrow from the government to the tune of R5m during the fund's financial year to February 1985, if current trends are anything to go by.

But a spokesman for the Department of Manpower was reluctant to predict future trends in unemployment, nor any plans to lift the maximum income limit for contributions to the fund. He was confident that the fund would continue to provide unemployment benefits to those who qualified for them, however, and indicated that the fund could always borrow from the Treasury if its financial needs become particularly acute.

Fund is inadequate

Despite this optimism, it is clear that the size and scope of the fund is inadequate to deal with the enormity of the unemployment problem. Unemployment benefits may only be claimed for a maximum of 26 weeks, while recessionary conditions tend to last for far longer periods. Agricultural workers and second income earners within a family do not fall within the scope of the fund, and do not qualify for unemployment benefits.

The number of registered unemployed who have received benefits from the fund this year has been around 38 000 a month, reaching a peak of 41 393 in March. This amounts to approximately 7% of official figures, with estimated total unemployment in the region of 570 000, or 7,8% of the labour force. It is also certain that the official unemployment statistics are gross underestimations.

Academic studies have produced estimates of unemployment which are considerably larger than those provided by the Central Statistical Services. The Southern African Labour and Development Research Unit, at the University of Cape Town, estimated that unemployment and underemployment affected over 2m people, or 21% of the labour force in 1981.

The Institute of Futures Research (IFR) at the University of Stellenbosch estimates that nearly 3m people were "not formally employed" in 1980. The informal sector is thought to provide employment for approximately 15% of the labour force, which still leaves roughly 1,8m people who were categorised as "subsistence" or "unemployed".

"The number of people not formally employed is growing quite rapidly," says Art de Lange of the IFR, "and could reach over 7m, or 55% of the labour force by the year 2000 if the trends in population and economic growth since 1945 continue."

Union attacks UIF card move

By STEVEN FRIEDMAN
Labour Correspondent

MIGRANT workers whose employers refuse to renew their contracts — or end them by firing the workers — will now see this fact recorded on their Unemployment Insurance Fund cards.

According to the director-general of Manpower, Dr Piet van der Merwe, this move is designed exclusively for workers from "independent" homelands whose UIF money is paid over to separate unemployment funds in the four homelands.

He said it was necessary for the authorities in these areas to know whether workers' contracts had been terminated and that the change had been made for this reason.

But yesterday the Metal and Allied Workers Union issued a statement sharply criticising the move.

It charged that the move "prejudged" court cases in which the right of employers to terminate or refuse to renew contracts was being challenged.

The UIF cards must be submitted to the authorities

by workers if they have lost their jobs and want to claim unemployment benefits.

Employers are required to fill in on the card the reason the worker has lost the job. Until now, three reasons were listed — resignation, retrenchment or "other". Now a fourth has been added: termination or non-renewal of a contract.

Mawu's spokesman said this would enable UIF authorities to identify whether workers were migrants.

If they were, they would not be able to claim benefits in the cities but would be sent back to the homelands to claim them.

"We also believe this new clause endorses the right of employers to end or refuse to renew contracts.

"This right is being challenged in several court cases at the moment and the new cards are prejudging the issue," he said.

Dr Van der Merwe rejected this charge, adding that the change was the result of recent changes to the law allowing migrants from "independent" homelands to contribute to the UIF.

New deal sought for long-term unemployed

CLAIMS that the country has an adequate insurance for the unemployed have been dented further in a memo by five advice groups.

Firstly, it points out that the biggest group of jobless enjoys no protection at all — the long-term unemployed, including those who have never found any job at all.

Much of the country's unemployment is not affected by ups and downs in the economy. There are simply not enough jobs to go around and this trend is increasing.

But the Unemployment Insurance Fund provides benefits only for those who have worked for some time — and then only for six months.

The memo calls for a subsistence scheme to provide the long-term unemployed with some income.

It suggests a very modest sum — a third of the minimum for an unskilled labourer — be paid to the long-term jobless, but the call is certain to prompt outrage from free marketeers who will see it as yet another financial burden for the State, and thus the tax-payer.

They might care to ponder the effects on stability of a growing army of permanently unemployed who have no source of income at all.

The report also notes that large groups — farm workers, domestics, seasonal workers and many in the public service — are still excluded from UIF.

Citizens of independent homelands now rely on separate funds in these areas whose efficiency is, to put it mildly, in some doubt.

Those who receive UIF get only 45% of their last wage — the memo suggests 60% — and there are persistent charges that incompetence and hostility by officials often result in long delays before the jobless receive their money.

To top it all only a small portion of UIF contributors receive benefits — 5% in 1979 — partly because of worker ignorance of the UIF and because of administrative and other obstacles, it says.

It charges that many employers also delay or prevent UIF payments by not filling in workers' UIF cards or other forms as the law requires. It wants these employers prosecuted.

The memo comes at a time when a committee of the Unemployment Insurance Board is looking at changes to the UIF system.

Whether it will recommend changes which will bring UIF closer in line with schemes elsewhere in the West remains to be seen.

Les — a fighter trying to stave off knock-out blow for workers

S. Tib 30/9

LES Kettleidas is a fighter — and the champion of people's rights to fair conditions of employment in the motor trade.

As secretary of the Eastern Province branch of the National Automobile and Allied Workers' Union he straps on gloves when climbing into the negotiating ring with such opponents as industry executives and Government officials.

More than 10 000 members of NAAWU in the Port Elizabeth area depend on his punch for their livelihood.

Mr Kettleidas's latest bout is against the spate of recent retrenchments in the local motor industry. The union would prefer a company to put its whole staff on three-day working weeks than fire some workers while others remain on full time.

It was he who hammered

home an agreement whereby major employers agreed to a "last out-first in" system to give priority to their own former staff members once they began recalling workers.

And it is he who is pressing employers to agree to lay-offs on a "rotation basis" — whereby nobody will be fired, but staff will be put off work in alternating shifts.

An important motivation for this move is that it would mean nobody would break service, which means workers would still qualify for pension and Unemployment Insurance Fund benefits. The response to this suggestion, however, has not been favourable.

So many Naawu members found themselves in financial difficulties after their periods of service had been broken that the union had recently introduced its

own "retrenchment benefit scheme" to provide some form of relief, said Mr Kettleidas.

"We accept there are problems with the economy and that companies are in financial trouble, but Port Elizabeth has the highest unemployment rate in the country and something must be done to rectify that.

"We are also constantly pointing out the severe social implications of all these retrenchments, but industry is concerned only with financial considerations — whereas ours are personal."

Mr Kettleidas said feelings over the retrenchment issue among union members, especially those whose security was threatened, were running high. "It is a delicate issue which could prove explosive"

Regarding the reason for the industry's crisis, he was in no doubt that car sales, already sagging, would drop still further "unless the Government's restrictive economic measures are lifted."

He believed too many car manufacturers existed in South Africa. It was "crazy" to continue producing vehicles in an already-saturated market.

"The new hire-purchase restrictions (which provide for a higher deposit and a shorter period of time in which to pay for the product) puts new cars right out of range for a lot of people.

"Who can afford to buy a new car now? Families who used to run two cars will learn to do with one.

"This is bad news for motor manufacturers, but it is worse for the industry's workers".

Bleak future for black labourer

S. Tib 30/9



Raymond Mbilane — retrenched

RAYMOND Mbilane, 27, is studying a road traffic regulations book to take his driving licence examination — even though he knows his chances of finding a job as a driver are slim.

But as he points out, he must do something constructive with his spare time now that he no longer has a job.

He was retrenched last week for the second time in the four years by a local car-manufacturing company.

The first time was two years ago, and only for two months before he was recalled — but he realises he won't be recalled again.

As a labourer earning R2,69 an hour he accepted that he was a front-line employee — among those who stood to lose their jobs before any others when lay-offs were ordered.

Mr Mbilane showed me a "reference" which verified the period for which he had worked for the company but made no mention of his attributes or capabilities, though he had always prided himself on both performance and punctuality.

"I don't know when or where I will get another job. Maybe next year... maybe not," he said as he prepared to cook a simple evening meal over a primus stove in the sparse and neat, but small, kitchen of his Port Elizabeth home.

Because Mr Mbilane's four-year period of service was broken when he was first retrenched he does not qualify for Unemployment Insurance Fund benefits.

He has no formal qualifications to find alternative employment. Neither is his wife, Lidia, employed.

At the forefront of their concern is their one-year-old chubby and cheerful daughter, Nandipha. "There are too many people out of work here. There are not enough jobs. I will take on anything," he said.

RETRENCHMENT was the last thing Murray Calitz, 36, expected when he was summoned to his boss's office — he had thought it might happen to others, but never to him.

He was one of several hundred employees who were suddenly laid off. He recalls feeling dazed for the rest of that day and demoralised for several days more.

"It was a tremendous blow to my self-esteem. It hit me like a bombshell."

After more than three years as a spare parts price analyst for a Port Elizabeth branch of an international firm, Mr Calitz felt secure and happy in his job, knowing that at the end of each day he had a wife and two young children to go home to who depended on his income.

Then came the shattering news.

His only consolation as he walked — unemployed and dejected — back to his office was the knowledge that he had always done his best, and hadn't been fired for dereliction of duty. He was given two months' pay.

"The ugliness of it is that the shirkers and loafers had to admit they had it coming to them, but those of us who didn't deserve it also suffered



Murray Calitz — retrenched

"I thought I was a failure. It took a lot of convincing by my family and friends for me to accept that my retrenchment wasn't a personal thing, that it wasn't a reflection on me or my worth.

"Without them I might not have recovered. I'm grateful to them for all the emotional and financial help they gave.

"My pension was chopped and my record of continuous service severed."

Mr Calitz said that as he had taken up the option of resigning in preference to having "services termin-

ated" stamped on his record, he was excluded from any Unemployment Insurance Fund benefits — even though he had contributed to the fund for 16 years.

He had been employed in the motor industry all this time — but now wanted to change careers as he believed the motor trade was too insecure.

He is understandably slightly embittered. "Everyone speaks of loyalty to one's company — but what of a company's loyalties to its employees? I never received housing subsidies like Government, provincial or municipal workers do. There's a lot that needs doing to set the industry back on its feet."

In the time which followed Mr Calitz's retrenchment he and his wife, Elsie, introduced ways to save on the household budget.

All non-essential expenditures, such as entertainment and extra clothing, were cut out, and the family halved its weekly fuel consumption.

Food was the last item on which they considered saving. "I'd rather pay more for food now than for hospital bills when my children become undernourished."



senger car production, much of which comes out of old plant in Port Elizabeth

There would be several advantages to moving Ford production to Pretoria. The plant is newer and labour is less militant. There would also be enormous savings on transport. Steel has to be railed to the coast from the Transvaal and finished vehicles transported back again to the major markets.

Amcar is still making huge published losses. Ford is probably also losing money even though it is producing more vehicles than it did last year.

This illustrates one of the ironies of the business whereby profits eluded many companies even in the so-called good years. For example, the boom of 1981 forced the industry to make profit-sapping efforts to fill demand. Total staff employed rocketed 38% between 1980 and 1982 to cope with a sales increase of less than 20% in the record year for 1981 — and key factory workers were flown in from Europe on short-term contracts which included accommodation at luxury hotels.

Out-of-stock components also had to be flown in at great expense to supplement those being shipped or made locally. Despite these desperate measures, the industry produced tens of thousands of "cripples" — vehicles which rolled off the production lines in unsaleable condition because they lacked one or two vital parts such as a starter motor or a component in the braking system.

These vehicles represented lost sales and idle money and demanded an abnormally high labour input to install the wayward parts, usually not in optimal sequence, when they finally arrived.

After catching up with the last boom, production capacity is now too great and is adding to unit costs (see *Idle but costing*).

The industry expects total sales of 416 750 vehicles, including 279 000 cars, this year, but 57% of these sales have already occurred in the period January-June. For the rest of the year, and for part of 1985, sales should fall to pre-1980 levels — making capacity utilisation even worse.

Rand slide costs

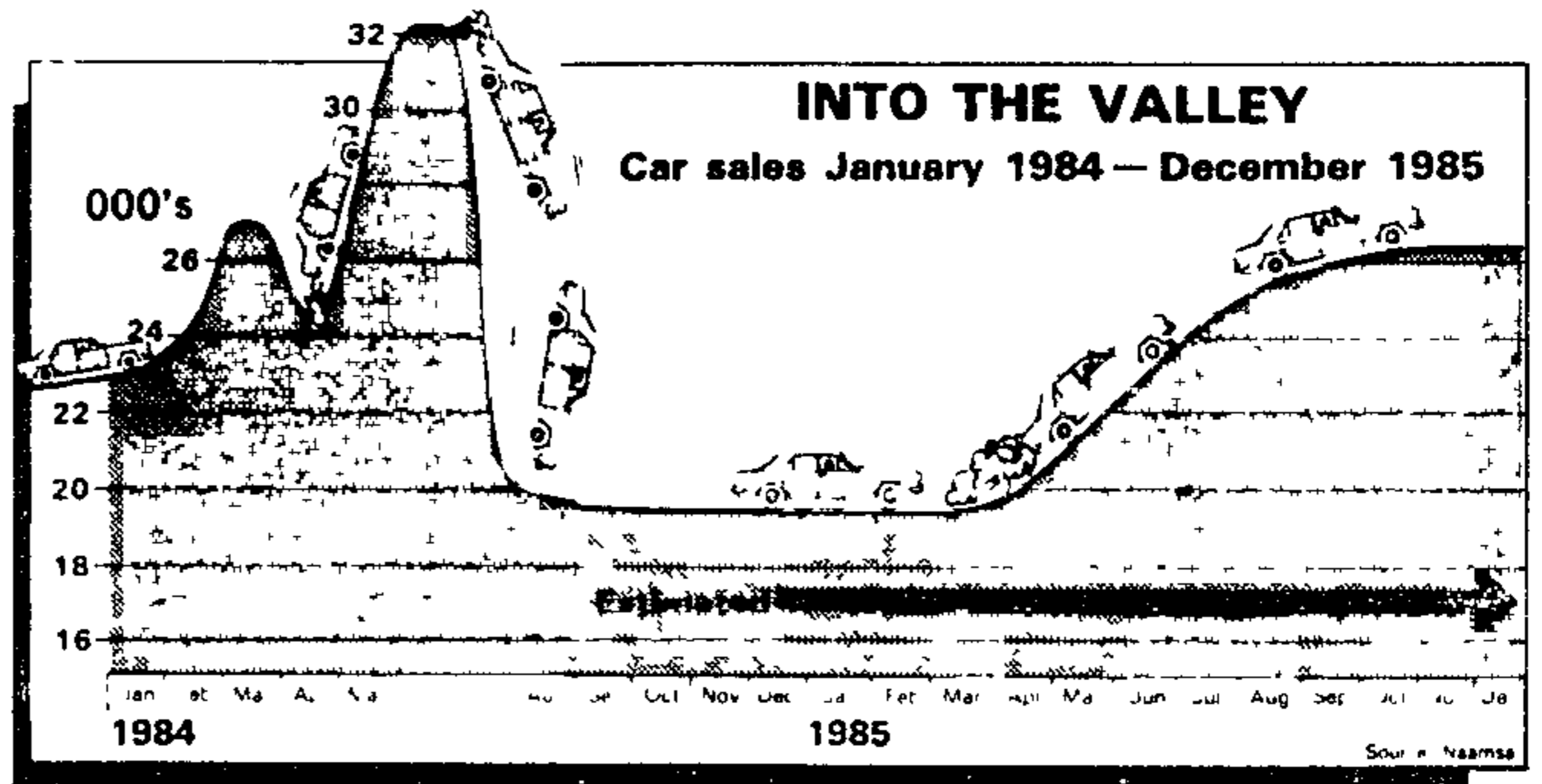
At the same time costs are rising. Since last year the rand has fallen about 40% against the yen and 20% against the Deutschemark. Imported components of locally-made cars still constitute about 50% of production cost, so currency changes alone have added 10%-20% to costs before inflation.

But car price increases, currently running at about 12% a year, are not covering the extra costs.

"I'm not prepared to lead the pack in raising prices as it could turn off the market completely," says Wilking.

Mercedes Benz MD Morris Shenker says "It is almost impossible to increase prices at the same rate as costs because they are rising too fast and the competitive situation inhibits it even for luxury vehicles."

Some sources say under-recovery on costs in small and middle range cars is partly due to the pricing policies of market leader and star profit performer Toyota, which tends to set industry prices. It is probably in the best position to do this



by virtue of its 20% share of the car market — generated by what appears to be one of the country's most efficient plants, which has consistently worked at high capacity levels.

Toyota is probably the only manufacturer working at full capacity, including a little overtime. This is despite the fact that its contract to assemble the Renault 5 recently ran out, giving further room for making Toyotas.

Plans are now being implemented to raise output from the present 430 vehicles a day to 520 next year.

Figures released in the local motor publication *Wheels 3* show that on average each Toyota worker produces about 25 vehicles a year compared with figures ranging from seven to 15 for companies such as Amcar, Ford, Nissan and Volkswagen. It could be argued that the figures are not strictly comparable because some companies produce more of their own components in-house than others. Nonetheless, few in the industry would deny Toyota's efficiency.

Toyota's other advantage could stem from its product range. It did not follow the rush into hatchbacks such as the Mazda 323, VW Golf and Datsun Pulsar after the 1979 oil crisis. This fad did not take off as expected after oil prices slumped, and neither did Toyota opt for more advanced but more expensive front-wheel drive, preferring to stick with its reliable cheap-to-build conventionally-designed Corolla.

Coupled with a well-run and fully-loaded plant, this must have given it cost advantages as well as an edge on reliability which gives credence to its advertising slogan "Everything keeps going right, Toyota."

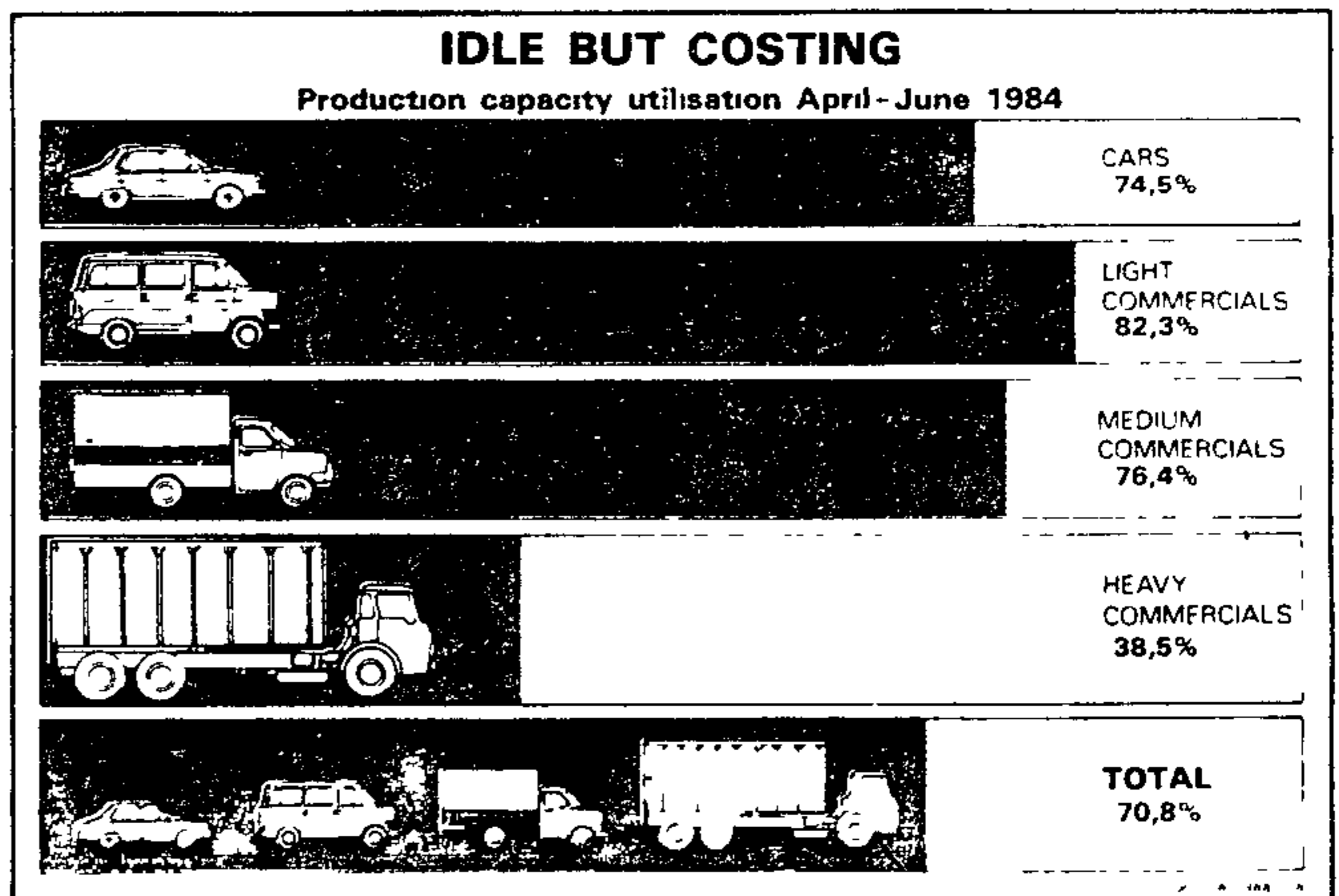
Another star performer has to be Mercedes Benz. Its figures are not published but Shenker says "Our organisation is profitable and has been since 1962."

This he attributes largely to "turning out a car that fits the image from efficient production facilities, a good dealer organisation, careful planning and the fact that we have always tried to recognise the limits to what we can sell. Our planning does not go wild on what the market will take."

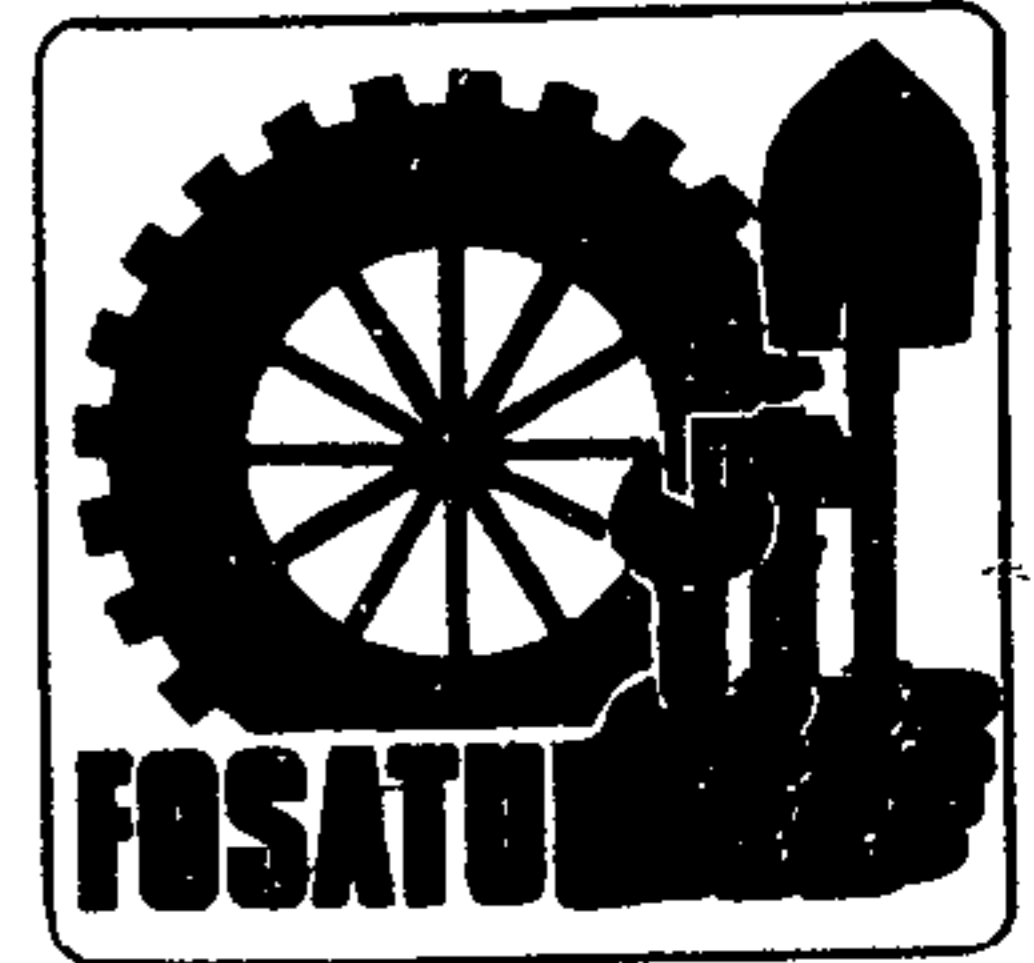
BMW also makes profits although it is now working a four-day week at its recently enlarged facilities.

These manufacturers have demonstrated that motor companies can make profits in SA. Ironically Toyota is SA-owned and Mercedes held a majority of the SA shareholding until only recently when the German parent company bought control.

If others are to make profits too there seems little alternative to rationalisation. Most of the 14 vehicle makers here have had their chips in the ring for too long to take them out now. But the wait for the takeoff is becoming painful.



PRESS STATEMENTS



RATIONALISATION TALKS BETWEEN FORD AND AMCAR

THE Ford Branch Executive Committee of NAAWU has carefully considered the little information in press statements relating to rationalisation talks between Ford and Amcar.

The Branch Executive Committee also noted the belated outcry from civic, business and so-called political leaders on possible transfer by Ford of certain of its production facilities to the Transvaal.

It is surprising that some of these persons in high civic and political offices, during the struggle for a living wage, resulting in the industrial unrest in the Eastern Cape automobile industry, publicly praised and declared in press reports that the automobile companies in the Eastern Cape were fulfilling their social responsibilities as is required of them and were playing a meaningful rôle in the well-being of the community

The current situation proves that their belief in the goodwill of these companies is misguided.

NAAWU has continuously highlighted and condemned the motives of companies that would do everything in the interest of protecting the profits of shareholders at the expense of the workers.

For upholding this position NAAWU has been under attack from the media, civic leaders and leaders of the Coloured Labour Party.

The present threats by Ford clearly confirm the correctness of NAAWU's position.

NAAWU has over the years relentlessly fought for an improvement in the standard of living of its members, better working conditions, adequate representation of workers in the factories, equal employment and job opportunities and improved job security.

The present discussion between Ford and Amcar clearly undermines everything the union is struggling for.

We warn both companies that their secret negotiations without consultation with the workers that will eventually be affected thereby is outrightly condemned by NAAWU and is a sure recipe for an industrial relations disaster

The Branch Committee pledge its full support for the membership at both Amcar and Ford in their efforts to find a just solution to this problem and with this in mind demands -

1. Full consultation with the union by both companies on the implications of the negotiations on its membership at both plants.
2. A guarantee that no jobs would be eliminated as a result of these rationalisation plans.
3. Full information on the plans of both companies for the next ten years on investment and the implementation of new technology.

Ford Branch Executive Committee of NAAWU

26.10.84

Support for work boycott attributed to role of Fosatu

140A Spw
6/11/84

The overwhelming support for the work stayaway on the East Rand and in the Vaal Triangle has been attributed in part to the major role played by the Federation of South African Trade Unions (Fosatu) together with other unions organised in these areas

A spokesman for the Fosatu sub-committee on the Vaal unrest and a member of the Transvaal Stayaway Committee said today that in highly organised factories in the Springs, Benoni, Katlehong and Kempton Park areas, a 100 percent stayaway was recorded

Among the unorganised factories, no more than 10 to 20 percent of the labour force had arrived for work for the second consecutive day today.

Police maintained a visible presence in kwaThema, Springs, Daveyton and Benoni, and sources claimed that armed police had tried to pressurise hostel workers to board Putco buses and return to work. Police had not commented at the time of going to Press

WORKER RESOLVE WEAKENS

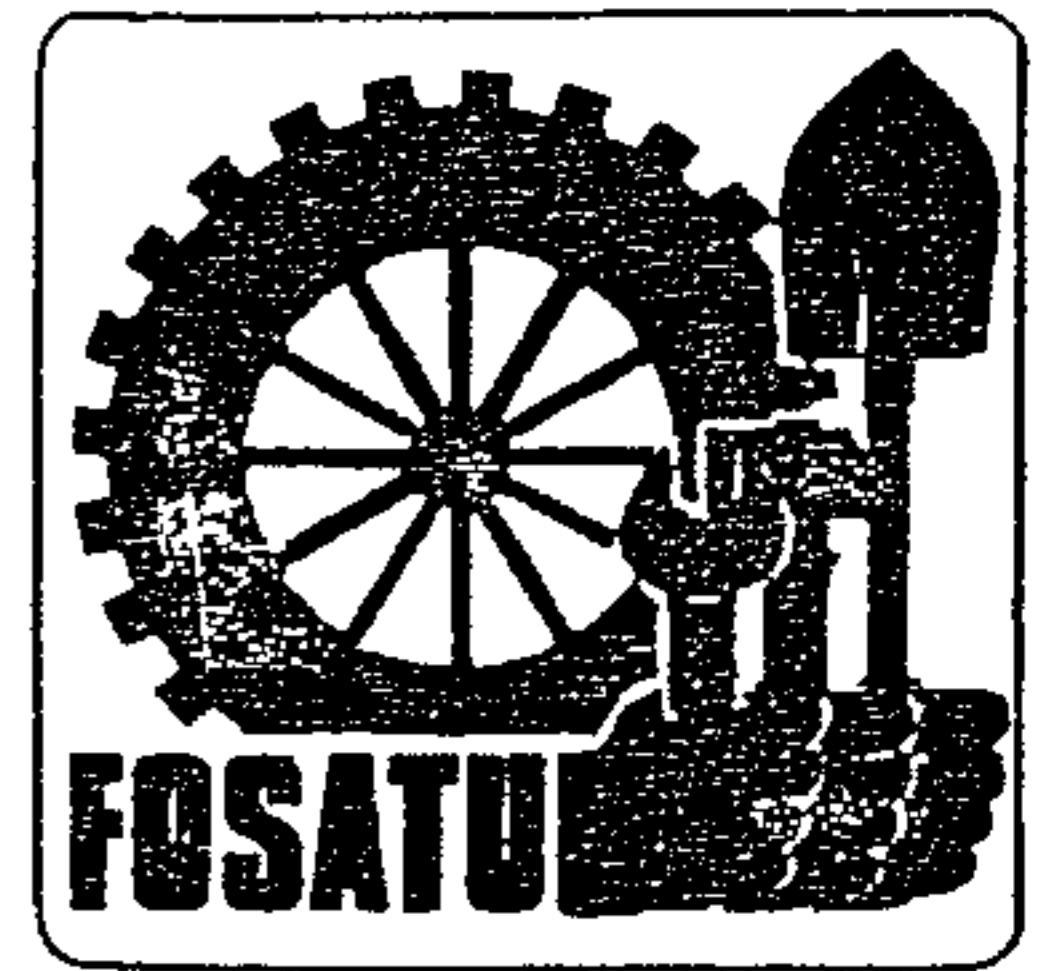
In Alexandra and Soweto, worker resolve seemed to be weakening as increasing numbers of people caught public transport during the day

Putco has reported decreased passenger loads in most parts of the PWV. At Tembisa it has transported a mere 100 people today against 36 000 normally carried by this stage

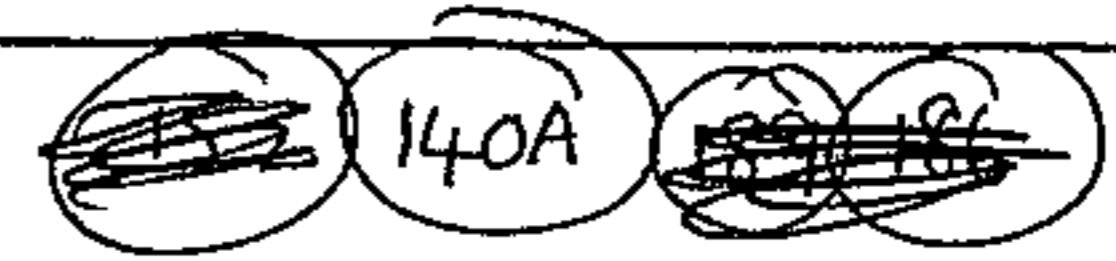
Mr Rogers said passenger figures had not dropped so sharply since the unrest of 1976

Major retail chains continued operations in spite of the stayaway, and a spokesman for the OK Bazaars said none of the store's outlets had been closed. It was incorrectly reported in *The Star* yesterday that some of the branches had closed down operations

PRESS STATEMENTS



SIMBA BOYCOTT CALLED OFF



UNION and Simba settled to day 1.11.84.

Simba agreed to -

- * reinstate all the workers with the same conditions, job and wages
- * to reinstate the agreement, and to be negotiated for improvement
- * all workers to resume duties from 2 January 1985 since the company shut down on the 20 December 1984 and need to swiftly notify and pay off the present workforce
- * to offer through union's request an interim relief of R60 000, payable in 2 instalments, i.e. November and December 1984.

SFAWU therefore request all FOSATU affiliates and all other organisations which actively participated or supported the boycott to sincerely announce to their members the complete calling off of the boycott

Sweet Food and Allied Workers Union
1.11.84

WISPECO STRIKE

OVER 300 members of the Metal and Allied Workers Union today entered the third day of their legal strike against local window frame manufacturers, Wispeco, a company which is part of the Metcor group

The strike centres around the company's total refusal to negotiate any substantive matters whatsoever at plant level with MAWU and in particular severance pay for employees who are retrenched.

The company has just embarked on a massive retrenchment programme some 20 per cent of the workforce but refuses to negotiate any form of severance pay for the retrenched

The company claims that it has chosen their national industrial council for the Iron and Steel and Metallurgical Industry as the sole forum where it will negotiate with trade unions and claims all collective bargaining of any substantive nature must occur through this institution.

This strike by MAWU members who followed the procedures laid down in the Labour Relations Act to make the action lawful and which has been supported by employees of other trade unions and non-members is similar to the steps taken against Hart Ltd, which is also part of the Metcor group.

The strike at Hart Ltd. involving some 600 employees which took place some three months ago was eventually resolved where the company agreed to negotiate a long service allowance for employees with MAWU at plant level

MAWU is of the opinion that the position adopted by Wispeco Ltd. is totally naive and wholly unworkable in that collective bargaining has to take place at a whole range of different levels depending on the issues to be negotiated. This is the pattern which has developed internationally and indeed even SEIFSA the giant Iron and Steel Employers Association has suggested that matters such as severance pay could be handled at plant level. The right to discuss ones wages and unemployment conditions directly with ones employers is fundamental - the refusal of such a right can only lead to substantial industrial unrest.

Metal and Allied Workers Union
6.11.84

Most of
Secunda's
workers
dismissed

Labour Reporter

Sasol this morning told most of its 6 500 Secunda workers they had dismissed themselves by observing the two-day regional stayaway and asked them to collect their pay tomorrow.

Ultimatums were issued to morning-shift workers by the management of Sasol 2 and 3 in Secunda last night and a return-to-work deadline of 10 30 am was set.

The assistant general manager of Sasol, Mr Robin Hugo, today said notices had been distributed to all employees warning them the stayaway constituted a breach of their contracts.

Most employees who participated in the stayaway live in hostels in the eMbalenhle township.

The Chemical Workers' Industrial Union (CWIU), which claims a representative majority at the plants, held a meeting there at 4.30 am today but failed to persuade workers to return.

They refused to enter buses laid on to transport them after the meeting, and in spite of an extension of the deadline to 11.30 am most failed to return to work.

The afternoon and night-shift workers have been warned to return within two hours after the normal clock-in time.

Rom 7/11/84 (140A)

Sasol fires 90% of workforce

Mall Reporter

SASOL yesterday dismissed 90% of its workforce — believed to be 6 000 — for not coming to work despite warnings that failure to do so would constitute a breach of their employment contract

In a statement last night Sasol said workers were repeatedly requested to resume duties yesterday

They were told that those who had not reported for duty by 10am yesterday would automatically be regarded as having been dismissed

Thousands of workers stayed home yesterday — especially on the East Rand — on the final day of the two-day stayaway called by the Transvaal Stayaway Committee

Stayaway figures released by Federated Chamber of Industries members were

Kempton Park 100%, Springs 90%, Germiston 85%, Wadeville 95%, Industria between five and 50%, Boksburg up to 98%, Denver 20%, Vanderbijlpark 90%, Benoni 50%, Benrose 60%, Elandsfontein 20%, Randfontein 3% and Sandton 20%

Sasol's sacked 6 000 will wait to be evicted

By Carolyn Dempster and Langa Skosana

Buses were waiting and a makeshift pay-out point had been erected in the Secunda township of eMbalenhle to prepare for the removal of the 6 000 Sasol workers who were dismissed yesterday for taking part in the two-day regional stayaway.

Quiet return to work after stayaway

By Staff Reporters

Normality returned to Transvaal townships today as workers streamed to work after observing a two-day stayaway in protest at the Government's intransigence in attending to black people's grievances.

The stayaway was accompanied by violence in which at least 22 people, including one policeman, have died since Sunday.

The army was deployed to help police in the townships, but this has not been confirmed or denied by police spokesmen.

Workers in townships of the East Rand, Vaal Triangle, Johannesburg and Pretoria went to work today without incident.

In Tembisa, the scene of intense violence over the two days, thousands of residents flocked to work.

Several people who had managed to sneak to work yesterday were severely assaulted when

While a mass meeting of dismissed workers at the eMbalenhle township hostel this morning resolved to wait to be evicted, police with dogs patrolled the township in hippos and vans with dogs.

More than 6 000 workers at Sasol's two Secunda plants — Sasol 2 and 3 — were told yesterday that they had "dismissed themselves" by observing the stayaway and failing to meet return-to-work deadlines.

Arrangements have been made to pay out the workers and send them home by 6 pm tonight, a spokesman for Sasol said.

But the company has given a verbal undertaking to the Chemical Workers' Industrial Union (CWIU) that the workers will not be unlawfully evicted from the hostels.

Workers who arrived at the gates of Sasol 2 and 3 this morning were turned away by security and told they were no longer employees.

Mr Michak Ravuku, branch chairman of the CWIU, said the workers would not voluntarily be sent back to the homelands to starve.

● To Page 3, Col 7

● To Page 3, Col 7

Workers urged to unite

The Minister of Manpower, Mr Pietie du Plessis, today called on workers involved in the mass stayaway of the last two days to stand together and not allow themselves to be exploited for purposes which were not in their interests.

"The fact that there had to be such widespread victimisation and intimidation to force people to stay away from work proves that certain revolutionary and political cowboys do not have the popular support they claim," he said.

"Intimidation is one of the lowest, most undemocratic and unchristian tactics that can be used to make people subscribe to your particular political view."

The Minister said there was adequate provision in existing labour legislation for all workers of every race to improve their working conditions. Illegal strikes served only to cause unnecessary hardship, he said. — Political Correspondent.

SADF involvement 'should be quite clear'

The police will not issue statements on future joint South African Police-Defence Force operations.

"The State President himself as well as prominent members of the Government have already spelled out the situation clearly," said a spokesman for the Police Division for Public Relations in Pretoria today.

"The Defence Force assisted us in the past and will do so in future whenever it is required," the spokesman said.

"When members of the Defence Force are seen taking part in a police operation, their involvement should be quite clear and the issuing of state-

ments unnecessary."

● Some vehicles of the Defence Force which moved into Tembisa on Monday to help quell fierce rioting during the two-day stayaway, were seen pulling out of the area today.

Police however continued to patrol the township and armed soldiers in a Casspir stood guard near the shop of Tembisa mayor Mr Lucas Mothiba, one of the few shops to escape being stoned and set alight during the riots.

A road grader of the East Rand Development Board started removing debris which had been used to barricade the streets.

Dismissed Sasol workers will wait to be evicted

● From Page 1.

But most of them wished to avoid bloodshed and would not resist management attempts to get them out of the hostels.

The CWIU has sent a telex to Sasol advising it that any attempts to remove the workers from the hostels will be regarded as unlawful action.

In a statement released today, Mr Rod Crompton, general secretary of the CWIU, accused Sasol of using the stayaway as a means of getting rid of the union.

By refusing to allow the workers to return to work, the corporation was sustaining massive losses "which, with its access to taxpayers' money, it seems prepared to sustain to an extent not possible in the private sector", he said.

Unofficial estimates are that Sasol has lost about R12 million due to the stayaway.

But a spokesman for Sasol said production had not been unduly affected over the two days and recruitment of a new labour force would begin immediately.

Stayaway ends quietly

● From Page 1.

they returned in the afternoon despite the presence of troops and police in Casspirs.

At Kalafong Hospital outside Pretoria, at least 17 people from Atteridgeville — including two youths who died — were treated for bullet wounds, superintendent Dr G Joubert confirmed.

John Phefo (17) of 44 Masemulo Street and Wallace Ramskin (13) — died during confrontations with police. Both were shot in the neck.

The police public relations officer in Pretoria, Major Quinton Papenfus, said policemen had used only rubber bullets "which could not cause death".

"If people feel the deaths in Atteridgeville were caused by police, I strongly deny this because we did not use sharp ammunition but only rubber bullets and teargas to disperse mobs."

The allegation that the youths were killed by police would be investigated, he added.

Only 24,6 percent of the 2 832 East Rand pupils scheduled to write biology and physical science matric examinations yesterday turned up.

No pupils attended any of the East Rand's 53 schools and all pupils in the Vaal Triangle and Atteridgeville continued to boycott classes yesterday.

ROM 8/11/84

140A

Thousands of workers paid off at Sasol

By JEANETTE MINNIE and SIPHO NGCOBO

AS thousands of Sasol workers who heeded the stayaway call were paid off yesterday, Fosatu charged that "Sasol, a State-linked company, had chosen to provide massive industrial relations confrontation" and said the union organisation was looking for the support of other unions to take action against Sasol.

A Sasol spokesman said yesterday 2 500 had been paid off yesterday and Sasol had begun recruiting from the homelands.

Sasol replied accusing the Chemical Workers Industrial Union, a Fosatu affiliate, of "surreptitiously organising a secret walk out" which could have seriously harmed the industry.

Sapa reports the Minister of Home Affairs and National Education, Mr F W de Klerk, yesterday warned that the Government would not tolerate destabilising activity in any sphere, including that of labour relations.

Mr De Klerk said the principle of South African labour legislation — keeping politics out of em-

ployer/employee relations — was under pressure and trade unions were being seen by some as a launching pad towards political power that bypassed the normal political democratic process.

Speaking at the annual congress of the Motor Industry Employers' Union in Cape Town, Mr De Klerk said "Political rights will be achieved by everyone through evolutionary constitutional development. South Africa cannot afford to allow its labour and economic spheres to become a political battlefield."

Sasol's workers were paid off at a field near Secunda's eMbalenhle Township.

A contingent of armed police in camouflage uniform sealed off the field and some manned roadblocks at the entrance of the township, scrutinising every vehicle entering the township.

Workers were getting their wages from about 11 security vehicles with the guards standing by.

The eMbalenhle hostel which housed thousands of

Page 2

P. T. O.

Thousands of workers paid off

Sasol employees was almost an half-empty by 4pm as many had either already left or were still waiting for at a nearby field for transport to fetch them.

Hundreds of buses and private vehicles were packed with employees leaving Secunda

Fosatu said it believed Sasol had made a "gross er-

ror" and unless the company reviewed its decision the cost in terms of production and future industrial relations would be "extremely high".

A Fosatu spokesman said last night it intended to approach other federations and unions as well as progressive organisations to join Fosatu in "action

against Sasol. The Chemical Workers Industrial Union (CWIU), a Fosatu affiliate, meanwhile accused Sasol of using the two-day work-staway "as an excuse to rid itself of the union at its Secunda plants.

Concerning the police presence, the union statement said. "The ease with

which Sasol has been able to direct and control the heavily armed police and army contingents has allowed management to intervene at critical moments

"For example, hippos were driven through a huge meeting of workers inside the Sasol hostel.

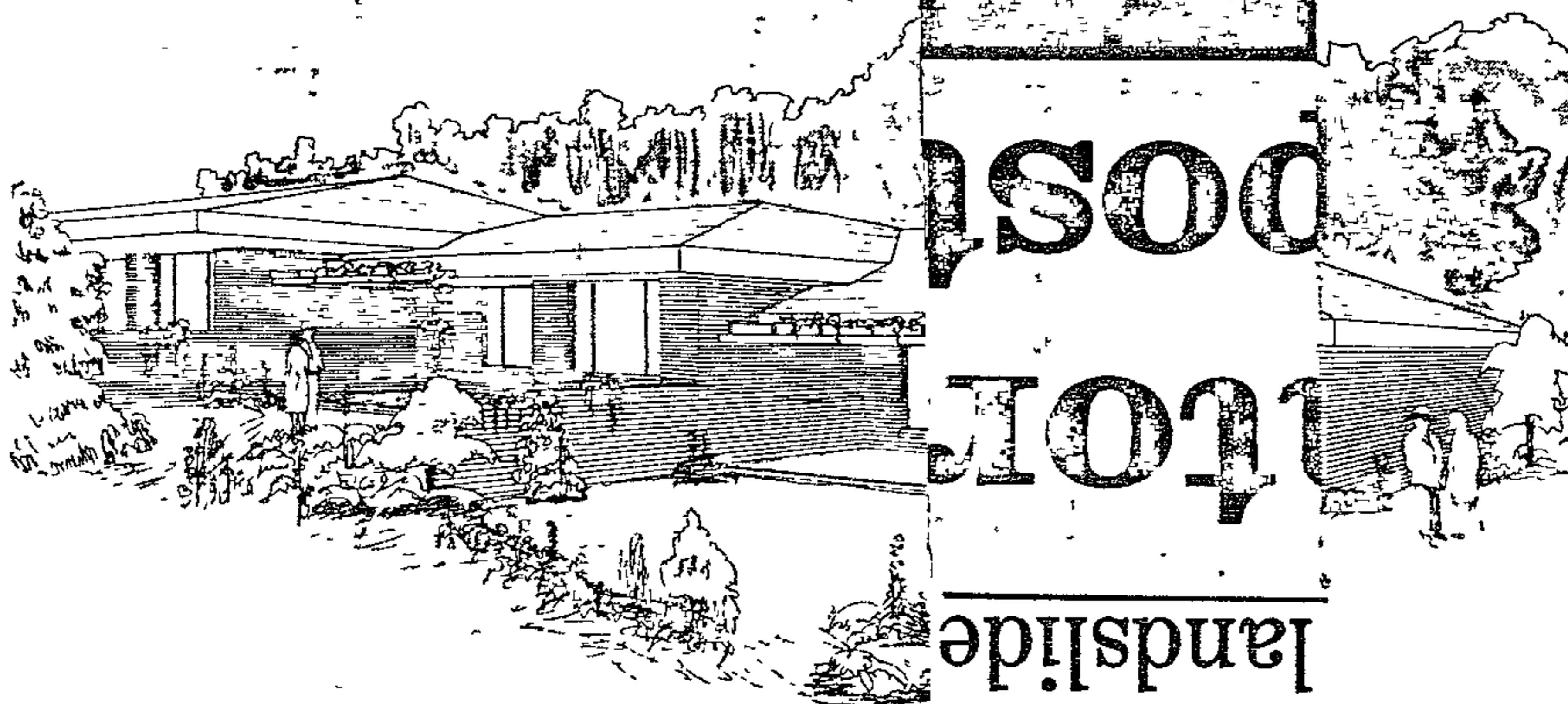
"Despite this extreme

provocation union stewards have so far succeeded in preventing any violence erupting"

A Sasol spokesman said "at this stage" the company would not reconsider re-employing dismissed workers.

He said Sasol had threaten to evict all hostel dwellers and people in company housing by 6pm last night but the union had threatened to challenge that in court.

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- Relaxation areas
- Relaxation areas
- Relaxation areas
- Special services
- Relaxation areas
- Exercising areas
- Convenience
- Convenience
- This is the only development where we offer you frail-care within your own home without separating you from your beloved

Become part of this exclusive village in the beautiful Eastern Transvaal where you can enjoy your retirement.



INTER

WORKINGS (EDMS) BPK HOMES (PTY) LTD

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go home — union



27c + 3c GST (140A) Skew JOHANNESBURG THURSDAY NOVEMBER 8 1984

Massive show of force made workers

By Carolyn Dempster,
Labour Reporter

A massive show of force by police and army units at Sasol hostels in Secunda yesterday forced many of the 6 000 dismissed workers to return home, the Chemical Workers' Industrial Union's general secretary said today.

Mr Rod Crompton said that in one incident four Hippos and

four Land-Rovers containing South African Defence Force personnel surrounded the hostel block in eMbalenhle where the CWIU's shop stewards' committee was meeting.

"Stewards ran for their lives, some jumping from second-floor windows and balconies. One union official was caught and detained," he said.

Police said the claims could not be confirmed and the situa-

tion in Secunda had been reported as quiet.

By late last night more than 2 800 of the workers had been paid off and 43 buses dispatched to various homelands.

The employees were told they had "dismissed themselves" after failing to report for work on Monday and refusing to heed management deadlines to return to work.

A Sasol spokesman said pro-

duction had not been affected and the recruitment of new employees was in full swing.

He conceded the situation could not go on "indefinitely" and said work usually done by skilled employees would be contracted out.

Union allegations that the mass dismissal constituted an unfair labour practice were dismissed.

"We would not fire that num-

ber of people without taking expert legal advice," the spokesman said.

"We cannot allow grievances which have nothing to do with our labour relations to affect the running of the plant," he said.

The 150 000-member Federation of South African Trade Unions (Fosatu) today lashed Sasol for its "deliberately provocative" action.

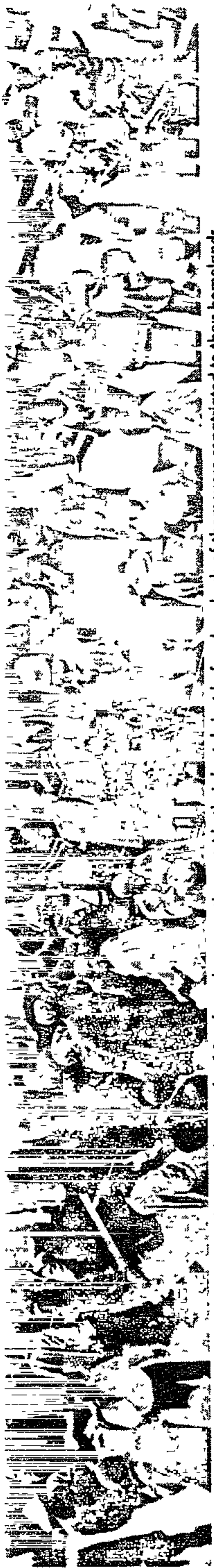
"If the mass dismissal was carried out on the instruction of the Government, then it is that kind of insensitive provocation that gave rise to the stayaway," Fosatu's general secretary, Mr Joe Foster, said.

Fosatu's central committee fully supported the stayaway "as an act of protest against specific Government policies and against the state of civil war that has been created in the

Transvaal townships".
Sasol had now chosen to provoke a massive industrial relations confrontation by responding to the stayaway with mass firings, Mr Foster said.

"Sasol has made a gross error and unless its decision is reviewed, the cost in terms of production and future industrial relations will be extremely high."

See Pages 3 and 13, World section.



The workers . . . thousands of Sasol employees gather outside their hostels just before hundreds of them were repatriated to their homelands.

Pay-off . . . and a grim future for Sasol workers

Hundreds of grim-faced workers at the Sasol plant in Secunda in the Eastern Transvaal reluctantly vacated their hostels last night.

They had been ordered to leave after taking part in a politically motivated two-day work stoppage.

The workers told touching stories of the bleak future they faced when they reached their homelands after repatriation.

About 30 buses laid on by Sasol ferried the workers to their homes.

Some workers were confused and near tears.

Police in riot gear kept

By Langa Skosana

A watchful eye as the workers were paid off and taken away.

A worker from Keiskamahock in the Ciskei, Mr Mzwenkosi Dantsy said he had been without work for almost two years before he got a job at Sasol.

WORK

"Just when I thought I had found a job this is what happens," he added.

His wife and child and some of his relatives sometimes went without food because of lack of employment and the drought that ravaged the area, he said.

Without a job, he went

on, his situation was going to be worse.

Influx control, said Mr Dantsy, added to his miseries.

He said the law required that he get permission from local authorities to reside and work in any area in South Africa.

This would be difficult because prospective employers would not want to employ a striker.

He said he joined the strike because he did not want to be the odd-man-out when the majority voted for staying out.

He felt that scabbing would be risky so he decided to join.

He understood the purpose of the stayaway was

to protest against an increase in bus fares in Secunda and also in sympathy with students who were boycotting classes on those days.

"I did not expect the company to take such drastic action and dismiss us without consultation with our union leaders," he said.

ACTION

"I believe there is something wrong and the authorities will have to put this right."

Mr Patrick Lethibela, from Herschel in the Transkei, said that although he believed the workers were right to take part in the strike, he was shocked and dis-

mayed at the action of the Sasol management.

"I think the company should have just docked our pay for the days we were absent from work," he added.

He said he had two small children who had to be fed.

He did not know what he was going to do.

Mr Thomas Chauke, an electrical operator from Gazankulu, is one of

many skilled workers who live in three or four-bedroomed houses, which they rent from Sasol.

He and his colleagues are also affected by the quit order and have to leave at the end of the month.

He said he had just bought a new kitchen and bedroom suite for his home and would have to carry the furniture back to Gazankulu.

The money . . . kombis with cash for the dismissed

November 9, 1984

Bid for metal unions merger

By JEANETTE MINNIE

THE Metal and Allied Workers' Union (Mawu) has approved a resolution calling for the merging of all metal unions into one powerful union.

At the recent annual general meeting of Mawu, which was held on the East Rand and which was attended by more than 4,000 workers, the workers urged that such unity talks commence as soon as possible.

The resolution said it was necessary to build one strong union which could effectively oppose the giant metal employers' association, the Steel and Engineering Industries Federation of South Africa (Seifsa).

The resolution calling for unity was closely linked with other resolutions condemning Seifsa for its "manipulative" role in wage negotiations and further stating that in 1985 Mawu would concentrate on fighting for a "living wage".

Resolutions on wider community issues were also approved, including one condemning the State for its action during township unrest.

Fosatu's chief detained in stayaway raids

By Jo-Anne Collinge and Carolyn Dempster

In the latest crackdown on people involved in the Transvaal two-day stayaway, police today detained Mr. Chris Dlamini, president of the 115 000-member Federation of South African Trade Unions (Fosatu).

Mr Dlamini was arrested by police early today at his Springs workplace, a company spokesman said.

Fosatu has contacted international trade union secretariats to get their support in protest at the detention of Mr Dlamini.

Several key Transvaal Regional Stayaway Committee members were also detained yesterday in separate raids.

These are: committee chairman Mr. Thami Mali, who also represents the Soweto Area Committee of the United Democratic Front; Mr. Moses Mayekiso, Transvaal organiser of the Metal and Allied Workers' Union and a Fosatu member; and Mr. Themba Nonhlantane of the Municipal and General Workers' Union of South Africa.

Others being held are Mr. Peter Makgopa, regional chairman of the Congress of South African Students (Cosas), Mr. Obed Bapela, a co-ordinator with the Media and Research Services (Mars), and a youth.

SOLITARY

Mr. Mali, Mr. Mayekiso, Mr. Nonhlantane, Mr. Makgopa, and Mr. Bapela are being held in terms of section 29 of the Internal Security Act, which provides for indefinite solitary confinement.

A fourth committee member, Soweto Youth Congress president Mr. Oupa Monareng, is also reported to be in custody but his detention has yet to be confirmed.

Fosatu's general secretary, Mr. Joe Foster, said: "This action will serve only to further inflame and polarise the situation."

UDF spokesman Mr. Trevor Manuel said it would prove ineffective in the present climate.

● Police have not yet confirmed the detention of Mr. Tshidiso Mothupi, branch chairman of the Chemical Workers' Industrial Union, who was held in Secunda on Wednesday.

● See Pages 3 and 9
World section.

140A

~~186~~

FM 9/11/84

~~152~~

SIMBA SURRENDERS

The Sweet, Food and Allied Workers' Union (Sfawu) has called off its boycott of Simba products and the company has agreed to reinstate more than 400 workers dismissed in August for striking over the sacking of three of their colleagues. It is still not clear whether the workers, whose sacking led to the strike, will be re-employed.

In terms of the settlement, the strikers will resume work at the beginning of January in order to give the company time to lay off workers who were hired to replace them. All strikers will receive a payment to tide them over to January, but management refuses to reveal precise amounts.

The settlement has raised questions whether the month-long boycott had any effect in bringing the company to terms. Simba MD Jan du Toit says "it is impossible to quantify the effect of the boycott" but it appears that adverse publicity was a prime consideration.

Du Toit says Simba did not suffer financially except for a few isolated instances in which company salesmen reported they were unable to sell their goods to a number of black-owned shops. He admits that the effect the boycott was having on the company's image was far more disturbing.

The FM was unable to contact Sfawu for comment.

Sasol workers confused

9/11/84
By Carolyn Dempster
and Chris More

Only a trickle of the 6 000 dismissed Sasol workers remained in the township of eMbalenhle yesterday, as the last of the hostel dwellers were paid off and bused home

Confusion surrounded the position of skilled and semi-skilled workers in Sasol houses in Extension 4 of the township

Some of the dismissed workers believed they had been given until the end of the month to get out, while others were told they would have to report back on Monday morning

But a spokesman for Sasol said no notice had been given to those who occupied the houses, nor would any action be taken against them. He said there were 517 workers who resided in the houses

MALICIOUS

In response to a query by the Federation of South African Trade Unions (Fosatu) that Sasol's action in firing the workers who participated in the two-day stayaway had been carried out on the instruction of the Government, the spokesman said this was a "malicious, gross untruth".

"Any intimation that the Government or any other governmental agency either instructed or expressed a wish in this regard is a gross untruth"

The bulk of the workers had been paid off and only a few had not yet collected their wages, he added

Bleak future awaits fired Sasol 6 000

HUNDREDS of grim-faced workers at the Sasol plant in Secunda, in the Eastern Transvaal, reluctantly vacated their hostels on Wednesday night after being ordered to leave the premises following their participation in a politically motivated two-day work stoppage.

The workers told touching stories of the bleak future they faced when they reached their homelands after repatriation.

About 30 buses laid on by Sasol ferried the workers, some of whom were confused and near tears, to their homes.

Police

Police in riot gear kept a watchful eye as the workers were paid off and taken away.

One of the workers from Keiskamahoe in the Ciskei, Mr Mzwenkosi Dantsy, said he had been without a job for almost two years before he got a job at Sasol.

"Just when I thought I have found a job this is what happens," he said.

His wife and child and some of his relatives sometimes went without food because of lack of

employment and the drought that ravaged the area, he said.

Without a job, he said, his situation was going to be worse.

Influx control, he said, added to his miseries. He said the law requires that he gets permission from local authorities to reside and work in any area in South Africa. This would be difficult because prospective employers would not want to employ a striker.

He said he joined the strike because he did not want to be the odd-man-out when the majority of the people voted for staying out. He felt scabbing would be risky so he decided to join.

Protest

He understood the purpose of the stayaway was to protest against an increase in bus fares in Secunda and also in sympathy with students who were boycotting classes on those days.

Mr Patrick Lethibela from Herschel in the Transkei said although he believed that the workers were right to participate in the strike, he was shocked

and dismayed at the action of the Sasol management.

"I think the company should have just docked our pay for the days we were absent from work," he said.

He said he had two small children who had to be fed. He did not know what he was going to do.

• The East Rand region of Inkatha has sent a telegram to the management of Sasol 2 and 3, asking them to reinstate the 6 000 workers who were fired.

Unions lauded for stayaway campaign

THE overwhelming support for the work stayaway on the East Rand and in the Vaal Triangle has been attributed in part to the major role played by the Federation of South African Trade Unions together with other unions organised in the areas.

A spokesman for the Fosatu Sub-committee on the Vaal Unrest, and members of the Transvaal Stayaway Committee, said yesterday that in highly organised factories in the Springs, Benoni, Katlehong and Kempton Park locals, a 100 percent stayaway had been recorded.

This was as a result of the industrial action being fully discussed at shop floor level. At least 80 percent of the factories in these areas are organised by Fosatu unions.

Among the unorganised factories, no more than 10 to 20 percent of the labour force had arrived for work for the second day.

A Fosatu national spokesman said in the federation's view, the solidarity shown by workers had shown how important it was to consult organised workers before taking such action.

"It also quite clearly shows willingness to protest against Government policy on these issues," he added.

Presence

Police maintained a high presence in Kwa-Thema, Springs, Daveyton and Benoni, and sources in the township claimed that armed police had attempted to pressurise workers to board Putco buses and return to work.

In Daveyton, police were also reported to have gone on house-to-house searches telling workers to report at the factories, but with little success.

In Alexandra and Soweto, worker resolve seemed to be weakening as increasing numbers of people caught public

transport into urban and industrial areas during the course of the day.

Putco has reported decreased passenger loads in most parts of the PWV. At Tembisa it transported a mere 100 people yesterday and is "sending in only an occasional bus escorted by a police hippo", public relations executive Mr Pat Rogers said.

The proportions of normal loads being carried yesterday were KwaThema 7 to 10 percent, Vosloorus 30 to 40 percent, Alexandra 80 percent, Soweto 60 and 90 percent, Mamelodi normal, Ekangala (Bronkhorstspuit) 70 to 90 percent.

Damaged

He added that 60 buses had been damaged, mainly in areas where the stayaway was not strongly observed.

In Soweto and on the routes south to the coloured townships and Evaton drivers have

continued a stayaway, ranging from 10 percent to 40 percent of staff complement.

Tense

The situation in both townships was reported as quiet but tense as police patrolled the streets.

A spokesman for the Transvaal Chamber of Industries said the stayaway seemed to be concentrated on the East Rand and in the Vaal Triangle, and in these areas it was quite widespread.

Major retail chains continued operations in spite of the stayaway, and a spokesman for the OK Bazaars said none of the stores outlets had been closed. It was incorrectly reported that some of the branches had closed down operations.

"In most cases our black staff constituted only 50 percent of the total workforce, so we are able to continue operations as normal," said the spokesman.

Sender 9/11/84 (140A)

Sasol comes under attack

THE Federation of South African Trade Unions yesterday condemned the decision by Sasol's management to sack its entire workforce following the two-day Transvaal stayaway this week.

In a statement released by the general secretary of the federation, Mr Joe Foster, Fosatu said "The workers were prepared to return to work on Wednesday but were kept out by management — an action which is seen as being deliberately provocative."

The statement added that Fosatu supported and participated in the stayaway as an act of protest against specific Government policies and against the state of civil war that has been created in the Transvaal townships. Employers should not have intruded in this act of protest as Fosatu believes to do so would only direct the anger towards themselves.

Senseless

"Yet Sasol — a State linked company — has chosen to provoke a massive industrial relations confrontation. If this mass dismissal has been carried out on the instruction of the Gov-

ernment then it is just this kind of senseless and insensitive provocation that gave rise to the stayaway protest.

"If as our affiliates believe Sasol is merely using this stayaway as a convenient excuse to rid itself of the union then the company is making a major mistake. It cannot hope to replace 6 000 workers, a large propor-

tion of whom are skilled, without sustaining major losses. Who will pay for all these losses — the taxpayer and the consumer?" Fosatu added.

Fosatu also believes Sasol management has made a gross error and unless they review their decision, the cost in terms of production and future relations will be extremely high.

By SELLO RABOTHATA

Fosatu chief detained in police swoop

140ft

By ANTON HARBER
Political Reporter

POLICE yesterday detained Mr Chris Dhlamini, the president of the Federation of SA Trade Unions (Fosatu) and one of the leading figures in the trade union movement.

Mr Dhlamini was held under Section 29 of the Internal Security Act while at work at the Kelloggs factory in Springs yesterday morning.

His detention is likely to have major repercussions both locally and internationally, and particularly among the 110 000 members of Fosatu's affiliates.

Mr Dhlamini is also president of the Fosatu-affiliated Sweet, Food and Allied Workers' Union (SFAWU).

It is believed his detention is part of the police clampdown on those responsible for the organisation of this week's two-day work stayaway.

Earlier, Security Police raided and searched the re-

gional offices of Fosatu and a number of its affiliates in Germiston.

They also took photographs and details of all the union's officials who were present.

Meanwhile, the police division of public relations has confirmed the detention earlier this week of six people, including four members of the committee that organised the stayaway.

They are Mr Thami Mahi, Mr Themba Nontlantane, Mr Moses Mayekiso and Mr Oupa Monareng, of the Transvaal Regional Stayaway Committee, and Mr Obed Bopela and Mr Peter Mokgaba, all held under Section 29.

However, police said they were unable to confirm the detention of Mr Dhlamini.

JEANETTE MINNIE reports that Fosatu has begun informing overseas trade unions of developments surrounding the stayaway, including the detention of Fosatu officials and others,

the township unrest and the recent dismissal of 6 000 Sasol workers.

At a Press conference in Johannesburg yesterday, Mr Jay Naidoo, the general secretary of the SFAWU, said the aim was for these unions to take the issues up with their government and for these governments to in turn take up the issue with the South African Government.

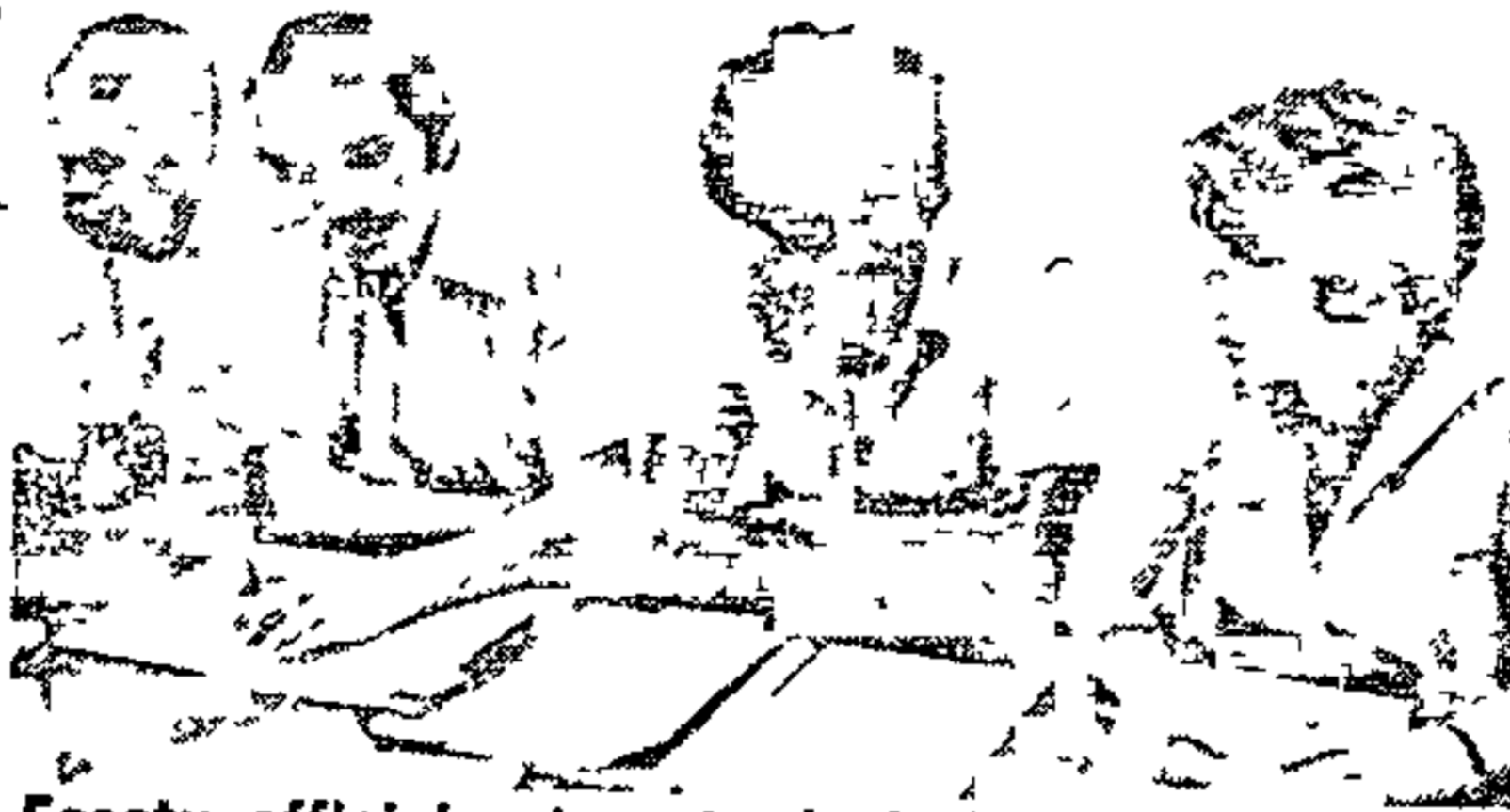
Mr Joe Foster, the general secretary of Fosatu, is presently in Europe attending the convention of the International Confederation of Free Trade Unions and he has already urged major international union representatives to take up the issues.

Fosatu has also decided to declare the coming festive season a "Black Christmas" and will urge all its members not to celebrate and not to buy anything special other than essential goods.

And at the next round of unity talks this month between the major trade union federations, which include Fosatu and the Council of Unions of South Africa (Cusa) and major independent unions, the issue of unified trade union response to the recent events will be high on the agenda.

Mr Naidoo condemned the police raids on Mawu and Fosatu's Germiston offices as an "invasion of our legitimate rights without any reason".

Cusa, the second major trade union federation who supported the stayaway call, yesterday released a statement declaring its unconditional support for all unions and unionists who were presently under "State attack".



Fosatu officials at yesterday's Press conference, from left: Mr Clement Mbuyisa, vice-president of the Paper, Wood and Allied Workers' Union; Mr Rod Crompton, general secretary of the Chemical Workers' Industrial Union; Mr Jay Naidoo, general secretary of the Sweet, Food and Allied Workers' Union, and Ms Chris Bonner, branch secretary of the Chemical Workers' Industrial Union.

Picture: TLADI KHUJELE

140A

Union federation issues call for 'Black Christmas'

by Carolyn Dempster

Sasol was "morally right" in its decision to dismiss 5 400 workers who took part in the day stayaway this week, would not tolerate the interference of its operation by related actions, the corporation's senior general manager, Dirk Mostert, said last night. The dismissed workers — up 38 percent of the workforce at the two oil-from-coal plants at Secunda

Dr Mostert denied claims the mass dismissal was carried out on the orders or behest of the Government, or that it was a political decision — despite the fact that seven of Sasol's board directors are Government

Christmas 1984 has been declared a "Black Christmas" by the 115 000-member Federation of South African Trade Unions (Fosatu)

The call has gone out to all affiliates and union members not to buy anything other than essentials over Christmas in protest at the police detention of Fosatu president Mr Chris Dlamini and Transvaal organiser Mr Moses Mayekiso, and the mass dismissal of 6 500 Sasol workers

"As a trade union movement, we feel we have nothing to celebrate," Mr J Naidoo, general secretary of the Fosatu-affiliated Sweet Food and Allied Workers' Union (SFAWU) told a press conference in Johannesburg yesterday.

Other steps the federation has taken in response to the detentions and mass dismissal of Sasol workers, 4 000 of whom belong to Fosatu's Chemical Workers' Industrial Union, are:

- Fosatu general secretary Mr Joe Foster has raised both issues with international union federations currently attending the conference of the International Confederation of Free Trade Unions (ICFTU) in West Germany

- The German trade union federation DGB has been asked to raise the issue of the detentions and dismissals with the German Government and urge that the matter be raised with the South African Minister of Foreign Affairs, Mr Pik Botha, who is visiting West Germany

- A possible boycott of all Sasol products is being discussed by Fosatu regional committees

- All affiliates are contacting their respective International Trade Union Secretariats to inform them of the detentions and mass dismissal

- A special edition of *Fosatu Worker News*, mouthpiece of

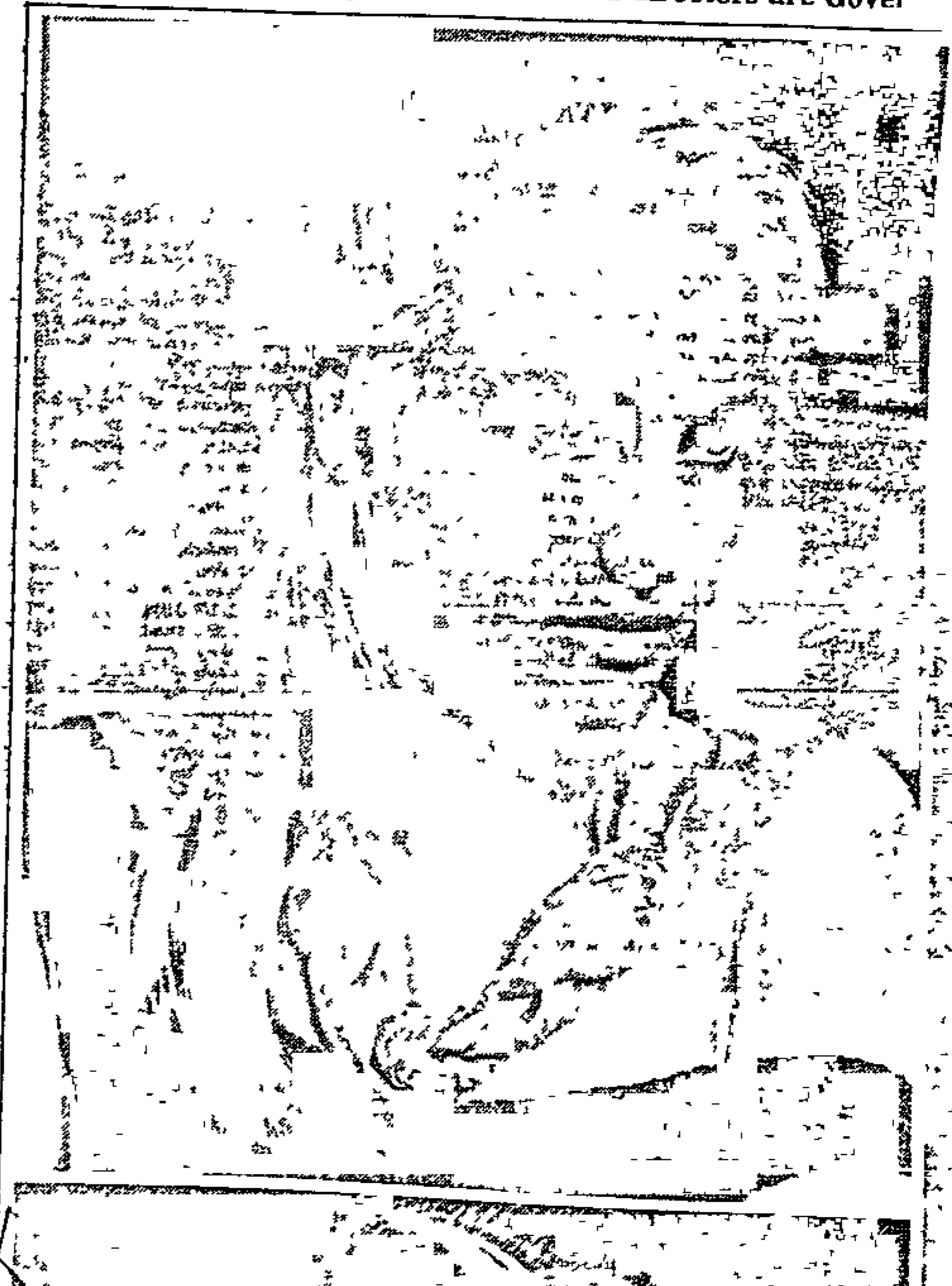
by Carolyn Dempster, Labour Reporter

the federation, is being published this weekend and it will concentrate on the events which led up to the Sasol dismissals and the stayaway.

In addition to these actions, a special Fosatu executive committee meeting has been called for next week to discuss further possible action

Other unions involved in the stayaway action — including the 150 000-member Council of Unions of South Africa (Cusa), the 100 000-member South African Allied Workers' Union (SAAWU), General and Allied Workers' Union, Commercial Catering and Allied Workers' Union (CCAWUSA) — will also be consulted on their possible participation in the "Black Christmas"

A meeting of the union groupings involved in the union unity talks has also been scheduled for mid-November and the action taken against Fosatu officials and members will be high on the agenda, said Mr Naidoo



152 (140A) (260) (134)

ation Dr 'tmas'

115 000-member Federation of
not to buy anything other than
president Mr Chris Dlamini and
500 Sasol workers
"celebrate," Mr J Naidoo, general
workers' Union (SFAWU) told a

by
Carolyn Dempster

Sasol firings morally right'

Sasol was "morally right" in its decision to dismiss 5400 workers who took part in the two-day stayaway this week, and would not tolerate the interference of its operation by unrelated actions, the corporation's senior general manager, Dr Dirk Mostert, said last night.

The dismissed workers made up 38 percent of the workforce at the two oil-from-coal plants at Secunda

Dr Mostert denied claims that the mass dismissal was carried out on the orders or behest of the Government, or that it was a political decision — despite the fact that seven of Sasol's 11 board directors are Government

appointees or have direct State links.

He said the dismissal decision was carried out by the corporation's senior management, and the action was "unavoidable" because of the sophisticated nature of the plants, which depend for their safe operation on a high labour force reliability

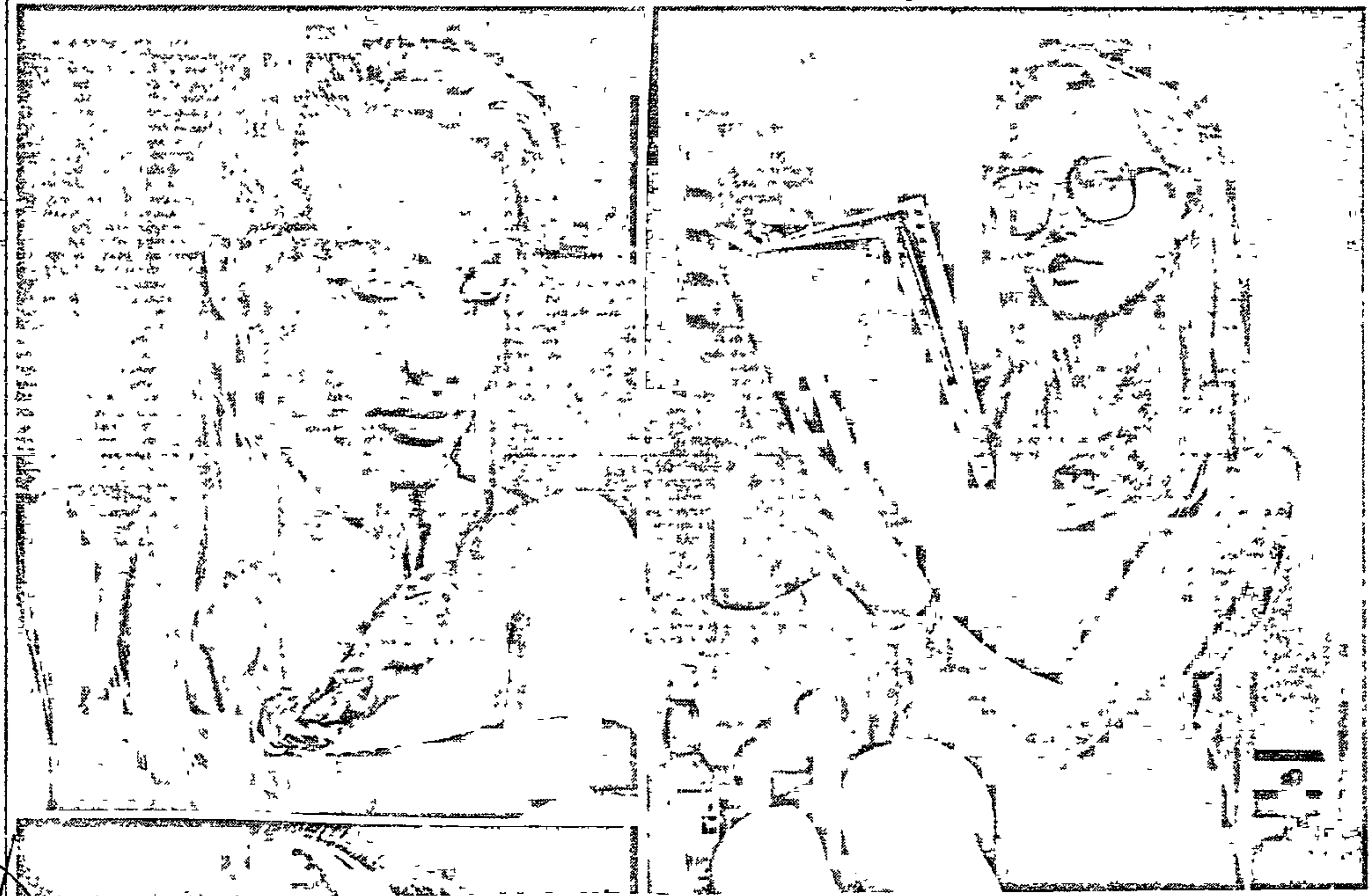
Dr Mostert said that because of the extraordinary measures and precautions taken by the company, there had been no loss of production so far.

In response to claims that Sasol utilised the heavy police and army presence to oust the dismissed workers from their hostels, Dr Mostert said it had not called in the police

But it would have been "highly irresponsible" not to have requested protection for employees subject to intimidation, and the company communicated with the police regarding protection during the paying-off process

He said the company was not answerable for the action of police in Hippos during a mass union meeting during the stayaway

Dr Mostert denied that the army had been called in to assist with the running of the plant



10/11/84

Union tells of worker anger at Sasol

By JEANETTE MINNIE

THE Chemical Workers' Industrial Union (CWIU) said yesterday that unlike the "gleaming futuristic" image most whites had of Sasol, for workers the plant meant "danger, arduous working conditions, barrack-like hostels, racial oppression, rumours of men killed in accidents during the night and whisked away and, generally, a very repressive environment"

The general secretary of the CWIU, Mr Rod Crompton, said the union told workers they were exempt from the two-day work stayaway call, but that the workers insisted on supporting the call

At a Federation of South African Trade Unions (Fosatu) Press conference yesterday, Mr Crompton said Sasol workers were given exemption because of the nature of the Sasol plant as a "State project" and because the union had only recently organised itself at the plant.

"However, given the pent-up anger and frustration of Sasol workers at this stage, they insisted on observing the stayaway and decided to follow it with a bus boycott on their return to work"

He said the workers had intended to stage a bus boycott from Monday this week because the bus company, United Transport, had refused to negotiate with the union about workers' grievances over transport.

When they heard of the Fosatu work stayaway call for Monday and Tuesday, they decided to join that instead and to hold the bus boycott afterwards

Mr Crompton sketched the following events from Monday

● On Monday more than 90% of the workforce stayed away in the hostel complex the stayaway was 100%. A large contingent of army and police vehicles stationed themselves at the hostel gates and the township

● At 6pm on Monday helicopters dropped thousands of pamphlets on the hostels threatening them with dismissal if they did not return to work by 10am the next day, and this "angered" workers

● Shop stewards and organisers held an all-night meeting and it was agreed that a general meeting would be held early in the morning and that the union would recommend a return to work.

● On Tuesday a meeting of 6 000 workers took place in the hostel grounds at 6am. The unions had persuaded the management to allow the meeting and to keep the police and the army out of it. But during a break in the meeting, while shop stewards were meeting two "luppos" drove into the crowd of assembled workers. The stewards managed to prevent violence but the meeting broke up and workers were now determined to stay away

● A meeting between the union and management was arranged and while union representatives were waiting for management, the build-up of army and police presence increased substantially and a sneeze machine also made its appearance

● About noon, management said it was no longer prepared to have any dealings with the union since the employees had been dismissed.

Argus 10/11/84

'Sasol 'morally 'right' to 'fire 5 400

140A

Weekend Argus
Correspondent

JOHANNESBURG — Sasol was "morally right" in its decision to dismiss the 5 400 workers who participated in the two-day stayaway, and would not tolerate the interference of its operation by unrelated actions, the corporation's senior general manager Dr Dirk Mostert has said

Those dismissed constituted 38 percent of the total workforce of 12 015 at the corporation's two Secunda plants

Dr Mostert refuted allegations that the mass dismissal was carried out on the orders or the behest of the Government or that it was a political decision, in spite of the fact that seven of Sasol's directors are government appointees or have direct state links

'Unavoidable'

He said last night the decision to dismiss them was carried out by the senior management of the company, and the action was "unavoidable" owing to the sophisticated nature of the plants which depend for their safe operation on high labour force reliability

Dr Mostert said that owing to the extraordinary measures and precautions taken by the company, there had been no loss of production so far

He added there was not likely to be any loss of production in the period that it took to recruit and re-train a replacement black workforce, which had already begun

Dr Mostert denied the army had been called in to assist with the running of the plant, and said the remaining Sasol workers, including 1 600 black workers, were keeping the two plants going

Sasol is the only company to have dismissed workers for participation in the stayaway, while other companies who traditionally have adopted a hard industrial relations line have opted for a "no work, no pay" approach

The Chemical Workers' Industrial Union, of which 4 000 of the dismissed workers were members, has claimed that Sasol, aware of its symbolic image in South Africa, could not tolerate the concept of its workers participating in a politically motivated stayaway and let it pass unpunished

Front ~~Times~~
supports
call for ~~1974~~ (1974)
a 'Black
Yuletide'

By SARAH SUSSENS

THE United Democratic Front has come out in full support of the call for a Black Christmas.

Earlier this week the Federation of South African Trade Unions (Fosatu) called on all member unions and affiliates not to buy anything other than essentials this Christmas.

The call was a response to the detention by police of Fosatu president Mr Chris Dlamini and Transvaal organiser Mr Moses Mayekiso and the sacking of 6 500 Sasol workers.

In a statement issued yesterday, the president of the United Democratic Front, Mrs Albertina Sisula, said it was impossible for any South African of conscience to celebrate Christmas as a joyous occasion.

"Brutal"

"Events throughout the Transvaal and other parts of the country have reached tragic proportions," she said.

"More than 1 000 oppressed people have been killed by the brutal forces of apartheid.

"More than 200 people are currently in detention without trial, 6 500 workers have been dismissed and the educational structure has collapsed with tens of thousands of black scholars facing a bleak and uncertain future.

"The full might of the SADF has been mobilised in order to intimidate and frighten residents into submission.

"The root cause of the suffering is the evil system of apartheid which our people have decided to challenge and destroy.

"In this context it becomes impossible for any South African of conscience to celebrate Christmas as a joyous occasion."

11/11/80 (40A) 5 Times

Sasol union accuses Govt

By Angus Macmillan

THE firing of 6 000 black workers at Sasol 2 and Sasol 3 could spark a new confrontation between labour unions and the Government.

The workers were dismissed on Wednesday after taking part in the campaign organised by the Transvaal Regional Stayaway Committee.

Sasol denies any Government involvement in the wholesale dismissals, but the Chemical Workers Industrial Union (CWIU) and some industrial relations consultants suspect a Cabinet hand in the decision.

CWIU general secretary Rod Crompton says: "We know the decision

came from high places. A company without strong Government connections could not fire so many workers just like that. The recruiting, screening and training costs would be prohibitive."

He claims there was collusion between Sasol and the army to disturb worker meetings and give ultimatums to return to work.

Insisted

CWIU representatives arranged exemption for its 4 000 Secunda members not to take part in the stayaway, but Mr Crompton says they insisted on joining.

Sasol assistant general manager Robin Hugo calls accusations of Government involvement in the dismissals a gross and malicious untruth.

"We are a private company listed on the Johannesburg Stock Exchange. The Government had absolutely nothing to do with our decision to dismiss the workers.

"We first warned workers on the Thursday before the stayaway was called not to take part."

An industrial relations consultant says Government involvement in the firings is likely, especially after Mr F W de Klerk's comment on the campaign.

Nightmare

City Press

140A

the jobs en

11/11/84

WHEN SOME of the 6 500 Sasol Two and Three workers reported for duty on Tuesday morning and were turned away, it was the beginning of a nightmare.

By ZB MOLEFE and CONAN MAHLANGU

Within hours they met with Chemical Workers' Industrial Union shop stewards to plan their next move

They agreed that their representatives would immediately drive to Johannesburg and contact their lawyers. The rest would stay behind

But it was not to be — seconds later their hostels were surrounded by heavily armed policemen in camouflage dress

They were ordered to pack all their belongings into plastic bags and leave

Hostel inmates told City Press that one of their organisers, Tsidi Mothupi, was assaulted by the police and arrested

When the workers trooped into an open space outside the eMbalenhle township, the message sank in

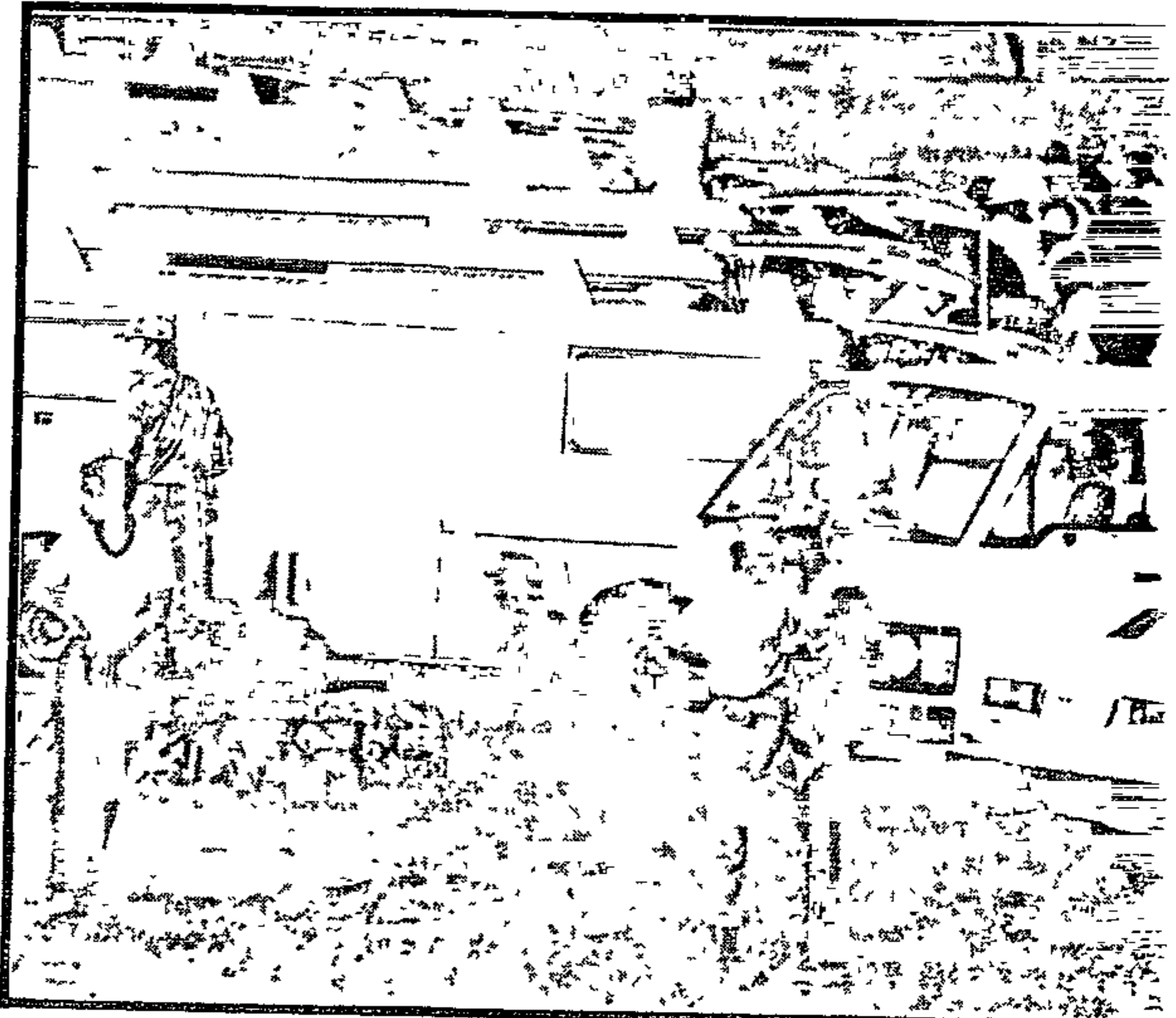
A neat row of buses on the side of the road faced a laager of payroll vans with police lines behind them

They were being paid off by Sasol

The workers boarded the buses marked with their places of origin — OwaQwa, Bushbuckridge, KwaZulu and Transkei

"This is very sad. This is something bigger than Sasol. We could not turn back after our solidarity with what was happening to blacks in the two days during the stayaway," said Manene Yoliswa from the Transkei's Qumbu district, who worked as an operator for 18 months

"Maybe this is the beginning of something, but I can't say what. There is no time for us to feel sorry or af-



HEAVILY armed police in camouflage dress mingled with thousands of workers who were paid off and sent to their homes this week.

raid. We must show Sasol that we are brave," said Maxwell Mayekiso from Queenstown

He suffered a double blow — his brother Hamilton also lost his job

Queues formed at the payroll vans as men and women collected their pay packets and slowly walked to the buses which would take them home

A few fortunate ones

went back to their rented rooms in the township to wait — uncertain of their future.

Young Mary-Jane Mahlangu summed up the painful situation

She left Vrede, her



Jhntmare as e jobs end

6 500 Sasol Two reported for duty and were turned beginning of a

By ZB MOLEFE and CONAN MAHLANGU

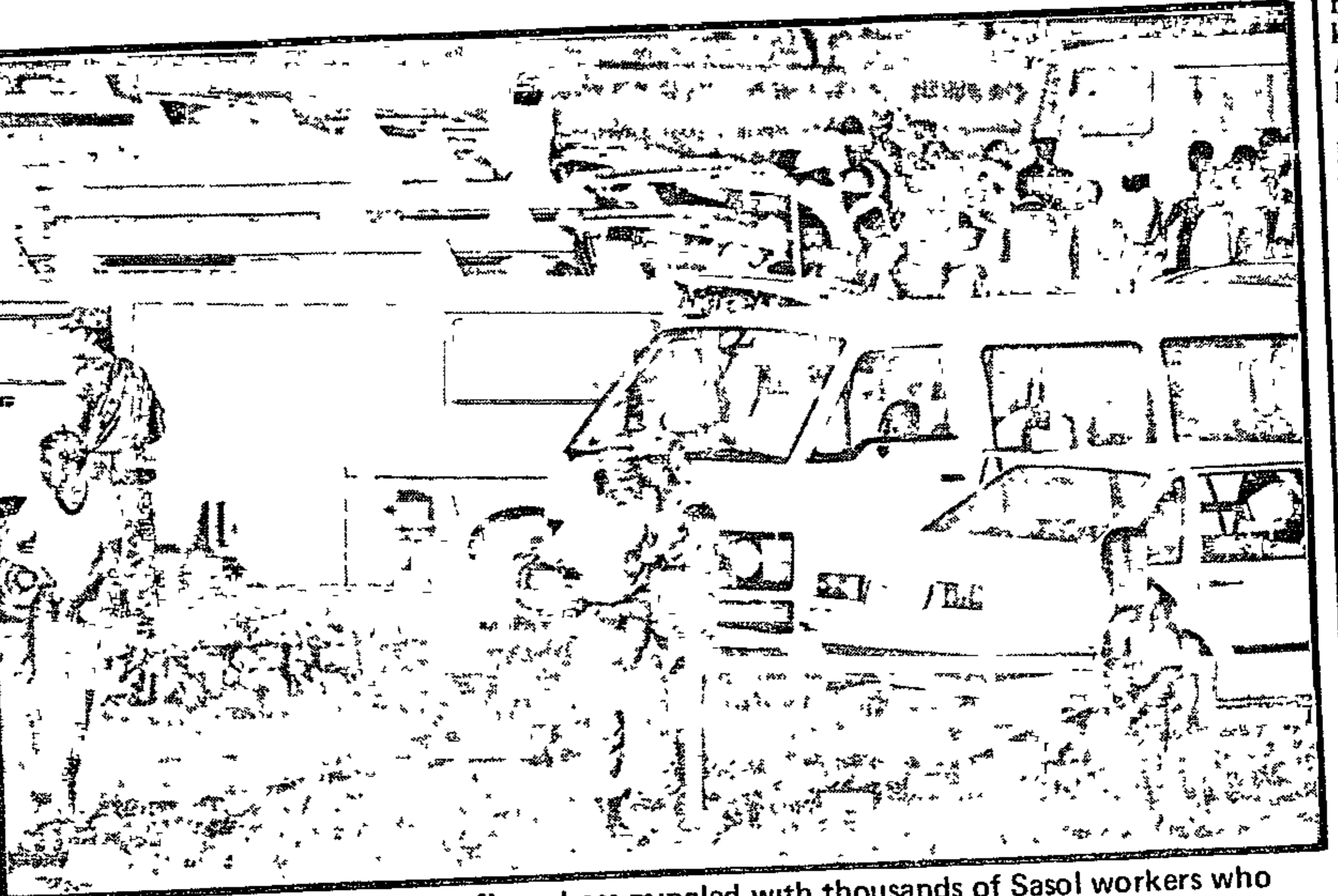
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Young Mary-Jane Mahlangu summed up the painful situation

She left Vrede, her

home in the Free State, in 1981 to seek employment at Sasol. Her job at the giant petrol plant meant a world of difference to her parents — she was the sole breadwinner

Post 12/11/84

~~12/11~~

140A

~~12/11~~

Disturbance outside factory ends quietly

Post Reporter

THERE was anger, but no violence, outside a factory in Neave Township today when a crowd of between 700 and 800 people started shouting at one another, according to the managing director of the firm.

Mr Francios de Selliers, managing director of Industex, where there was violence between dismissed workers and job seekers last week, said he believed there were more problems between the two groups.

On Friday about 300 striking workers were dis-

missed by Industex for repudiating the terms of their contract when they refused to return to work on Friday. They then reportedly attempted to prevent job seekers from entering the factory premises.

The workers, led by the National Union of Textile Workers, refused to return to work unless a security official was dismissed.

Mr De Selliers said that when the police arrived today he asked them to keep a low profile, which they did.

He said the crowd later

calmed down and all was quiet.

Mr De Selliers said he had hired some new workers on Friday and was busy training them.

He said he was not rehiring dismissed workers "at this stage".

Mr De Selliers said he might hire more people in the course of the week, but was not doing so today.

Mr De Selliers said some of the people outside his factory were ex-workers who were waiting to be paid.

Unions
1400
demands
C. Times
to govt
13/11/84
Labour Reporter

TENSIONS between the government and the independent trade union movement mounted further yesterday with the Federation of South African Trade Unions (Fosatu) and seven Western Cape unions demanding the release of trade union leaders and others detained over the past week.

In a statement after a special central committee meeting at the weekend, Fosatu also announced that "detailed and far-reaching" decisions had been taken to "protect Fosatu and ensure the release of those detained"

These would be referred to all regions and affiliates for their approval and implementation, followed by a report-back to a Fosatu executive meeting.

Fosatu would also contact other unions to support it in its actions. "Fosatu is not prepared to stand by and watch its leadership being detained"

The Fosatu campaign follows the detention of Mr Chris Dlamini, its president, and two Transvaal union officials in the wake of last week's two-day stayaway

13/11/82 (11006)

Another Fosatu man 'held'

By ANTON HARBER and JEANETTE MINNIE

SECURITY POLICE are believed to have detained another leading figure in the Federation of SA Trade Unions (Fosatu), Mr Bangalizwe Solo, bringing to four the number of unionists in detention without trial.

At the same time, Fosatu, which represents about 110 000 workers, has hinted at action "to protect Fosatu and ensure the release of those detained".

Fosatu said in a statement that it was not prepared to stand by and see its leadership detained. A spokesman added that these were not just "empty words".

However, no further details were given, except

that decisions taken in this regard at a weekend meeting have been referred to the regions for approval.

According to Mr Solo's lawyers, he was detained on Saturday morning and is being held under Section 29 of the Internal Security Act.

Mr Solo is an East Rand organiser for the Fosatu-affiliated National Union of Textile Workers. He was also the information officer of a special Fosatu committee formed recently to monitor the unrest situation in Transvaal townships.

The police directorate of public relations said yesterday that it was unable to confirm the detention.

Last week, police de-

tained Mr Chris Dlamini, the Fosatu president, Mr Moses Mayekiso, the Fosatu representative on the Transvaal Regional Stayaway Committee, and Mr Themba Nontlanane, of the Municipal and General Workers' Union of SA.

They were held in a general swoop on people involved in last week's two-day work stayaway. Police are also holding Mr Jerry Kau, also of Fosatu.

In a statement yesterday, Fosatu said "Detailed and far ranging decisions have been taken by a specially formed central committee to protect Fosatu and to ensure the release of those detained".

Fosatu totally condemned the detention of its

office bearers and officials.

The detentions were a "direct attack on unions" and it would be asking other unions to support it in its actions, Fosatu said.

The Fosatu central committee will also ask other regions to consider implementing the proposal for a "Black Christmas" in the Transvaal as a national campaign urging all members not to celebrate and not to buy anything apart from essential goods.

And a number of Cape Town trade unions have said they consider the detention of Mr Dlamini as an attack on the trade union movement as a whole and the detention of members of the stayaway committee as "grossly provocative".

Argus 13/11/84 ~~13/11/84~~

Unions may declare 'black Christmas'

Labour Reporter

THE largest black labour body in the country, the Federation of SA Trade Unions, is to consider a nation-wide campaign to declare a "black Christmas" this year to protest against Government action against trade unions

The 150 000-strong federation, which played a key role in the two-day stayaway in the Transvaal, condemned the detentions of its president, Mr Chris Dlamini, and officials Mr Moses Mayekiso of the Metal and Allied Workers' Union and Mr Agilizwe Solo of the National Union of Textile Workers

At a specially convened Fosatu central committee meeting this weekend, the Transvaal region suggested that workers declare this a "black Christmas" and not celebrate the end-of-year holidays

AFFILIATES

"Fosatu is not prepared to stand by and watch its leadership being detained. We see this as a direct attack on unions and we will be contacting other unions to support us," said a federation spokesman

The Transvaal region's proposal for a "black Christmas" will be discussed by all Fosatu affiliates and regions

Fosatu also said it wished to "state clearly" why hundreds of thousands of Fosatu members in the Transvaal stayed away

"We believe this is necessary because there has been too much focus on reports of violence and too little on the issue"

AGE LIMIT

Fosatu said it supported the stayaway because it wanted

- A "clear announcement" on removing the age limit in schools

- Democratically constituted student representative councils in schools

- The army removed from Vaal Triangle townships "and a stop to police harassment of residents".

- The suspension of rent and bus fare increases

(Report by P Green, 122 St George's Street, Cape Town).

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Textile strikers hope for solution

Post Reporter

A SOLUTION to the differences between Industex management and the strikers should be found by tomorrow, the leader of the National Union of Textile Workers, Mr Gaidonald Ngqawana said today

Last week about 300 Industex workers downed tools after their demand that a fellow worker be fired was not met

They consequently lost their jobs

Mr Ngqawana maintained none of the strikers had re-applied for jobs — "only the scabs"

The strikers were united in their standpoint not to back down, he said

Meanwhile a spokesman for Industex said crowds of job seekers were still queuing outside the factory and more would be taken on or re-hired today

Management has refused to fire the man the workers want dismissed because he "has done no wrong"

Proof 15/11/84



two factories — Jaguar Shoes and Reva Shoes.

At a meeting on May 14, Jaguar, which recognises the National Union of Leatherworkers, agreed in principle to recognise NUTW with the proviso that it should be recorded in a written agreement.

Jaguar undertook to prepare and submit a draft agreement to NUTW. However, the union claims the company failed to submit the promised draft despite several requests that it do so. As a result NUTW referred the dispute to the Industrial Council for the Leather Industry in June.

Soon afterwards Jaguar sent a draft recognition agreement to NUTW. The union responded by arranging a meeting for July 2 to settle the dispute which had been referred to the industrial council and to discuss the draft agreement. Numerous hitches held up the recognition negotiations and disputes arose over the union's claim that management had agreed to grant it stop order facilities and access to the factories.

From the union side matters came to a head when its members decided to institute a ban on overtime work on Saturdays to pressurise Jaguar to recognise NUTW. The union conducted a ballot on August 27 in which 650 of 677 workers voted in favour of an overtime ban. NUTW claimed that the overtime ban was a form of a legal strike because the industrial council had not settled the recognition dispute that had been referred to it.

The union also claimed that the overtime Jaguar was expecting its workers to work contravened the overtime limits laid down in the Basic Conditions of Employment Act (BCEA) which had come to apply in the factories because the industrial council agreements covering them had expired.

In response, the company said it would dismiss any employee who failed to work

overtime and disputed NUTW's claim that the overtime ban was legal as the council believed the recognition dispute had been settled by the despatch of the draft recognition agreement.

The company also said the overtime ban would be illegal because

The union had widened the terms of the dispute originally referred to the industrial council to include the issues of stop orders, factory access and refusing to enter into *bona fide* negotiations with the union;

The ballot had not been conducted properly; and

An overtime ban would constitute a breach of the employment contract as overtime work was a well established practice and had been accepted by the workers for a number of years.

The company threatened to

Seek an interdict restraining NUTW and its members from the threatened overtime ban,

Dismiss any employee who failed to work overtime without an acceptable reason,

Seek an order from the Industrial Court for a status quo order restraining the introduction of an overtime ban on the grounds that it would constitute an unfair labour practice. It has subsequently lodged an application with the court.

Status quo order

On September 5 NUTW referred the dispute over the threatened dismissals to the leather industrial council and on September 12 it made an application to the Industrial Court for a status quo order to restrain Jaguar from giving effect to its intention to dismiss the employees who refused to work overtime.

Four Jaguar employees were subsequently dismissed for not working overtime and a number were summoned to appear

— quotable —

Anglovaal chairman Basil Hersov in his annual report:

The increasing urbanisation of the SA population continues to constitute a major factor in the planning of the future of the country. This is a matter of particular concern to the private sector because of the close connection between urbanisation and economic growth. Urbanisation is an inevitable and irreversible process, requiring carefully considered initiatives rather than futile and expensive attempts to counter its progress. Urbanisation must be accepted and converted into a positive element in our situation. This would not only help to stimulate the country's economic growth, but, by encouraging formal and informal sector businesses, would help to relieve unemployment.

Several private sector leaders have

recently called for joint private sector, public sector and community involvement in formulating a national urbanisation strategy. It cannot be emphasised too strongly that the current concentration on only one element, namely the control over the movements of people, remains a politically facile and dangerous response.

It is clear from our own experience and that of other countries that large-scale forcible relocation of people should not and cannot form part of a long-term response to urbanisation. Accordingly, government's continued use of removal in the pursuit of certain ideological patterns of resettlement is unacceptable from the point of view of the private sector at large, and strenuous representations in this regard have been made by a variety of private sector sources.

LEATHER INDUSTRY Legal battle

The National Union of Textile Workers (NUTW), which is attempting to obtain a foothold in the Natal leather industry, has encountered fierce resistance from a Maritzburg shoe manufacturer, Jaguar Shoes.

The conflict has developed into a complex legal battle and is one of the few instances in which a company has brought an unfair labour practice charge against a union.

NUTW, an affiliate of the Federation of SA Trade Unions, approached Jaguar Shoes for recognition in May claiming it had organised the majority of its workforce at

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before a company disciplinary hearing. These matters prompted NUTW to make a successful application to the Industrial Court for an urgent interdict to.

Restrain Jaguar from requiring or permitting its employees to work overtime in contravention of the BCEA;

Restrain Jaguar from locking out any NUTW members, terminating their employment contracts or refusing to re-employ any workers in order to compel its employees to comply with its demand that they work overtime on Saturdays.

This is the first instance in which this type of application has been made successfully in the court as labour lawyers have been daunted by the very narrow view the court has taken of its powers in this regard in the past. NUTW claimed that

Overtime work is a voluntary matter and could not be a breach of contract to refuse to work it,

The overtime the company was demanding exceeded the limits laid down in the Basic Conditions of Employment Act;

The dismissal and threatened dismissal of workers who refused overtime work constituted a lock-out and that the lock-out was illegal because Jaguar had not referred the dispute about working overtime to the industrial council.



GWU's Lewis fighting layoffs
FM 16/11/84

legal strike since November 2. The plant has been brought to a standstill as workers who are members of two other unions — the SA Boilermakers' Society and the Electrical Industrial Workers' Union (EWIU) — are also out.

Tensions at the plant have been building up for some time. Mawu originally declared a dispute some months ago because of Wispeco's refusal to negotiate substantive issues with the union at plant level. The company states that it is not prepared to support plant-level bargaining on issues that are covered in the main agreement of the giant National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry.

Wispeco subsequently retrenched 95 workers from all three unions, including a senior Mawu shop steward, and refused to negotiate on severance pay with Mawu outside the industrial council. This brought matters to a head, and Mawu members, who had qualified to go on a legal strike because of the council's failure to settle the dispute, downed tools.

Says Mawu's Geoff Schreiner: "The position adopted by Wispeco is totally naive and unworkable. Collective bargaining has to take place at a whole range of different levels, depending on the issues to be negotiated. This is the pattern that has developed internationally, and even Seifsa has suggested that matters such as severance pay could be negotiated at plant level. The workers are caught in a situation in which Seifsa is saying one thing and the company another."

Schreiner drew a parallel between this dispute and a legal strike which occurred some months ago at another Durban metal

company, Hart, in which the issue was also plant level versus industrial council bargaining. The Hart dispute was resolved when management agreed to negotiate a long-service allowance for workers at plant level.

A Wispeco spokesman countered that agreement had been reached with the boilermakers and the EWIU that retrenched workers would receive payment for 10 shifts in lieu of notice. "Management cannot agree to demands that would result in employees with a different union affiliation receiving different benefits," he said.

At Dorbyl Marine, between 250 and 300 members of the General Workers' Union (GWU) have been on strike for the past month over the retrenchment of 15 employees, among them the plant's senior shop steward, Winnett Dlamini. GWU's Dave Lewis has accused the company of victimising Dlamini. The union has lodged the dispute with the metal industrial council and has applied to the Industrial Court to have the workers reinstated.

The union claims it has warned the company's board of directors in the past that Dorbyl's retrenchment policies would lead to conflict. Lewis says the conflict is caused by three provisions of Dorbyl's retrenchment procedures:

□ The company gives as little notice as possible of retrenchments. This prevents full discussion on alternatives to retrenchment. In this case, the possibilities of voluntary early retirement by some employees and the relocation of others were not considered.

□ It does not follow the system of last-in, first-out (lifo) properly. Many of the 16 who were laid off, including Dlamini, were long-serving employees. They were retrenched because they had only recently been transferred to new departments and were regarded by management as first in, and

□ Retrenched workers do not receive severance pay and are normally given only one shift's notice.

Dorbyl says the retrenchments were carried out in terms of a procedure agreed to between the company and the union. The required two weeks' notice was given to the union and alternatives were discussed "at length." Management has also denied that the lifo system was being instituted unfairly.

In a statement, Dorbyl said: "Since the dismissals, many employees have indicated that they wish to return to work, but fear intimidation." The company states that a number of violent incidents have occurred.

LABOUR DISPUTES

Retrenchment ripple

Layoffs in the metal industry have become a major point of contention between trade unions and employers, as two current strikes in Durban vividly illustrate.

At window-frame manufacturer Wispeco, which is a member of the Steel and Engineering Industries Federation of SA (Seifsa), 300 members of the Metal and Allied Workers' Union (Mawu) have been on a

REGIONAL AFFAIRS

A long and winding road

SA troops in southern Angola were packing their bags this week to complete the final withdrawal to Namibian soil after next week's high level meeting of the SA-Angolan Joint Monitoring Commission (JMC). But it is merely the first step on what diplomats predict will be a long and winding road to a Cuban withdrawal from Angola and a SA withdrawal from Namibia.

SA's withdrawal from Angola will mean the successful conclusion of the Lusaka Agreement of February 17. It will also mean the end of an SA occupation of Angola that has lasted some eight years and has claimed the lives of many young South Africans, Namibians and Angolans.

Sources in Pretoria say SA is "anxious" to move out and the Angolans seem equally anxious to make it happen. The process of phased withdrawal has been delayed for months because of continued Swapo military activity in southern Angola. According to military sources, activity has virtually ceased.

The two components of the JMC will temporarily be based in the neighbouring border villages of Oshikango and Santa Clara.

According to the Lusaka Agreement, the JMC will have to disband 30 days after reaching the Namibia frontier. But SA is going to propose at next week's meeting at N'Giva that a more permanent body, the SA-Angola Joint Peacekeeping Commission, be formed to monitor border violations. The Angolans have already indicated that they are willing to take part in "joint border patrols" with SA.

Next week's "practical co-operation agreement" will also include an agreement on the Ruacana-Calueque water and hydro-electrical scheme on the Namibia-Angola border. Co-operation ceased when SA invaded Angola in 1975.

SA's reply

The JMC meeting will be followed by a meeting between SA Foreign Minister Pik Botha and US Under Secretary of State for Africa Chester Crocker, when Botha will formally give SA's reply to the Angolan government's recent proposals for a Cuban withdrawal. That will be followed by a high level meeting between SA, Angola and the US. It could all happen in the next two or three weeks, the FM was told.

After the tripartite meeting, the FM understands, the role of the US will diminish when SA and Angola start the long and rocky road to agreement on a Cuban withdrawal and Namibian independence with a series of ministerial meetings. Further

peace talks between the Namibian administrator general and the Swapo leadership are also on the cards.

Angolan president Jose Eduardo dos Santos's statement this week on his govern-



Angola's Dos Santos ... tough preconditions

ment's proposals at an independence celebration in Uige, northern Angola, is said to be much more harsh than the actual proposals given to Crocker and was obviously meant for internal Angolan consumption.

It is clear there is still a vast distance between SA's position and the Angolan proposals on the timing of a Cuban withdrawal. SA's compromise seems to be that the Cubans must leave Angola at the same rate that the SA troops leave Namibia under the settlement plan contained in Resolution 435. All Cubans must be out by the time the SA troops are down to 1 500. Dos Santos said this week the Cubans will only leave Angola when the United Nations Transition Assistance Group (Untag) are in place and SA troops down to 1 500.

But a far more serious threat to a settlement in Angola and Namibia is the strength, popularity and threatening attitude of the rebel movement Unita. Unita president Jonas Savimbi's threat this week to attack Luanda on December 20 if he is not drawn into the negotiations is taken seriously after his dramatic successes in the last few months.

SA and the US agree that Unita has become such a powerful factor, militarily as

well as politically, that it must be part of a solution. But Luanda is adamant they will not talk to the "bandits". One pre-condition for a Cuban withdrawal is that SA must stop all aid to Unita. It seems the thinking in Luanda is still that Unita can be beaten if it has no SA support. Most observers agree this is wishful thinking.

SASOL
The big boot

The irony of last week's Sasol dismissals is that members of the Chemical Industrial Workers' Union (CWIU) — the bulk of the company's workers — had been exempted from participating by the stayaway organisers because Sasol was newly unionised.

That the workers nevertheless chose to show solidarity with the stayaway indicates the extent of black grievances. Sasol's response was uncompromising. The dismissals — of 6 500 workers, according to the union, and 5 400, according to the company — are in stark contrast to the tolerance shown by other Transvaal employers.

By the end of last week, the workers had been paid off and evicted from the company hostels under the watchful eye of a massive police contingent to face the journey back to the homelands.

In the aftermath, there have been dark whispers that the dismissals were ordered by State authorities to make an example of workers who "destabilise" the SA economy. Sasol has denied this. Says senior GM Dirk Mostert: "Sasol is a public company in the private sector and the decision to dismiss workers was a Sasol management decision." He stresses that it was a business and not a political decision and that the company took the only action it could have after it had issued numerous warnings to the workers to return.

According to the company, the Sasol 2 and 3 plants at Secunda are dependent on "a very high degree of labour force reliability" for their safe operation. The plants need to be kept going continuously and the "non-availability of personnel could result in serious production losses and endanger the safety of the plant and employees."

Sasol claims that the two Secunda plants have not suffered any production losses and that "no production losses are foreseen." Mostert attributes the maintenance of production levels so far to "loyal Sasol workers who have made a tremendous effort."

The remaining workers, who represent 62% of the total original workforce, he says, have been pulled off non-essential

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tasks and are working 12-hour shifts But he denies union allegations that army personnel have been called in to take over security functions at the plant to allow guards to assist in production

Sasol's claims are difficult to credit. Hundreds of the dismissed workers are skilled and semi-skilled. Even the company agrees that it will take up to eight months before new recruits, some of whom have

already been employed, are fully trained. CWIU general secretary Rod Crompton says that some workers have been told they may reapply for their positions after a month. Mostert says only "At the moment, we have no intention to re-employ any of the dismissed workers"

— in my opinion —

SHEILA CAMERER

The English Nats



Sheila Camerer is the National Party MPC for Rosettenville.

Why can't the FM resist being snide about English-speaking Nats? I think the editorial writers responsible operate on the basis that we're not for real or, at best, that we're a dicy bunch with doubtful antecedents and nowhere to go. They maintain a head-in-the-sand attitude to the fact that the public representatives among us represent a large and burgeoning body of voters of moderate political persuasion who, though English-speaking, are solidly behind the government for very solid reasons.

I think the FM has missed the new spirit among English-speakers, the willingness to get into the political mainstream. Perhaps it still suffers from the political deathwish syndrome of the English-speaking intelligentsia, be seen to protest as you commit political suicide but do nothing to effect practical workable changes to our political structures. This is all very well in the hot-house atmosphere of northern suburbs dinner parties but it seems inappropriate in a newspaper which usually plays a constructive role.

It seems to me that the FM's editorial approach to the subject is that credit is given grudgingly, faint praise is preferable and catty remarks about the person take the place of criticism of his or her ideas. There has been an awkward lack of in-depth comment — for a financial newspaper — about the appointment of Kent Durr to the post of Deputy Minister of Trade and Industry. He is a dynamic young English-speaking MP who was elected on a National Party ticket several years ago to represent a predominantly English-speaking part of Cape Town. Then there was that *Newsmaker* on Dr Dennis Worrall, our new ambassador in London, dubbed by the FM "an apologist for apartheid". If the FM is honest it will acknowledge that never in recent history has SA's ambassador to the Court of St James been so

well qualified for it. In fact, he has been one of the chief architects of reform.

With its ivory tower posture towards English-speaking Nats the FM is ignoring the fact that we are very much representative of the changing face of white politics in SA. There is no doubt that all of us are fairly new Nats representing what is a fairly new constituency for the NP. I accept that it is only recently that the English-speaking voter supported the NP in large numbers, the case in point being the Referendum a year ago.

Frontline magazine pointed out last year that based on its calculations well in excess of 500 000 English-speaking voters now supported the NP.

This calculation is certainly borne out by my own experience, having been involved in two election campaigns since the Referendum: my own in Rosettenville and the present by-election in Primrose.

In Rosettenville our election day figures showed that in the one predominantly Afrikaans-speaking area of the constituency we scraped in. In the other English-speaking area it was a walk-over. In Primrose I have canvassed several streets where virtually all the residents are English-speaking. I have found two Progs, one of whom may vote Nat against the CP and the rest are Nats *en bloc*. This is somewhat different to the experience of canvassers in the predominantly Afrikaans-speaking areas.

The reasons why English-speakers are now supporting the government are:

- They want to encourage the government to pursue its reform policies,
- They recognise and support the State President's efforts to South-Africanise the National Party and create a broadly-based South-Africanism, and
- (Most important of all) they want to be part of the political decision-making process again.

In other words, the broad mass of English-speaking support for the government is reformist in its motivation and their public representatives reflect this. We are at the forefront of the reform movement in the National Party and yet we are treated as, at best, faintly controversial by an apparently reform-minded newspaper. You advocated a "Yes" vote, remember?

At present, question marks hang over the fate of several hundred employees who were dismissed but who have not yet vacated their company accommodation. Some 250 live in company houses, while 300 others remain in the hostels. The company has not yet taken steps to evict them and it remains to be seen whether any, especially those skilled workers occupying the houses, will be re-employed.

Crompton tells the FM that the union is still considering taking legal action against Sasol. Regardless of whether Sasol's decision was legal or not, it was immoral.

Sasol's action has reverberated throughout the country and has drawn sharp criticism from overseas labour bodies. The Federation of SA Trade Unions (Fosatu), to which CWIU is affiliated, plans to mobilise further foreign support for its cause.

BLACK AFFAIRS Common identity?

Traditionally excluded from a common SA citizenship by apartheid policy, blacks were not jubilant over Pretoria's landmark announcement that common identity documents will be issued to South Africans of all race groups from next year.

This is because the announcement by Constitutional Development Minister Chris Heunis raises more questions than it answers. These naturally centre on blacks' citizenship status in SA, which is the most sensitive issue to them, and on influx control — in many ways the backbone of a policy which businessmen have begun to condemn.

Ntatho Motlana, spokesman of the once "radical" Soweto Committee of Ten, was quick to point out that the "fine print" governing the new, apparently non-racial ID books will have to be seen first. Motlana welcomes common IDs in principle but adds "As long as there are influx control laws and 'proclaimed' areas where blacks are not welcome, the idea is absolutely useless".

The announcement was made after a meeting of the Special Cabinet Committee on Black Constitutional Development (chaired by Heunis) and the chief ministers of most of the non-independent homelands on November 7. Absent were KwaZulu's Chief Gatsha Buthelezi and QwaQwa's Kenneth Mopeli.

The black ministers are cautious in their response to the mooted new IDs and tend to reiterate Motlana's queries about the details. It's as if they expect a catch somewhere. Said one "Government is receptive

UNIONS AND POLITICS

Behind the stayaway

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Nothing that has happened in this highly traumatic year did as much to jolt white South Africa as last week's stayaway by the Transvaal's urban black community. And so it should have.

According to labour analysts, between 300 000 and 800 000 workers participated in the mass protest — making it the biggest in SA history.

It was not the violence which accompanied it that shocked. Sadly, most people have become accustomed to almost daily reports of death, mayhem and destruction. Nor was it the effective re-statement of how dependent this country is on the contribution of black workers — and how vulnerable commerce and industry are to the withdrawal of their labour. That is keenly recognised. The impact came from the realisation of exactly how deep the level of black discontent has become.

It was this factor which led union groupings like the Federation of SA Trade Unions (Fosatu) and the Council of Unions of SA (Cusa) as well as the independent Commercial, Catering and Allied Workers' Union (Ccawusa) to support the call for *azikhwelwa* ("we don't ride"). As the Labour Monitoring Group (see box) has pointed out, the stayaway marks a new phase in the history of protest against apartheid — the beginning of united and concerted action by organised labour, students and community groups. And the unions are playing a key role.

The prospect of a stayaway arose when the Congress of SA Students (Cosas), an affiliate of the United Democratic Front (UDF) which has been in the thick of the education protests, called on student, community and worker organisations to get together to discuss the education crisis and civic and labour problems.

Unrealistic demands

When it became apparent that a stayaway was on the cards it became certain that other UDF-affiliated trade unions and organisations would support it. Hence the participation of the SA Allied Workers' Union (Saawu) and the General and Allied Workers' Union (Gawu), both of which have long been associated with black community political issues, the Vaal Civic Association, the Federation of SA Women, the East Rand People's Organisation, the Release Mandela Committee — and other UDF organisations, although the UDF itself as a collective body was not involved. The United Mining, Metal and Allied Workers of SA (Ummawosa), which split from Fosatu's Metal and Allied Workers' Union in mid-

The effectiveness of last week's stayaway was largely attributable to the involvement of the black unions. This was the first large-scale involvement of organised labour in politics since the Wiehahn reforms — and presages new directions in black politics as a whole.

year (and is widely expected to join the UDF), also joined in.

The umbrella Transvaal Regional Stayaway Committee — which organised the protest — made demands which included the withdrawal of the army and police from the townships, and a halt to rent increases. In addition, all detainees and political prisoners were to be released, and all dismissed workers reinstated. "Unfair" gst and taxation were to be withdrawn, and there were some educational demands, too

— that student representative councils be democratically elected in black schools, and the age restrictions on black pupils be abolished, along with corporal punishment.

It was obviously unrealistic to expect that all these demands would be met. Yet, given the disparate aims of the organisations involved, it is natural that they should have been articulated.

There is no doubt that without the contribution of Cusa, which is a UDF affiliate, Ccawusa and particularly of Fosatu, the stayaway would not have been as effective as it was. It has given rise to a perception that unions have crossed the Rubicon which divides purely union interests from political issues.

Why did Fosatu — whose almost exclusive concentration on shop-floor issues has accounted for its strength and success — become embroiled in the stayaway? Since its formation in 1979 the federation has avoided direct political action. The two notable exceptions were the one-hour nation-

WHERE IT HIT

Stayaway Participation Rates by Sector

% Participation	Metal	Chemical	Food	Auto, Building & Transport	Retail	Total
90-100	12	8	14	3	5	42
80-89	1	2	—	2	3	8
70-79	1	1	—	—	—	2
60-69	1	1	1	1	—	4
50-59	2	—	—	1	—	3
Below 50	7	—	5	—	—	12
Totals	24	12	20	7	8	71

Source: Labour Monitoring Group



Fosatu's Erwin ... articulating a need for 'clear protest action'

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wide work stoppage after the death in detention of trade unionist Neil Aggett in 1982; and the campaign this year against the coloured and Indian elections. Therein lies the answer.

Says Fosatu's education secretary Alec

Erwin "Our attitude is clear. If something affects our organisation and our members we will respond. This action was undertaken because the situation in the Transvaal is very serious — in our view close to civil war — and needed clear protest action

Cosas came up with the initial student demands. We chose to back them and added other issues like getting the army out of the townships. However, we will only undertake such action in serious situations and when our members feel it is appropriate."

Some labour observers have drawn attention to other factors. They point out that one of the issues underlying the Ummawosa/Metal and Allied Workers' Union (Mawu) split was a deep-rooted dissatisfaction with Fosatu's reticence about political involvement. This is hotly denied by Erwin, who told the *FM*: "There was division in the Mawu leadership, and corruption. But we are perfectly happy that the Ummawosa split did not relate to political issues. That was a rationalisation in hindsight on their part." Nonetheless, Erwin does acknowledge that there are tensions within Fosatu, although he says the federation does not regard these as being unhealthy.

What of the response of employers? Unions report that, barring Sasol, which in one of the biggest mass dismissals sacked 6 500 workers — decimating Fosatu's Chemical Workers' Industrial Union in the Transvaal — very few employers took action against their employees for participating in the stayaway.

According to Tony Ewer, chairman of the Transvaal Chamber of Industries' Labour Affairs Committee "A lot of soul-searching was done among employers. I think there was a lot of sympathy for the situation many of their employees found themselves in, in view of the intimidation that took place preventing them from getting to work." Ewer stated unequivocally, however, that employer response would harden if there are any more stayaways, as has been rumoured.

In general, white reaction has been to blame it all on agitators. Then, in evaluat-



Cusa's Camay ... stayaways highly selective

ing what it means, to question why the black masses indulged in an action obviously against their economic interests at a time of high unemployment. And there was alarm at revolutionary statements and threats of a general strike from the Transvaal Regional Stayaway Committee's Thami Mahi (see page 56)

There was intimidation. But to focus on only that is to miss the point. Industrial sociologist Professor Eddie Webster of Wits has defined a stayaway as "a general withdrawal of labour which does not (usually) arise out of a specific work-place dispute but articulates broader political and sometimes economic demands"

Erwin states: "This was action against certain government policies rather than against employers. Sasol? We expected to pay some costs. To have stood back and done nothing would have created serious problems between our members and their children"

In such a situation the fact that blacks cannot exercise their political rights in the central Parliament means that unions with black members inevitably come to articulate their grievances. This is a reality



Wits' Webster ... broad political issues involved

which no statute like the Labour Relations Act's prohibition on union affiliation to political parties can hope to quash. A basic problem is that the liberalism which has been so marked in the labour field since the Wiehahn Commission has not been matched in other spheres. "Unions everywhere in the world — but in SA in particular — are obliged to take up political issues," says Erwin

The massive response to the stayaway has raised fears that emotions will run so high that someone will call for a general strike. But it does not follow that the large black union federations will indulge in stayaways at the drop of a hat. Says Erwin: "We don't entertain any illusions as to how difficult it is to pull off a stayaway — unlike other organisations which don't have membership on the factory floor." However, not all unions share Fosatu's sentiments. Ummawosa, for instance, told the FM that it would support any future stayaways

What is pertinent is that union groupings like Fosatu and Cusa understand the limitations of stayaways. As Webster has stated, stayaways "remain demonstrations, not organised challenges. Clearly the danger

of dismissal is considerably greater in periods of high unemployment. Finally, lacking co-ordinated organisation and the financial resources for a long strike, workers cannot stay out for long"

Cusa general secretary Phiroshaw Camay has stated: "Right now another stayaway would just weaken our position. We would just lose effect if we did that. Employer attitudes would be much tougher. We cannot pursue all our demands in a stayaway. We can only use it in some instances. One uses stayaways for issues of principle and core issues. Workers have been battered for a whole year retrench-

ments, unemployment, bad pay, gst, township rents increases — it's all cumulative. There are irretrievable forces acting in our community and we needed to react to them"

Unfortunately, while there has to be law enforcement, the police do not seem to have helped matters — and the presence of the army in townships is regarded as provocative. Law and Order Minister Louis le Grange would do well to reconsider the handling of the unrest. For example, the detention of the stayaway organisers and especially of Fosatu president Chris Dlamini has only added to an inflammatory

situation

"The stayaway was a very clear show of mass discontent with specific government policies. It was the clearest and most substantial message that has got across for many decades," says Erwin.

If government ignores what happened last week it threatens the future of all South Africans. It is clearly folly to believe that homeland leaders and community councillors are the real black leaders. Like it or not, it is organisations like the African National Congress and black trade unions that really count. It is to them that government should be talking.

FM 16/11/84

11A 140A 138 139 145A 152 143

HALTON CHEADLE

Labouring the law

(Handwritten marks: a scribble, a circle containing 'LSP', another circle containing '140A', and the date '16/11/84')

Halton Cheadle spent last week in the eye of the Sasol storm. As assistant director of Wits's Centre for Applied Legal Studies and a widely respected expert in labour law, he's played a prominent role in hammering out guidelines and precedents in SA's rapidly evolving labour relations field for some time now.

Cheadle (35) handles public-interest and test cases, usually for trade unions. As legal representative of the Chemical Workers' Industrial Union (CWIU), the Sasol case in which 6 500 workers were dismissed and sent home for participating in last week's stayaway has been one of the most harrowing he has handled.

"The company set 11 30 Tuesday morning as the deadline for the workers' return. Normal production would have resumed a mere 10½ hours later. Now a new workforce must be trained, and normal production is months away."

Sasol's motive could have been a crude

attempt to "teach the union a lesson," Cheadle believes, or even a straightforward move to break the union. "If the move was sanctioned by government, then most likely it's intended to break the stayaway weapon once and for all."

Cheadle speaks fast and directly, not pulling punches. He's forceful, routinely dominates any gathering he's in, and can be boisterous. He's hyperactive — and needs to be, with the workload he shifts. In addition to teaching a full LL B in labour law, he's often away from Johannesburg, where he lives with his wife and two daughters, sorting out strikes and handling delicate negotiations between management and workers. "But I'm going to have to start pacing myself," he admits.

Cheadle's concern with labour goes back to the beginning of the Seventies' wave of black unionisation. Very much the golden boy, both his political science honours degree and his Wits LL B were attained *cum*

laude. He captained the Natal Currie Cup swimming team, won university colours, and was news editor of the university newspaper — the type who normally ends up a Rhodes scholar. But Cheadle took a different route.

While still a political science honours student in Durban, he became involved in organising textile workers. This grew out of his involvement in the Wages Commission, a Nusas research project, and led to the formation in 1973 of the National Union of Textile Workers (NUTW), now one of Fosatu's most successful and aggressive unions.

Nostalgically, he recalls "We were absolutely green, but 10 years ahead of anybody else. Few people knew anything about labour relations or labour law. We negotiated the first recognition agreement in SA, with Smith and Nephew, drawn from an American factory agreement I'd got hold of. That was the beginning of the strategy of fac-



Cheadle ... handling delicate negotiations between management and workers

1402
FM
16/11/84

tory-based organisation
"Textile workers were at the vortex of the 1973 strike wave," Cheadle says "Because we knew enough to predict it, they thought we caused it," and government slapped a banning order on him and fellow unionists early the following year. During the hiatus, he studied law. When his order was lifted in 1976, he was armed to tackle the booming labour law field.

Among the test cases he's handled are Metal and Allied Workers' Union versus Stobar in 1982, the first case in which employees were reinstated by the Industrial Court when the court adopted the International Labour Organisation's principles of fair termination, NUTW versus Stag Packing, which changed the common-law rule of reinstatement of employees, and the James North case, in which the NUTW cracked a Tucsa union's closed shop.

Cheadle is also involved in NUTW's current recognition battle with the Frame Group and recently won the first interdict in the Industrial Court in a case involving NUTW and Jaguar Shoes. On top of that, he edits SA's first industrial law journal, and a layman's publication on employment law.

The most exciting creative period for labour law is probably over now, he thinks. "But in a few years we've established legal rights that took decades to achieve elsewhere."

Though the Industrial Court is becoming more conservative, and unions will increasingly be thrown on the defensive, there's still plenty of scope for development in the field, Cheadle says. "Major issues like the closed shop have to be hammered out. The duty to bargain in good faith is another instance — an employer may enter into an agreement and then not consult the union as agreed. New types of recognition agreements, industrial council constitutions and, of course, arbitrations will provide a lot of work."

He argues that the State, by placing limits on the Industrial Court's jurisdiction, is effectively diluting its function as a moderator in collective bargaining. "Disputes won't be eliminated, they'll just take another channel."

Similarly, as homelands crack down on unionisation, so unions will take their bargaining to SA head offices and press for industry agreements. After the East Rand and the Witwatersrand are organised, Cheadle thinks, Bophuthatswana will become "the new frontier." If so, this will provide more than adequate scope for this combative labour fundi.

JURGEN BURMEISTER

Rapid exit man

Jurgen Burmeister's sudden move from Southern Sun (SS) to Sun International (SI) has attracted much speculative comment. Some of it concerns the barking of dogs and



Burmeister ... bloodbaths with Kerzner in the past

the caravan moving on Sol seems to have called and Jurgen moved on — amid some tension.

By a strange coincidence, a SS senior executive on his way to work one morning drove past the Sandton home of SI chief Sol Kerzner. Parked outside Sol's home was Burmeister's distinctive dark blue BMW. In the view of the senior executive it should not have been there. Why was it there?

It seems that, inside, over breakfast, Kerzner and Burmeister were discussing jobs terms for the latter. Burmeister was about to take the gap and quicker than he thought.

By the time he got to his SS office, alarm bells had begun to ring. The next afternoon,

Burmeister was out of SS and into SI, back, he believes, where he belongs.

"The terms of my new job were only finalised the day I joined," Burmeister says. Four days later he was already throwing his weight around. "I changed the whole format for the Cascades roof-wetting ceremony," he says. "If our ad agency has to work through the night, so be it. I call this maintaining high standards rather than bullying. I'd rather be the most respected man in the business than the most popular. I strive for perfection."

Burmeister is emphatic that dissatisfaction with SS was not the reason for his departure. "Sometimes in one's life opportunities present themselves that one

FOSATU EXPLAINS



WHY WE STAYED AWAY

140A

~~150~~

C. P. Per
18/11/84

A SPECIAL Federation of SA Trade Unions central committee meeting in Johannesburg last weekend spelt out the reasons why its members participated in last week's big worker stayaway.

"We believe it is necessary to do this because there has been too much focus on reports of violence and too little on the issues," said a statement after the meeting.

Fosatu said it took part in the stayaway be-

**By ZB
MOLEFE**

cause it wants

- The removal of the age limit in black schools
- Democratically constituted SRCs in black schools
- The removal of the army from townships and an end to police harassment of resi-

dents.

"These factors directly affected our members as workers and parents and we took the action because of this," the statement said.

"We therefore totally condemn the detention of Fosatu office-bearers and officials who carried out Fosatu instructions."

'PAY US OUR SEVERANCE!'

A DURBAN Wispeco steel window-frame plant came under heavy fire this week from the Metal and Allied Workers' Union.

More than 300 workers have been on a legal strike since November 2 after recent retrenchments

In a statement yesterday Mawu said that the strike was called because the company refuses to negotiate any serious matters at plant level - particularly severance pay for retrenched workers.

The Wispeco plant is part of the giant Metcor steel and aluminium group.

The union says the company's Jacobs plant has embarked on a massive retrenchment program involving 20 percent of the black workforce, "but refuses to negotiate any form of severance pay"

On November 2, 80 hourly-paid, and 15 monthly-paid workers were retrenched

Mawu argued that Wispeco's action was unworkable, because collective

By ZB MOLEFE

bargaining had to take place at different levels depending on the issues to be negotiated

"This is the pattern which has developed internationally," said the statement.

"The giant iron and steel employers' association, Seifsa, has suggested that matters such as severance pay could be handled at plant level

"The right to discuss wages and employment conditions directly with employers is fundamental. The refusal of such a right can only lead to substantial industrial unrest," Mawu's statement said

Similar union action was taken three months ago against Hart, also part of the Metcor group. Eventually the company agreed to negotiate with Mawu for long-service allowances for employees at plant level

Wispeco managing director S Savage told City Press that a retrenchment procedure had been agreed on by all the parties concerned

140A

City Press 18/11/84



152
1334
1401
143

DEFINITION OF INDUSTRIAL STRIKE

By Deon Delpoit

Members of the Afrikaanse Handelsinstituut (AHI), the federated Chamber of Industries (FCI) and Association of South African Chambers of Commerce (Assocom) are "very upset" at the "bad overreaction" of Minister of Law and Order Louis le Grange to a warning from the three bodies that the detentions threatened labour peace

A top-ranking labour expert said the detentions of "very senior officials of the two black trade union federations has created a climate of high conflict for the unions in which to decide whether or not to join a second stayaway and has bedevilled our relationship with them"

The three organisations said in a statement the detention of the trade union leaders was a "precipitous step that can only exacerbate a very delicate situation"

"What is fundamentally at stake are the harmonious and productive relations between employers and a large portion of their workforce"

Throughout Thursday, office bearers of the three organisations were swamped with calls from members, very supportive of the statement, and less friendly calls from Mr le Grange's office

In his response on Thursday night at a public meeting in Virginia, Mr le Grange said the combined statement was an "extremely serious matter which left the Government disappointed and saddened"

Mr le Grange also argued that if the three organisations had issued their protest without the backing of all their members then there had been abuse of the name of each organisation

"This was a bad overreaction on his part," said one top figure in the industrial world

"His argument is crazy He was in a spot

"The normal policy is one of divide and rule but he cannot do that with the Afrikaanse Handelsinstituut on the scene — that was our bullet-proof vest"

SECRET talks between top trade unionists and businessmen were interrupted by the detention this week of Piroshav Camay general secretary of the Council of Unions of South Africa (Cusa)

Mr Camay was detained on Wednesday — "right in the middle of consultations", the industrialists said angrily

The leader of the 150 000-strong union council was a top negotiator at the talks

"Now we have no one to talk to" said Dr Johan van Zyl, executive director of the SA Federated Chamber of Industries

He said informal discussions opened with Cusa and the Federation of South African Trade Unions (Fosatu) after rumours persisted that a second, longer stayaway was being planned The discussions were directed at preventing the occurrence of more unrest

"At the best of times it is not all that easy to talk to the trade unions, but we were making considerable progress in getting our viewpoint across that a second, longer stayaway would be very bad for all concerned," Dr van Zyl said

"Then, right in the middle of the consultations, Mr Camay was held Suddenly the whole issue becomes very emotional and the danger exists that people won't behave rationally"

The arrest of Chris Dlamini, president of Fosatu was "almost the final straw", Dr van Zyl said

"He is president of a national labour federation that is the equivalent of our own organisation"

Unionists and employers were united in anger this week at the police action against union leaders Grave fears were expressed that the detentions placed at risk the labour relations built up after the reforms of the Wiehahn Commission

"Normally there is not much trade unions and employers agree on, but now the entire framework of labour relations is in danger," said Dr van Zyl

A top businessman agreed "Union leaders should be back in their own communities trying to calm the people down They would be doing a lot more good there"

This week, as the country's major employer bodies prepared to meet the Minister of Law and Order Louis le Grange, to discuss the wave of detentions businessmen expressed fears that a second stayaway supported by the unions would be disastrous

"Employers will simply not be as sympathetic during a second stayaway, especially after what happened at Sasol" an industrialist said

"People will be fired in their thousands or ten thousands and this could lead to a bloodbath Other people will get in on the act, the criminal elements and the thugs, then the police will get involved and we will have a very ugly situation"

TALKS

1021 19/11/84 (140A)

Industex refuses to hire workers fired after strike

Post Reporter

MANAGEMENT at Industex is refusing to rehire former employees who went on strike

This was confirmed today by the managing director of Industex, Mr Francois de Selliers

Just over a week ago workers at Industex downed tools and refused to return to work unless a colleague was fired

This original demand that a colleague be fired was no longer the main issue in negotiations between management and the National Union of Textile Workers, Mr De Selliers said today

He said management was now making a few demands

Mr De Selliers confirmed that no strikers would be re-hired

He said legal advisors had cautioned him about rehiring strikers who wanted their jobs back because the process of re-employing on a selective basis might be considered unfair labour practice

The factory was still taking on new staff, but not at such a rapid rate He was hoping negotiations with the union would succeed so that part of the original labour force could be taken on again He said there had been considerable production losses during the past few weeks

He confirmed that job seekers were still queuing outside the factory today

The leader of the the National Union of Textile Workers, Mr Gairdonald Ngqawana, could not be contacted for comment today

Printing company lays off 41 workers

By JEANETTE MINNIE

FORTY-ONE workers of the Printpak company in Industria, Johannesburg, were retrenched on Friday, allegedly without warning.

Printpak is a subsidiary of the Nampak group.

A spokesman for the Paper, Wood and Allied Workers' Union said the workers were told on Friday morning they would be without jobs from midday on Friday.

Fired workers included contract workers and two shop stewards.

The spokesman said that on Wednesday management asked for a meeting

with the union about retrenchments.

The meeting was held on Thursday when the union was "merely informed that retrenchments would take place and the matter was non-negotiable".

Management also "refused to provide information about who would be retrenched".

The managing director of Printpak, Mr Tony Rudston, said the company had been forced to retrench because of the recession.

Mr Rudston said retrenchments were a management prerogative and not an issue for negotiation with the union.

Sasol terms for taking staff back

STAR 20/11/84

40A
Labour Reporter

Sasol today announced it would consider applications for re-employment by the 5 400 Secunda workers dismissed earlier this month after participating in the two-day regional stayaway

A spokesman for the oil-from-coal corporation said the re-employment of the dismissed workers would be subject to certain conditions, but membership of a union would not have any relevance in the matter.

"It has been decided that these applications will be sympathetically considered together with other applications, provided such ex-employees can satisfy Sasol that they were not guilty of intimidation or incitement to participate in the stay-away and that they were victims of such intimidation or incitement," he said

"Appointments will be based on merit. Factors such as reliability, loyalty, competence and other attributes which normally play a part in the selection of staff will obviously be taken into account

TRADE UNION

"Whether or not an applicant belongs to a trade union will not have any relevance in considering his suitability for appointment"

Altogether more than 1 000 new workers have been recruited for the Sasol 2 and 3 plants and both plants have been operating normally and at full production since the stay-away on November 5

"After 15 days of continuous operation, nothing has happened to change Sasol's view that they can continue to operate at full production — albeit with extraordinary efforts"

Sasol has denied claims by the Chemical Workers' Industrial Union (CWIU) that the army is being used to fulfil functions at the two plants

There are still a handful of the dismissed employees in the Sasol hostel accommodation in eMbalenhle township, and about half of the 250 Sasol houses are occupied by the ex-employees

The CWIU has notified the International Federation of Chemical and General Workers' Unions in Geneva of the sackings, and the IFCU has undertaken to mount protest action over the Sasol dismissals.

Sacking: Sasol thinks again

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"Appointments will

be based on merit, factors such as reliability, loyalty, competence, a stable record of service and other attributes, which normally play a part in the selection of staff, will obviously be taken into account.

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have any relevance in considering his suitability for appointment."

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ber 5. "After 15 days of continuous operation, nothing has happened to change Sasol's view that they can continue to operate at full production — albeit with extraordinary efforts."

Sasol has denied claims by the Chemical Workers' Industrial

Union that the army is being used to fulfil functions at the two plants normally carried out by Sasol security staff.

There are still a handful of dismissed employees in the Sasol hostel in Embalenhle Township, and about half of the 250 Sasol

houses are occupied by the ex-employees.

The CWIU has notified the International Federation of Chemical and General Workers' Unions in Geneva of the sackings, and the IFCU has undertaken to mount protest action overseas over the Sasol dismissals.

752 26 (40A)

90 dismissed Sasol workers stage protest

By Carolyn Dempster,
Labour Reporter

A peaceful placard protest by about 90 of the 6 000 Sasol workers who were recently dismissed was mounted outside the corporation's head office in Rosebank yesterday afternoon.

Bearing banners reading "We demand our jobs back" and "Our pension funds are running Sasol", the group of workers, based in from Secunda, marched on the Baker Street headquarters.

Passers-by gawked at the phalanx of black workers in the middle of the exclusive suburb and a contingent of police and traffic officers maintained a low presence.

A shop-steward of the Chemical Workers' Industrial Union (CWIU) then requested that all of the demonstrators be permitted to see Sasol's share register.

In terms of the law, any member of the public is allowed to see the register.

However, the demonstrators only reached the offices at 4 30 pm and

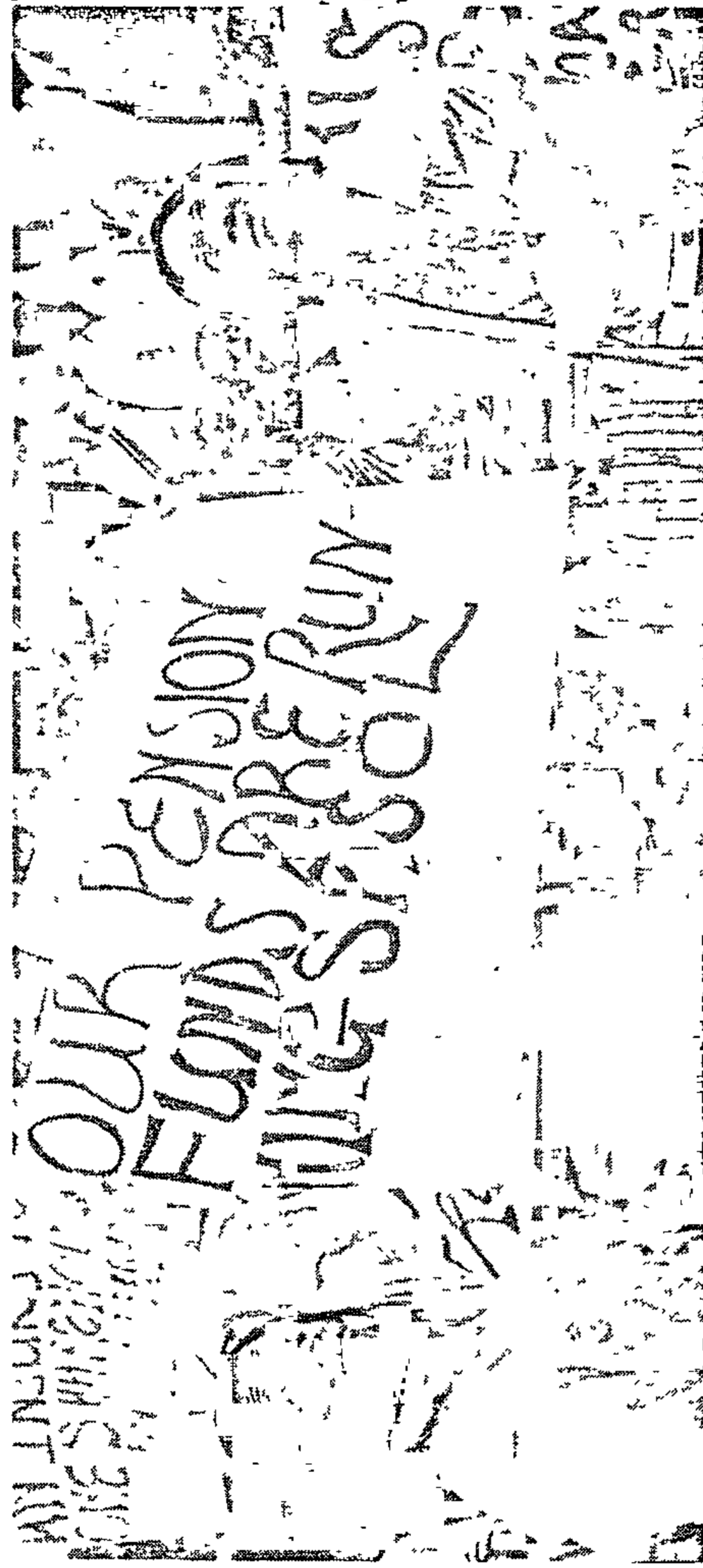
were told that they could not see the register as it was after office hours.

The bus was delayed for about half an hour when it was inspected by police and traffic officers in Leandra township en route from Secunda to Johannesburg. Mr Tshidisa Mthupi, a union member, was also searched before the bus was allowed to proceed.

After standing outside the offices for about half an hour, the workers returned to the bus to go back to eMbalenhle township in Secunda.

Most of the dismissed workers interviewed by *The Star* were skilled or semi-skilled operators who said they thought they might get their jobs back. "We want re-employment, not re-employment," said one Sasol worker.

In spite of an announcement made by Sasol yesterday that applications for re-employment would be considered, it is not known whether any of the dismissed workers have been reinstated.



Crowding the entrance to Sasol's headquarters in central Rosebank, 90 workers who were among the 6 000 dismissed en masse earlier this month displayed their anger in a poster protest

A spokesman for the corporation said he had no comment to make on the demonstration.

He said that Sasol would stand by its statement, but that no definite procedure had been agreed upon whereby in-

timidators and instigators could be distinguished among those re-applying for jobs.

He said applications would be considered on a fair and equitable basis.

● If Sasol was considered

ing intimidation as a criterion for re-employment, then this must mean the re-employment of all of the 6 000 dismissed workers — as they had all been subject to massive intimidation by the army and police,

The CWIU would find it difficult to end local and international pressure on the corpora-

said Mr Rod Crompton, general secretary of the Chemical Workers' Industrial Union today.

Any attempts to circumvent the process of negotiation was liable to end in an unworkable settlement, he added.

RDM 22/11/84 (140A) (277)

Fired Sasol men hold demo outside firm's HQ

By PHILLIP VAN NIEKERK

ABOUT 100 former Sasol workers, fired for participating in the recent two-day stayaway, yesterday demonstrated outside the company's headquarters at Rosebank, in Johannesburg's northern suburbs

A spokesman for the workers said they had intended to inspect Sasol's share register, but had been held up by police searching their bus en route and had arrived from Secunda at 4.20 pm, 10 minutes before closing time

Barred entrance to the building, the workers stood outside holding placards saying "We demand our jobs back", "A hungry man is an angry man" and "Our pension money was used to deport us"

White employees leaving the building sidled nervously past them and policed the situation warily but after about 15 minutes the workers returned peacefully to their bus

In a clear change from their earlier policy of not re-employing any of the 5 400 workers sacked after the stayaway, Sasol announced this week that they would take back some of the workers under certain conditions

A statement, by Sasol's public relations officer, Mr R Hugo, said workers would be re-employed if they could satisfy the company that they were victims of intimidation and incitement

Worker leaders have interpreted this shift in the

company's policy as a sign that Sasol is having difficulty finding replacement labour for the workers

Following the demonstration Mr Hugo refused to comment other than to say the company had "taken note" of it and that they would be re-employing workers on a "fair and equitable" basis

Yesterday, Mr Rod Crompton, general secretary of the Chemical Workers' Industrial Union, said any settlement had to be negotiated with the union and if the company was considering intimidation as a criterion for re-employment, all union members should be re-employed as they were all subject to massive intimidation — by the army and police



Army's Goldenhuys ... calling for a ministerial meeting

JMC and that technical experts of the two countries should meet to discuss the future of the Ruacana-Calueque hydro-electrical scheme

The Angolans were asked to propose a date and place for the meeting, but the FM understands it will take place very soon and will probably be held at Cape Verde. However, the Angolans may decide to await SA's reply to their Cuban withdrawal proposals before setting up the meeting. A tripartite SA/US/Angolan meeting is then expected to be held to negotiate the Cuban withdrawal.

STAYAWAYS Unions reject call

Major union organisations have rejected taking part in stayaways in the near future. Reports have been circulating among businessmen and in the townships recently that a five-day stayaway is planned from November 26.

Some unions believe the rumours come from sources wishing to harm the trade union movement. They fear a stayaway now would cause a hardening of employer attitudes.

The Federation of SA Trade Unions (Fosatu) says the organisation's executive "wishes to state quite clearly that Fosatu has not called for, nor will it participate in, any stayaway called for November 26." It says Fosatu believes those calling the stayaway are attempting to create chaos, and calls on government to give an assurance that the "security services" are not spreading the rumours.

Commercial, Catering and Allied Workers' Union of SA (Ccawusa) president Jonas

Ledwaba says his union has not been consulted about any future stayaway call and "as far as Ccawusa is concerned there is no stayaway planned." A spokesman for the United Metal, Mining and Allied Workers of SA also says the union does not support the call.

Council of Unions of SA (Cusa) acting general secretary Mahlomola Skhosana tells the FM that Cusa is not party to any such a call "and will not participate." He says a stayaway now will negate the achievements of the November 5 and 6 stayaway.

CUSA

A show of unity

After its failure to get through the agenda for its bi-annual conference some weeks ago because of inter-union dissent, the Council of Unions of SA (Cusa) emerged from its reconvened conference last weekend proclaiming that unity had been achieved.

Hanging over the conference was the detention of Cusa general secretary Phiroshaw Camay, who was picked up by security police in the wake of the Transvaal stayaway on November 5 and 6.

According to a Cusa spokesman, the conference was primarily taken up with discussion on three issues.

- Camay's detention and that of other unionists connected with the stayaway;
- The election of office-bearers, and
- Participation in talks with the Federation of SA Trade Unions (Fosatu) and four independent unions aimed at forming a new "super" federation.

Cusa said the conference had unanimously confirmed Camay's position as general secretary and condemned his detention as well as that of all other detainees. Cusa's participation in the unity talks was also confirmed.

On the surface, this is a remarkable turnabout from the disunity of recent months. The Cusa conference was initially scheduled for October 6 and 7, but was postponed. At the time, Camay said a postponement had been made necessary because most of the council's 12 unions were in arrears with their affiliation payments which would have made them ineligible to participate.

Then, at the Hammanskraal gathering on October 27 and 28, the cohesion of Cusa was placed under severe pressure as a result of the walkout by its most powerful affiliate, the National Union of Mineworkers (NUM).

Uncertainty clouds much of what happened at the abortive Hammanskraal conference and officials of Cusa affiliates have been tight-lipped. Nevertheless, the FM understands that several council unions — those in the building, automobile and metal industries — failed to attend. The FM also understands that conflict over relationships

with the Urban Training Project (UTP), a body providing educational services for Cusa union members as well as for several other unions, also marred the conference. According to one source, NUM which does not use UTP's services attacked the educational body for being "ineffectual." At one point, some delegates are said to have physically attacked others.

In contrast to Hammanskraal the Cusa spokesman said all the council's affiliates had been present at last weekend's conference. However, a NUM spokesman told the FM the union had only sent observers to the conference, since its executive had had to travel to Namaqualand, where the union has formed a new branch. The FM has also received an unsubstantiated report that the Cusa-affiliated SA Black Municipality and Allied Workers' Union was not present.

According to the Cusa spokesman, the UTP and other issues will be discussed at a meeting in December.

Meanwhile, Cusa has elected Mahlomola Skhosana, an organiser, as its acting general secretary. James Mndwaweni, president of the Food, Beverage and Allied Workers' Union, as its president, and Amos Mabuza, president of the Transport and Allied Workers' Union, as its vice-president.

For the present, it seems that Cusa has managed to overcome much of its internal dissent. However, only time will tell if the cracks have merely been papered over.

DETENTIONS

Business's dilemma

Events in the past week have highlighted differing perceptions among employers and government on how to deal with political labour unrest.

Forthcoming meetings between Law and Order Minister Louis le Grange and major employer organisations are likely to focus on whether trade unionists should be treated as legitimate worker representatives or as subversive elements best handled through the machinery of the Internal Security Act.

Following the detention of at least seven trade unionists and several other community leaders, apparently in connection with the stayaway of two weeks ago, Assocom, the Afrikaanse Handelsinstituut (AHI) and the Federated Chamber of Industries (FCI) last week called on the government "to enter into top-level discussions with key industrial, commercial and labour organisations as soon as possible."

In their unusual joint statement, the three organisations strongly question the wisdom of the detentions which are described as a "precipitous step" which can "only exacerbate a very delicate situation."

It adds that "like the government, the private sector is anxious to preserve stability in the economy." That, though, is where employers and government part company.



Army's Goldenhuys ... calling for a ministerial meeting

FM 23/11/85

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STAYAWAYS

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FM 23/11/85

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Then, at the Hammanskraal gathering on October 27 and 28, the cohesion of Cusa was placed under severe pressure as a result of the walkout by its most powerful affiliate, the National Union of Mineworkers (NUM).

Uncertainty clouds much of what happened at the abortive Hammanskraal conference and officials of Cusa affiliates have been tight-lipped. Nevertheless, the FM understands that several council unions — those in the building, automobile and metal industries — failed to attend. The FM also understands that conflict over relationships

with the Urban Training Project (UTP), a body providing educational services for Cusa union members as well as for several other unions, also marred the conference. According to one source, NUM which does not use UTP's services, attacked the educational body for being "ineffectual." At one point, some delegates are said to have physically attacked others.

In contrast to Hammanskraal, the Cusa spokesman said all the council's affiliates had been present at last weekend's conference. However, a NUM spokesman told the FM the union had only sent observers to the conference, since its executive had had to travel to Namaqualand, where the union has formed a new branch. The FM has also received an unsubstantiated report that the Cusa-affiliated SA Black Municipality and Allied Workers' Union was not present.

According to the Cusa spokesman, the UTP and other issues will be discussed at a meeting in December.

Meanwhile, Cusa has elected Mahlomola Skhosana, an organiser, as its acting general secretary; James Mndwaweni, president of the Food, Beverage and Allied Workers' Union, as its president, and Amos Mabuza, president of the Transport and Allied Workers' Union, as its vice-president.

For the present, it seems that Cusa has managed to overcome much of its internal dissent. However, only time will tell if the cracks have merely been papered over.

DETENTIONS

Business's dilemma

FM 23/11/85

Events in the past week have highlighted differing perceptions among employers and government on how to deal with political labour unrest.

Forthcoming meetings between Law and Order Minister Louis le Grange and major employer organisations are likely to focus on whether trade unionists should be treated as legitimate worker representatives or as subversive elements best handled through the machinery of the Internal Security Act.

Following the detention of at least seven trade unionists and several other community leaders, apparently in connection with the stayaway of two weeks ago, Assocom, the Afrikaanse Handelsinstituut (AHI) and the Federated Chamber of Industries (FCI) last week called on the government "to enter into top-level discussions with key industrial, commercial and labour organisations as soon as possible."

In their unusual joint statement, the three organisations strongly question the wisdom of the detentions which are described as a "precipitous step" which can "only exacerbate a very delicate situation."

It adds that "like the government, the private sector is anxious to preserve stability in the economy." That, though, is where employers and government part company.



Army's Goldenhuys ... calling for a ministerial meeting

AMC and that technical experts of the two countries should meet to discuss the future of the Ruacana-Calueque hydro-electrical scheme
The Angolans were asked to propose a date and place for the meeting, but the FM understands it will take place very soon and will probably be held at Cape Verde. However, the Angolans may decide to await SA's reply to their Cuban withdrawal proposals before setting up the meeting. A tripartite SA/US/Angolan meeting is then expected to be held to negotiate the Cuban withdrawal.

STAYAWAYS Unions reject call

Major union organisations have rejected taking part in stayaways in the near future. Reports have been circulating among businessmen and in the townships recently that a five-day stayaway is planned from November 26.

Some unions believe the rumours come from sources wishing to harm the trade union movement. They fear a stayaway now would cause a hardening of employer attitudes.

The Federation of SA Trade Unions (Fosatu) says the organisation's executive "wishes to state quite clearly that Fosatu has not called for, nor will it participate in, any stayaway called for November 26" It says Fosatu believes those calling the stayaway are attempting to create chaos, and calls on government to give an assurance that the "security services" are not spreading the rumours.

Commercial, Catering and Allied Workers' Union of SA (Ccawusa) president Jonas

Ledwaba says his union has not been consulted about any future stayaway call and "as far as Ccawusa is concerned there is no stayaway planned" A spokesman for the United Metal, Mining and Allied Workers of SA also says the union does not support the call.

Council of Unions of SA (Cusa) acting general secretary Manlomola Skhosana tells the FM that Cusa is not party to any such a call "and will not participate" He says a stayaway now will negate the achievements of the November 5 and 6 stayaway.

CUSA

A show of unity

After its failure to get through the agenda for its bi-annual conference some weeks ago because of inter-union dissent, the Council of Unions of SA (Cusa) emerged from its reconvened conference last weekend proclaiming that unity had been achieved.

Hanging over the conference was the detention of Cusa general secretary Phiroshaw Camay, who was picked up by security police in the wake of the Transvaal stayaway on November 5 and 6.

According to a Cusa spokesman, the conference was primarily taken up with discussion on three issues:

- Camay's detention and that of other unionists connected with the stayaway;
- The election of office-bearers, and
- Participation in talks with the Federation of SA Trade Unions (Fosatu) and four independent unions aimed at forming a new "super" federation.

Cusa said the conference had unanimously confirmed Camay's position as general secretary and condemned his detention as well as that of all other detainees. Cusa's participation in the unity talks was also confirmed.

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Strike 'over' as plant re-hires men

By CATHY SCHNELL

23/12/84
140A
1984

THE strike at Industex is over as far as the company is concerned

The managing director, Mr Francois de Selliers, said today the company had no option but to re-hire workers if minimum production levels were to be maintained

A continued poor production level could have led to stoppage of production by the company's major customers, thereby creating temporary unemployment for tens of thousands of workers employed by clients, their suppliers and customers. This could have caused social disruption

Mr De Selliers said he assembled the workers at the factory yesterday and told them he would re-employ strikers on a selective basis

The strike was over as far as he was concerned, he told them

The president of the National Union of Textile Workers, Mr Gaidonald Ngqawana, criticised the firm's decision to re-hire some of the strikers

He said some strikers going back to work had split the solidarity of the strike action "Scabs" had been going round encouraging strikers to return

Mr De Selliers said he planned to replace the 1 000 strikers with newcomers and about 480 strikers chosen on a selective basis

Productivity had suffered greatly and it was time the unacceptable level of unrest at the plant over the past 10 months came to an end

He said strikers who would not be re-employed would be paid gratuities. He had also offered to improve the pensions of all the workers

Management and the National Union of Textile Workers had been unable to come to an agreement and Industex had been forced to deal with the situation itself, said Mr De Selliers

Requests by the union to re-hire all the strikers had been unacceptable because of unrest in the work place, he said

A DEMAND was made last night for a high-level probe into what a director of Toyota Manufacturing in Durban described as an unprovoked police attack on some of the company's workers at Prospecton yesterday.

Mr Bob Devlin, personnel director of Toyota Manufacturing, accused the police of lashing out with truncheons in a 'totally unnecessary' action

They had also fired tear-gas and rubber bullets to disperse a crowd of workers and 25 employees had been injured, three of them seriously

Mrs Helen Suzman, law and order spokesman for the PFP, immediately demanded an inquiry into the incident and called on the Minister for Law and Order, Mr Louis le Grange, to 'get cracking' on it

Mr Devlin said the company had had a problem in the past with black women selling juba outside the factory at lunchtime and had called in the police to remove them

Yesterday a number of workers were unhappy about the juba sellers being removed but Mr Devlin spoke to them in Zulu and told them not to allow themselves to be provoked

'Our blokes didn't do a thing. They just stood

there while the Indian policemen arrested the women and put them into their vehicle,' said Mr Devlin

'Suddenly three riot vans raced up and armed white policemen with dogs spilled out. As soon as the Indian policemen saw them they ran back to their van and grabbed long rubber truncheons

'They started beating everyone in sight. The workers scattered in panic and ran in all directions. Some of them tripped and fell and were hurt, others were badly hurt by the truncheon blows

'I just stood there in the middle of all of this and couldn't believe my eyes. Why I wasn't hit I just don't know

Confusion

'Then someone threw a can or a stone and the white policemen started firing rubber bullets and tear-gas,' he said

'It was total confusion and panic. I've never seen anything like it. The attack was completely unprovoked'

Mercury Reporters

Mr Devlin said the incident had been reported to Toyota's head office and it was being taken up with the Commissioner of Police, Gen Johan Coetzee

A police spokesman said the trouble started while policemen from Isipingo had been busy with a normal crime prevention patrol

When workers had started throwing bottles and stones at the policemen the Durban Reaction Unit was called to help

Police fired rubber bullets and tear-gas to disperse the crowd. Fifteen blacks had been arrested, and according to the spokesman there were no reports of injuries

Two police vehicles had been damaged during the unrest, the spokesman said

Mrs Suzman said 'The eyewitness account is absolutely horrifying. It is totally unacceptable that innocent bystanders should be attacked by the police in the way described, and if the story is true, and I cannot imagine a person in this position would invent such a story, then the strongest possible measures must be taken against the riot policemen who unleashed such havoc among the workers

Untimely

'We are already in the midst of a very tense situation in South Africa and incidents like the one described must make things worse. I call on the Minister of Law and Order to get cracking immediately on an inquiry and to take the necessary steps thereafter. The police are there to maintain order, not to cause chaos,' she said

The minister was not available for comment last night.

A senior spokesman at Police Headquarters in Pretoria, said that as the matter had apparently been referred to the Commissioner of Police for investigation it would be untimely to comment now.

A 64-year-old worker, Mr A Mtshali, who suffered a blow to the head, said he had been returning from a store nearby when he saw police beating people at the main gate

Many had tried to seek refuge in the main building but a crowd jammed the door

'We could not get in and then the police came from behind and hit us,' he said

Another victim, Mr Jackson Hadebe, 28, said he had also been returning from the store and had been hit with a rubber bullet

'They were hitting people without any reason. I was hit in the back with a baton and then shot in the chest and it hit me backwards and I fell into the water canal,' he said.

'They shot at people inside the factory from outside the gate, canteen

windows were smashed and new cars were full of bullet holes,' he said

Mr William Shezi, 32, said he saw police firing from outside the factory gate at workers inside

'I was eating lunch on the grass outside the building and when I

stood up to see why people were running away, I got hit in the knee with a rubber bullet,' he said

A driver, Mr Emmanuel Gumede, 35, said he had been crawling under the fence to get away when

★ TURN TO PAGE 2

★ FROM PAGE 1

he was hit on the back and the head

'They hit everybody, whether they were drinking juba or not. I did nothing wrong,' he said

The National Automobile and Allied Workers' Union yesterday expressed shock and anger at the police action

The union's organising

secretary, Mr Edwin Maepe, said he could not understand why the police had attacked the workers

'I am submitting a full report of the incident to my union headquarters in Port Elizabeth so that the matter may be taken up with the police at the highest level

'We want a full investigation into the police action,' said Mr Maepe

TOYOTA PROSECUTED

Morris 24/11/84

140K

RPM 24/11/84

112

140A

Teargas used to disperse Natal workers

Mail Correspondent

DURBAN — Police used truncheons, teargas and rubber bullets to disperse a crowd of workers at a Toyota plant in Prospecton in Durban, yesterday. Dozens of employees were injured, some seriously.

Mr Bob Devlin, the personnel director of Toyota Manufacturing, described the police action as "totally unnecessary".

In the past, he said, police had been called in to remove women selling "iJuba". Yesterday he had heard a group of women ululating and men shouting.

"I saw the workers weren't happy about the 'iJuba' sellers being removed so I went down and spoke to them in Zulu and told them not to allow themselves to be provoked.

"Our blokes didn't do a thing. They just stood there while the Indian policemen arrested the women and put them into their vehicle.

"Suddenly three riot vans raced up and armed white policemen with dogs spilled out. As soon as the Indian policemen saw them they ran back to their van and grabbed long rubber truncheons. They started beating everyone in sight. The workers scattered in panic and ran in all directions.

"Then someone threw a can or a stone and the white policemen started firing rub-

ber bullets and teargas," he said.

Mr Devlin said 25 people were hurt, three of them seriously. The incident was being taken up with the Commissioner of Police, General Johan Coetzee.

A police spokesman said the trouble started while policemen from Isipingo were busy with a normal crime prevention patrol.

When the workers started throwing bottles and stones at the policemen the help of the Durban Reaction Unit was called in.

The policemen fired rubber bullets and teargas to disperse the crowd. Fifteen blacks were arrested. There were no reports of injuries.

Mrs Helen Suzman reacted sharply to the alleged unprovoked attack and called for an immediate highlevel inquiry.

"The eyewitness account is absolutely horrifying. It is totally unacceptable that innocent bystanders should be attacked by the police in the way described, and if the story is true . . . then the strongest possible measures must be taken against the riot policemen who unleashed such havoc amongst the workers."

• The National Automobile and Allied Workers' Union yesterday expressed shock and anger at, what it called, brutal police action against workers at the Toyota plant at Prospecton.



NOVEMBER 25, 1984

Please don't do it

RUMOURS of another impending stayaway — and this time a very long one — are irresponsible senseless and very dangerous

As reported today in this newspaper, leading trade unions have rejected calls for another stayaway and distanced themselves from the move in no uncertain terms

What we want to know is Who is behind the rumour — and what are their intentions?

We live in very grim economic times. Unemployment figures around the country are a cause for alarm

While workers have fought a battle for a better deal in the last few years, in a very responsible and disciplined way, there is growing evidence that many of the major employer bodies have developed a welcome sensitivity to both these workers and their unions

The Eastern Cape, for example, has become a very depressed area where many people face a bleak future

The motor industry has laid off many workers. Rumours are also rife that many of the major employers are also considering shutting down.

The situation in the PWV area doesn't instil any confidence, either. One has only to take a walk to the unemployment bureau to see the thousands of people queuing there for jobs that do not exist

It is against this background that there needs to be a national strategy — both from trade unions and the private sector — to deal with the situation. Urgently

This is why talk of stayaways right now is completely irresponsible. It will meet with massive resistance from our communities and can stoke violence.

It is a situation we would hate to see developing, a situation that can only bring pleasure to the enemies of black unity.

Stayaway challenge t

Say no

140A C.P.R. 25/11/84

SOUTH Africa's largest independent worker movement has challenged the State security services to distance themselves from mysterious calls for a stayaway next week.

The Federation of SA Trade Unions told City Press there were "persistent rumours" of security service

By ZB MOLEFE

involvement in the stayaway calls, and urged the Government to give a "categorical assurance" that its services were not involved.

Fosatu general secretary Joe Forster said "We believe those calling for the stayaway are deliberately trying to provoke people in order to create a chaotic and undisciplined situation — and give the State a pretext for further bannings and detention

"In view of the persistent sources of these rumours, we call on the

DPSC calls protest day

THE Detainees' Parents' Support Committee has declared November 29 a day of protest against the repression and wide-scale detentions that have swept the country

Political organisations, civic associations, trade unions and other movements and individuals have been urged to observe this day

The call was endorsed

By KHULU SIBIYA

by World Alliance of Reformed Churches president Allan Boesak at a Press conference

The DPSC has also backed the call for a "black Christmas"

Details on how this year's Christmas is to be celebrated will be released later

'Pray for the Vaal'

METHODIST ministers in the unrest-torn Vaal and East Rand areas have called on all Christians to join them tomorrow in a 24-hour vigil to pray for peace

Regional Methodist

Stayaway challenge to State:

Say it's not you

C. Press 25/11/84

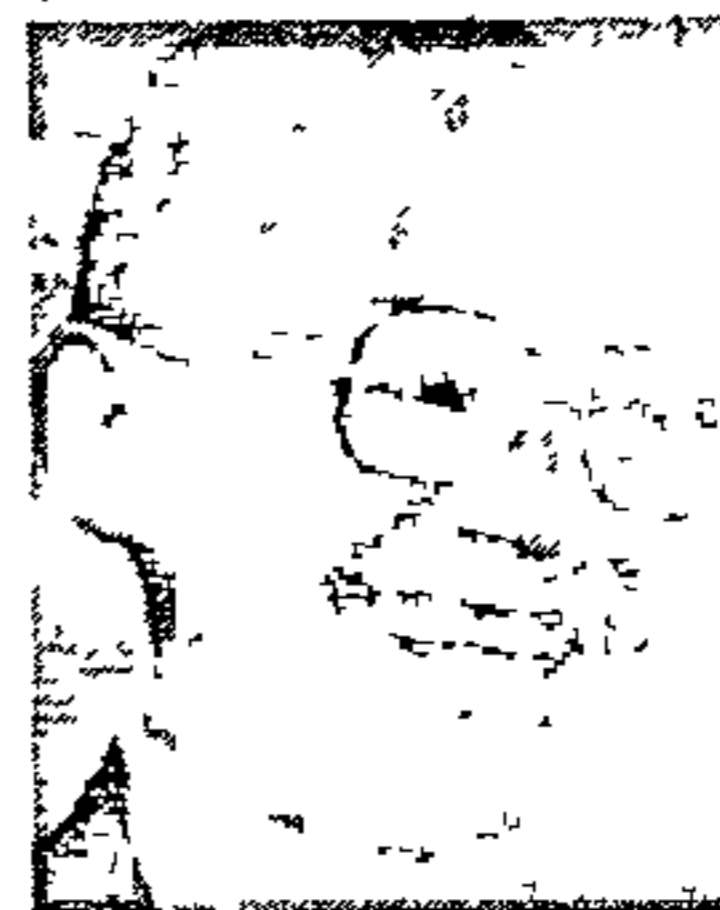
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JOE FORSTER "We want a categorical assurance"

Government to give categorical assurance that its security services are in no way involved in the rumours"

Fosatu is one of several major worker organisations to have distanced itself from the mysterious calls for a week-long stayaway from Monday

The Council of Unions of SA and the SA Allied Workers' Union joined Fosatu in instructing its members not to heed the call

Saawu pointed out that its efforts were presently concentrated on the "black Christmas" campaign, and that it would not support the stayaway call

"In view of the persistent sources of these rumours, we call on the

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Regional Methodist

By TEBELLO RADEBE

chief Vivian Harris said "The pain and suffering experienced by people in recent weeks is all too apparent.

"We cannot stand by and watch the suffering continue"

Rev Harris released a statement after a meeting of the South Eastern Transvaal and Swaziland region at

'Get him back — or else!'

CP Correspondent

LAMONTVILLE High School students and some staff members are unhappy about the dismissal of a teacher and the temporary suspension of a clerk.

The students claim to have the support of the teachers in their attempt to have the staff members permanently reinstated

ROM 26/11/84
THE demonstration by dismissed Sasol workers outside the corporation's headquarters in Johannesburg last week is a sign that the outcry about the mass dismissal of most of Sasol 1 and 2's black workforce will not die down for some time.

The workers, who hired a bus in Secunda, wanted to see Sasol's share register to find out which private sector companies have bought into the mainly state-owned corporation.

The Chemical Workers' Industrial Union (CWIU) has not yet given up the fight to save the jobs of the thousands of workers who were fired for participating in the two-day stayaway.

Alerting shareholders — particularly if they are foreign multinationals — is seen as one possible means of putting pressure on Sasol.

At the same time, Sasol has changed its previous stance that it would not re-employ any of the dismissed workers and has agreed to take workers back under certain conditions.

These are that the workers prove they were not responsible for intimidation and incitement and that they were in fact victims of intimidation and incitement.

The CWIU replied that if the company was considering intimidation as a criterion for re-employment, all union members should be taken back as they were all

subjected to massive intimidation by the Army and police.

RJM 26/11/84 (15/11/84) (140A)

Consumer power developing into a major weapon

LABOUR WEEK by PHILLIP VAN NIEKERK

IT was clear from the recent boycott of Simba products that the use of consumer power is developing into a major weapon for emerging unions

Now it seems that the use of trade union power is developing into a major weapon for consumers

Workers at Anglovaal's Hartebeestfontein mine near Klerksdorp, who have recently joined the National Union of Mineworkers, have organised consumer boycotts of local taxis and trading stores.

Claiming that they are "being robbed", the workers have decided to exert their organisational muscle to deal with soaring prices.

The workers say the shops near their hostels have been overcharging and selling rotten food and that shopkeepers have been rude and insulting to workers

So worker delegations have visited shops in the area to express their complaints and hand out lists of prices which they say the shops should be charging

They have also launched a boycott of the local taxi association for allegedly overcharging them for trips into Klerksdorp and have approached a rival taxi association for transport.

It is not surprising that the organisation of this form of consumer action should take place in migrant worker hostels where the workforce makes up a community on its own

In these circumstances, trade union action is almost automatically community action

and it becomes difficult to draw the line between shop-floor issues and shop-customer issues

(ROM 26 | 11 | 84 | 10A | 10A)

AFTER years of resist-
ing joining the industrial
council for the pulp and
paper industry because
they wanted to negotiate
wages at plant level, Fo-
satu's Paper, Wood and
Allied Workers' Union
(PWAU) became an in-
dustrial council member
this year

The union was forced
into this position by the
refusal of some of the
major employer parties
— Anglo's Mondi and
Gencor's Sappi — to ne-
gotiate at plant level

Which is why the
recent deadlock of in-
dustrial council talks be-
tween PWAU and the
employers are especial-
ly significant

The employers have
now agreed to break the
deadlock by negotiating
at plant level

So what the PWAU
could not achieve out-
side the council, it
achieved by joining the
council that is, ironical-
ly, not having to negoti-
ate at the council.

Buthelezi plea for sacked Sasol workers

By JEANETTE MINNIE

THE Chief Minister of KwaZulu, Chief Gatsha Buthelezi, yesterday appealed to Sasol to re-employ workers it had fired recently and to give them preference over other job seekers.

Sasol sacked more than 6 000 workers at its two Secunda plants earlier this month after they supported the two-day work stayaway.

Chief Buthelezi made the plea at a meeting with Sasol's managers, Mr Paul Kruger and Mr W de Waal, in Johannesburg yesterday.

He told them the workers had asked him to intercede on their behalf.

But the Chemical Workers' Industrial Union (CWIU) said in a statement yesterday that 800 Sasol workers, including dismissed employees as well those still employed at the plant, had rejected attempts by Sasol to negotiate with homeland leaders, community councillors and other non-union groups and had reaffirmed their allegiance to the union.

"At no stage have union members requested this intervention. They called upon Sasol management to stop avoiding its responsibility and to negotiate with the mandated representative — the CWIU," the statement said.

The workers had also rejected Sasol's conditions of re-employment, which include that workers should prove they were not "instigators" in the two-day work stoppage and that they had not "intimidated" fellow workers.

Another condition was that the workers would lose all their previous service benefits.

Chief Buthelezi proposed yesterday that workers who were prepared to sign a "simple" declaration that they were not organisers or "intimidators" in the stayaway should be re-employed.

But he advised the company against trying to initiate a witchhunt.

The CWIU statement called for all workers to return to Secunda to apply for their jobs to test the Sasol management's statement that union membership would not be a criteria in re-employing workers.

Chief Buthelezi asked that re-employed workers should be taken on with newcomer status — but that after a three-month probationary period they should be reviewed and have the benefits of their previous service restored to them.

He also told the Sasol managers that if anything came from yesterday's discussions "it would considerably strengthen the hand of leaders such as myself who have constantly urged people to accept that it is only the politics of negotiation which will salvage this country from ruin".

In a brief statement after the meeting with Chief Buthelezi, Sasol said because it operated a highly sophisticated chemical plant, a stable workforce was imperative to its operations. It had therefore been compelled to act firmly when employees failed to return to work.

It said it would consider re-employing workers under certain conditions.

28/12/84
Assault case judgment later

By CHRIS RENNIE

JUDGMENT in the trial of a Volkswagen factory worker who allegedly assaulted his foreman is expected in the Uitenhage Magistrate's Court during March next year

Mr Ntutusel Johnson Gaika was charged with assaulting Mr Burger Stevn Delpont with intent to cause grievous bodily harm at the factory on the morning of

June 29 He was alleged to have used his fists feet and a chain in the assault

At the close of the State case yesterday afternoon Mr G G Huisamen who appeared for Mr Gaika argued that there was no evidence before court on which a reasonable man could convict He pointed out that there were five different versions of the alleged incident not one of which could be reconciled

with any of the others

He analysed the evidence given by the three State witnesses and detailed the contradictions that occurred He applied for Mr Gaika's discharge

The magistrate Mr W Smit conceded that there were contradictions, improbabilities and even aspects that were irreconcilable in the evidence But it was common cause that an incident had occurred and

he felt there was a case for Mr Gaika to answer

Mr Huisamen then closed the defence case and said he wished to submit written heads of argument that would cover the facts the quality of the evidence and the law This would be made available to the court in advance The case was postponed to March 1 next year

Mr F Botha appeared for the State

Buthlezi sees Sasol over firings

Mercury
Correspondent

JOHANNESBURG—The Chief Minister of Kwa-Zulu, Chief Gatsha Buthlezi, appealed to Sasol yesterday to accept its recently fired workers for re-employment and to give them preference over outsiders

More than 6 000 workers were dismissed by Sasol at its two Secunda plants earlier this month after they supported the two-day work stayaway call

He made the plea at a special meeting here yes-

terday morning with the manager of Sasol, Mr Paul Kruger, and the manager of Sasol II, Mr W de Waal

Chief Buthlezi said he was interceding for workers who had appealed to him do so

But a statement released yesterday by the Chemical Workers' Industrial Union (CWIU) said that 800 Sasol workers, including dismissed employees as well as workers still employed at the plant, had rejected attempts by Sasol to negotiate with homeland leaders, community coun-

cillors and other non-union bodies and had reaffirmed their allegiance to the union

'At no stage have union members requested this intervention. They called upon Sasol management to stop avoiding its responsibility and to negotiate with the mandated representative — the CWIU,' the statement said

Proposed

Workers at the meeting also rejected Sasol's conditions of re-employment, which include that workers will have to show that they were not 'instigators' in the two-day work stoppage and that they had not 'intimidated' fellow workers. They will also lose all their previous service benefits

Chief Buthlezi proposed that people who were prepared to sign a 'simple' declaration that they were not organisers or 'intimidators' in the stayaway should be re-employed

He advised the company against trying to use its work force as part of a witch-hunt.

He said that if employees were to be forced to prove their 'innocence', they could do so only by dissociating themselves by name from those who were the 'intimidators'

'While such naming may be of value to the company, I believe that it borders on using the work force as part of a witch-hunt and this is not really sound management.'

Sasol said yesterday it had explained to Chief Buthlezi that as Sasol operated a highly sophisticated chemical plant, a stable work force was imperative

'Sasol explained the basis on which its recruitment was currently taking place, including the sympathetic consideration which would be accorded to ex-employees under certain conditions,' a statement said

1404
28/11/84
Soweto

Over 3 000 were laid off this month

MORE than 3 000 black workers have been retrenched from their jobs this month.

Trade unionists and employers have predicted that more workers will be laid-off when factories go on vacation for the Christmas holidays next month

About 540 workers, members of the United African Motor and Allied Workers' Union, in Rosslyn near Pretoria, employed by Nissan,

have been retrenched by the company

UAMAWUSA's assistant general secretary told **The SOWETAN** yesterday that they battled hard to reduce the number because management had originally intended to retrench 870 workers.

They have also managed to negotiate a wage agreement with management for the rest of the workers at the plant. The wage package in-

cludes improved working conditions and an attendance bonus.

He indicated that more than 360 employees at Motorware — Magnus Truck Corporation near Pretoria are to be retrenched, but "we are still locked in negotiations with management on the aspect"

A spokesman for the Fosatu-affiliate Metal and Allied Workers' Union (Mawu) said that more than 500 of its members at different companies have been laid-off this month following the country's economic recession

"We are battling to negotiate a better deal for them with management. However, employers have indicated that they have no choice

because of the country's economic recession," he said

African Cables in Vereeniging is to retrench some 750 workers; in Port Elizabeth, Ford has retrenched 1 150 workers and Volkswagen in Uitenhage has retrenched 680 employees

Nissan's industrial relations director, Mr C V Strydom, confirmed the retrenchments, but said he could only supply details at a later stage.

Meanwhile General Motors has retrenched 449 workers and will shut down for an extended 7½-week Christmas holiday. Altogether some 5 000 workers in the motor manufacturing industry have been retrenched since January this year.

Monday 29/11/84

Trade Union officials granted damages

140A

268

Labour Reporter

FOUR trade union officials were awarded a total of R3 000 arising out of a claim for damages against the Minister of Law and Order in the Magistrate's Court, Durban, yesterday

The Magistrate, Mr K A Templeton, also granted Mr Jayaseelan Naidoo, general secretary of the Sweet, Food and Allied Workers' Union, and organisers Miss Renee Roux, Mr Thembinkosi Masondo and Mr Mntay-ingaba Ngcobo, costs of the application

The claim follows their arrest by police in September last year while they were recruiting members outside the Beacon Sweet factory in Mobeni.

Missing

Evidence before the Court was that the four were arrested and taken to the Montclair Police Station and detained for about five hours before being charged. Police also confiscated pamphlets which the union officials distributed outside the factory, their lawyer, Mr Chris Albertyn, told the Court

He said the charges were later withdrawn, but about 50 or 60 completed membership application forms were missing when the police had returned the confiscated goods to them. They sued the minister for wrongful arrest, unlawful detention and malicious prosecution

According to police evidence, at the time of the incident there had been unrest in the nearby Lamontville township and the police suspected that the pamphlets which were being distributed outside the factory at the time could have been linked with the unrest.

Crowd

But it was established that there was no link between the information in the pamphlets and unrest in the township

The Court was told that a large crowd had gathered outside the factory gates and the four were arrested after refusing to leave as the crowd was obstructing pedestrians.

In his judgment, Mr Templeton said the plaintiffs had corroborated each other and described two of them as 'confident witnesses'. He said there had been a contradiction in the police evidence about the crowd at the scene. It had also taken the police some two hours to charge the four after they had been arrested and taken to the police station

He upheld the claim and granted the plaintiffs damages of R750 each in addition to their costs of the application

By PHILLIP VAN NIEKERK
ABOUT 400 workers at a Durban company, Wispeco, have voted to continue their legal strike over retrenchments which is now entering its fourth week.

Their union, the Metal and Allied Workers' Union (Mawu), has also announced plans to launch a national campaign against the approach to retrenchments of the giant Dorbyl-Metcor group, of which Wispeco is part

KDM 29/11/84
152 33
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180

Durban strikers vote to continue

A statement by the Union yesterday said it had made "repeated" efforts to resolve the dispute with the company and had put forward a number of options, all of which had been rejected.

Wispeco workers also voted to refer various disputes, such as the alleged

steward, to the industrial council

The Rand Daily Mail was unable to get comment from Wispeco yesterday but in a previous statement Wispeco said that 95 workers had been retrenched under a procedure agreed on by all parties

Milburn *29/11/84*

Firm accuses strikers of assaulting staff

~~150~~
~~140~~
140A

Labour Reporter

THE management of a strike-hit Durban window frame factory yesterday accused strikers of assaulting staff members who were helping maintain production

The allegation was made by Mr James Milburn, Natal regional manager of Wispeco, as the work stoppage by about 400 employees at the Mobeni factory entered its 19th day

The assaults have been reported to police for investigation, Mr Milburn said, adding that further reports of intimidation had also been received from employees who reported back to work

'It is believed the intimidation is being incited by certain retrenched employees who refuse to leave the company's premises,' he said

Almost the entire black workforce downed tools on November 2 after the retrenchment of 95 employees

Mr Bobby Marie, a spokesman for the Fosatu-affiliated Metal and Allied Workers' Union, said yesterday that the workers were

protesting at the company's refusal to negotiate severance pay

'The union has made repeated efforts to resolve the dispute with the company and has put forward a number of options, but all these have been rejected by the company'

Mr Milburn said the company had urged the union to take the matter to the Industrial Council to seek a peaceful and orderly solution, but it refused to follow this option

'Instead they have initiated strike action which will cause considerable hardship and suffering to employees of the company. The action is affecting not only Mawu members but also employees who are members of other unions which have not declared any dispute'

Management was led to believe by both the Engineering and Industrial Workers' Union and the SA Boilermakers' Society that their members were unwilling participants in the strike and that as a result of intimidation they were being prevented from resuming their duties, he said

SASOL SACKINGS

Conditional hiring 140A

Dismissal of more than 6 000 Sasol workers in the wake of the recent 48-hour stayaway has created problems for the corporation — despite protestations that normal production is being maintained

Last week Sasol announced that it had received numerous applications from former employees during its recruitment drive. It said their applications would be "sympathetically" considered provided they could satisfy the company that they were "not guilty of intimidation or incitement to participate in the stayaway and that they were victims of intimidation or incitement."

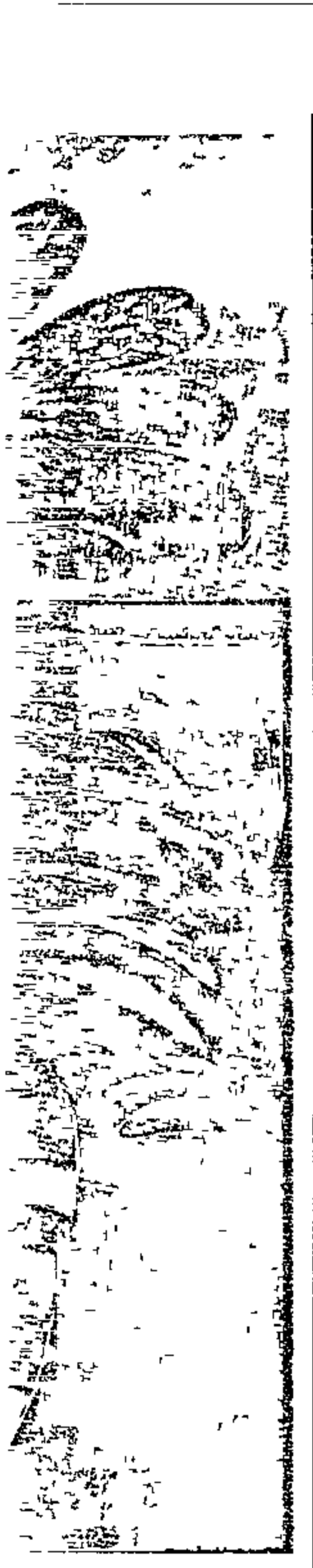
Mindful that discrimination against members of the Chemical Workers Industrial Union (CWIU) would bring charges of victimisation, Sasol was careful to state that union membership would not be taken into consideration.

Last Friday Sasol PRO Robin Hugo told the FM that nearly 2 000 workers who had not previously been employed by Sasol had started work in the Secunda plants and that

140A 1/11/84 FM 30/11/84
a "few thousand" other return applications were being processed. He refused to divulge what methods Sasol would use to establish whether the dismissed workers complied with the company's criteria.

According to the CWIU's Chris Bonner, large numbers of workers have been streaming back to be interviewed although it was not yet clear how many dismissed workers had been re-employed. She said former workers were being asked

- Why they stayed out on November 5 and 6,
- Why they had not heeded management ultimatums to return to work,
- Whether they could name people responsible for causing the stayaway. Some workers have been told that if they name just one person they will get their jobs back. Shop stewards who gave negative replies to questions about whether they had led the stayaway were being asked to name people who had,
- Whether they would participate in further stayaways, and
- About their work records and their relationship with their seniors



canvas, 120 cm by 135 cm)



fine art of wine

WAGE NEGOTIATIONS Recession blues

The annual wage negotiations at African Explosives and Chemical Industries (AECI) have reached a critical point as unions report the company's latest offer back to their members. Twelve unions are negotiating on behalf of the 15 000 workers at AECI's Modderfontein, Somerset West, Midlands (Sasolburg) and Umbogintwini plants.

According to a union source, the company has rejected the unions' 20% demand and has made a counter offer of 13% for lower-paid workers and 10% for more skilled ones. AECI's offer will raise the minimum wage in the company to R408 90 a month.

The SA Chemical Workers' Union (Sacwu), an affiliate of the Council of Unions of SA, represents the majority of black workers while the SA Allied Workers' Union (Saawu) represents a small portion. Other unions involved include the SA Boilermakers' Society, the Amalgamated Engineering Union, the SA Iron, Steel and Allied Industries Union, the SA Electrical and Allied Workers' Union, and five other all-white conservative unions.

Boilermakers' assistant general secretary Okkie Oosthuizen says he "doubts that the unions will accept the company's offer". He foresees the possibility of a dispute being declared with the support of most of the unions.

The black unions, though, are likely to tread cautiously this year. Last year's wage dispute led to the first-ever national legal strike by more than 8 000 Sacwu and Saawu

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Continued on page 51

members at the four plants. They returned to work after four days without winning any gains in response to a management ultimatum to return or be dismissed.

Both AECI and Sacwu have declined to comment on the progress of the talks. Saawu could not be contacted.

In other developments in end-of-year wage negotiations:

□ The Commercial, Catering and Allied Workers' Union of SA (Ccawusa) has declared disputes with 3M and Checkers. At 3M the union has rejected an across-the-board offer of R61/month and is demanding increases ranging from R100 to R150. A 3M spokesman says the company is still willing to negotiate provided the union reduces its demand to more "realistic" levels.

A Ccawusa spokesman argues that the US parent company pays a minimum \$4/hour and that the local subsidiary is "taking advantage of cheap black labour" in SA. The dispute, which involves 280 employees, is being referred to mediation.

The Checkers dispute has also been referred to mediation which is due to begin this week.

□ The Paper, Wood and Allied Workers' Union (PWAU) is to negotiate wages at plant level with Mondi and Sappi after rejecting an employer offer for an 18c/hour increase at the Industrial Council for the Pulp and Paper Manufacturing Industry.

Breakthrough

According to PWAU, this constitutes a breakthrough as previous efforts to convince the two companies to negotiate outside the council have been unsuccessful. The irony is that PWAU, an affiliate of the Federation of SA Trade Unions, has been a vociferous critic of the industrial council system. It only joined the council after Sappi and Mondi refused to negotiate at plant level.

There has been speculation that the reason the two companies agreed to this step, after resisting it for so long, is that they could not agree on whether to increase the wage offer at the council. Spokesmen for both Sappi and Mondi declined to comment. The two other major companies in the industry, Nampak and Carlton Paper, have already granted PWAU this concession.

□ Industrial council negotiations in the troubled eastern Cape motor industry are in progress. The parties are tight-lipped about developments, although one employer source says some clarity about whether any agreement is imminent should emerge this week after a further meeting between the parties.

The decline in the motor vehicle market has led to thousands of retrenchments in recent months. There has also been unconfirmed speculation that the amalgamation of Ford and Amcar will lead to a "rationalisation" programme which will shrink the Ford plant and make up to 2 000 more workers redundant.

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SAUVIGNON BLANC

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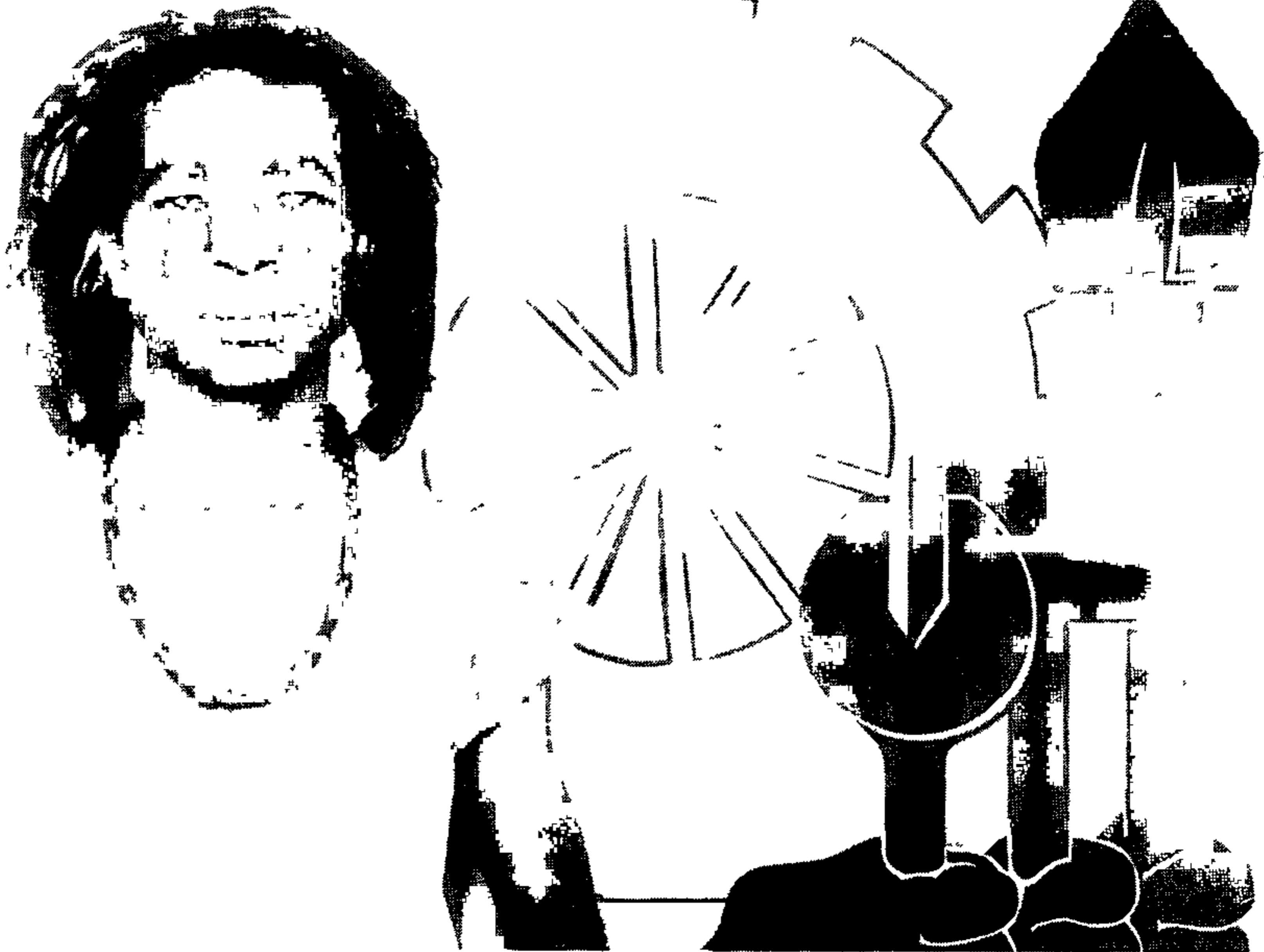


THE WINE CONNOISSEUR

(140A) (150) (55)

SASOL ORGANISER, TSIDISO MOTHUPI SPEAKS OUT

SALDRU
SCHOOL OF ECONOMICS
U.C.T.



How did you come to be an organiser?

I was working in SASOL II. I met with CWIU shop stewards and organisers. I became one of the secret recruiters for the Union.

In May 1984, the Union was looking for another organiser. The SASOL workers elected me to that position. The BEC accepted the SASOL workers' suggestion.

What are conditions like at SASOL?

Bad. The plant and hostels have an atmosphere like a military camp. Workers feel very oppressed.

Working conditions are bad, many accidents occur, we are treated badly by the foremen, the pay is very low, about R1,50 per hour. When you try to challenge management, you are told 'you can go back to the homelands, there are thousands of unemployed workers wanting to take your place'.

Why did workers participate in the stay away even though they had been given an exemption.

They believed it was right to support

WHAT IS SASOL?

SASOL is a giant company — the largest construction project carried out in South Africa.

It produces oil from coal. This makes it very important as South Africa does not have to rely on oil from overseas.

other workers in their struggle. The issues being protested were their issues — the treatment of the schoolchildren, the use of the police and army to harass people in the townships, rents, busfares etc. etc. ...

They were feeling angry at many things at this time — the attitude of SASOL management, the United bus company which transports them to work.

You were detained — what exactly happened?

When the soldiers rushed, JJ (another CWIU organiser) and I jumped out of the window. We were on the 2nd floor. When I landed I injured myself. JJ got away.

They pointed machine guns at me and told me not to run.

I was put in a Hippo lying on my stomach so nobody could see me. At the police station they made sure no-one was looking when they took me out.

They told me they were holding me until they could get the situation under control — they would let me go once all the workers were out the hostels and had gone home.

I explained the legal position to them —

SASOL says it is a private enterprise company. In fact, it was built with government money, government money is still invested there; and seven out of the eleven directors are appointed by the Government. Government money comes

that our lawyers had had an undertaking from SASOL not to unlawfully evict the people from the hostels.

Then I was interrogated and asked many questions. The SB who interrogated me tried to win my confidence and pretended to be my friend. I could see he wanted me to tell him everything.

All the time they were phoning the township for a report on what was going on and telling me how the workers were taking their pay and getting on the buses.

They asked me if I was aware that other organisations were trying to infiltrate the unions.

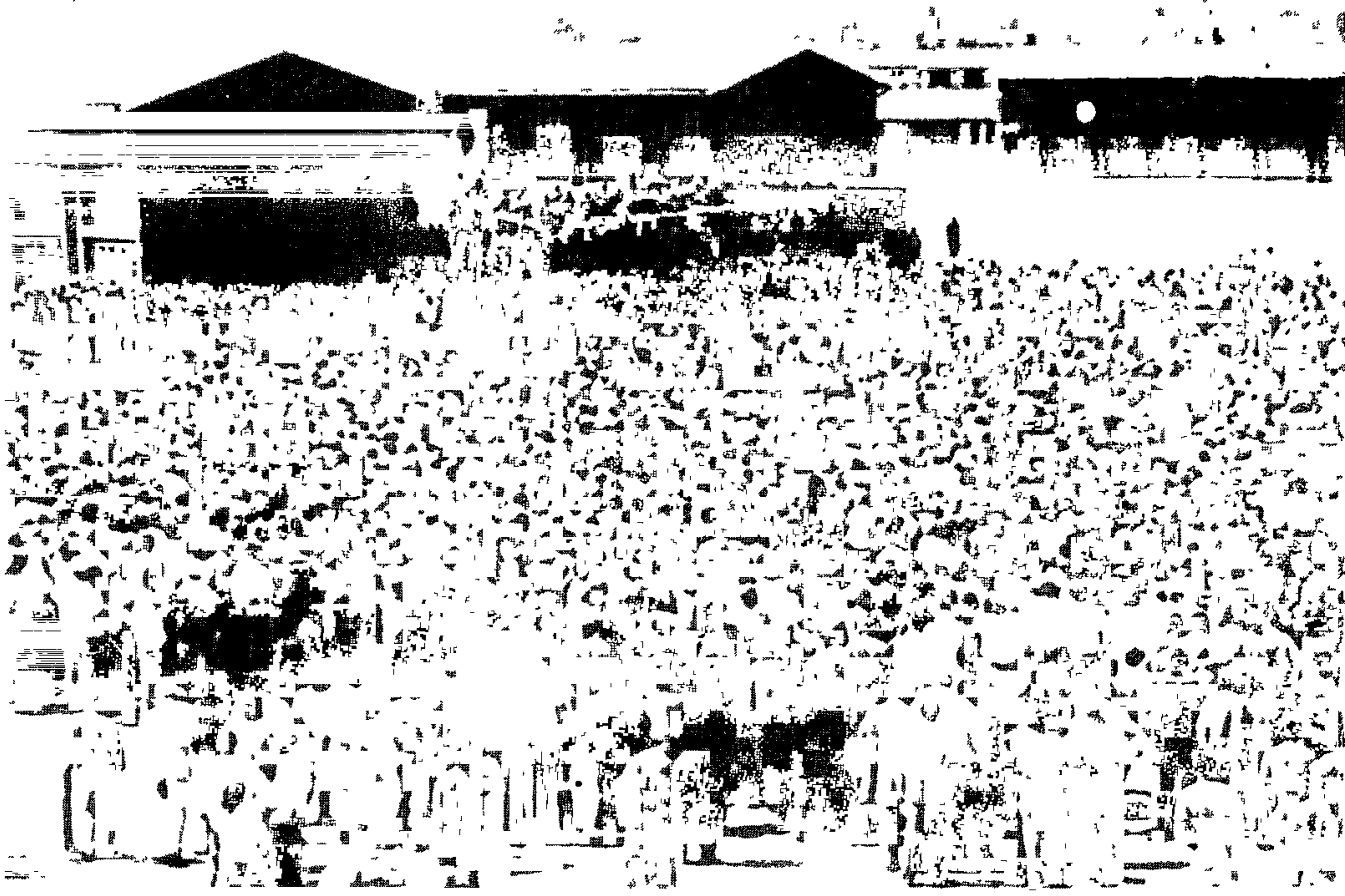
They asked what workers were doing being involved in student politics. I explained that those are our workers' children — also workers are trying to avoid confrontation and violence with students.

They asked if I got more pay in the union or when I worked at SASOL? They could not believe I left my job at SASOL for less pay in the union. These people could not understand commitment to the organisation.

Later when they were satisfied that most of the workers had been bussed back to the homelands they released me

from the PAYE tax deducted from workers pay.

SASOL is the pride and joy of white South Africa. How dare black workers challenge such an institution.



SASOL: THE REAL STORY

SASOL has dismissed 6 500 workers, most of them members of the Chemical Workers Industrial Union. This is over 90 per cent of SASOL's production workers.

SASOL workers decided to participate in the two day stay away in the Transvaal. The stay away in the hostels and surrounding township near Secunda was almost 100 per cent.

A large contingent of police were there, with 'hippos' and landrovers. Workers remained peacefully in the hostel grounds on Monday.

HELICOPTERS DROP PAMPHLETS

At 6 p.m. helicopters flew over the hostels and dropped thousands of pamphlets. The pamphlets threatened to dismiss workers if they did not return to work by 10 a.m. on Tuesday.

At an all night meeting shop stewards and organisers decided to advise workers to return to work.

A general meeting of 6 000 workers was held at 6 a.m. inside the hostel grounds to discuss SASOL's pamphlet. Workers stood firm with their decision.

As the meeting took a break for a shop steward caucus, two 'hippos' drove into the hostel grounds and towards the workers. Workers scattered. Now they were totally determined not to return to work.

At the deadline time of 10 a.m. and again at 11.30 a.m., buses drew up outside the hostels ready to take workers to the plant. They left empty.

Management announced over the hostel intercom that workers were now dismissed.

Early on Wednesday morning about 5000 workers marched to the plant. They were turned away. They were accompanied all the way by 'hippos' and police vehicles.

POLICE IN HIPPOS ARRIVE

Workers then held a general meeting to decide on strategy. They decided -

- * they would not collect their pay
- * they would not leave their hostel rooms or houses

However their decisions could not be carried out. Just as the meeting was coming to an end, a large contingent of police/army drove into the hostel grounds in 'hippos' and landrovers.

They circulated around the hostel complex. Workers say the soldiers were pointing their guns at them saying 'we'll be coming for you at 6 p.m.' 6 o'clock was the time management had put in their pamphlet for workers to be out of the hostels. In the meantime the union lawyers had compelled SASOL to extend the time by 2 hours.

At about 10 a.m. shop stewards gathered in a 2nd floor room.

Hippos and landrovers charged at the hostel. Shop stewards and organisers fled for their lives, jumping out of windows and scattering. One organiser, T. Mothupi was captured and detained. He was released later that evening.

The word was put out that the police were looking for the shop stewards and union leaders and they had to go into hiding.

Workers decided they were not prepared to be massacred. They began to pack their belongings and collect their pay.

Special pay offices had been set up outside the hostels, and over 40 buses were waiting to take workers back to their various homelands.

By evening all but a few hundred were gone.

Union
7/12/84
men in
C. Press
victory

FOUR SWELF, Food and Allied Workers' Union organisers have won their case against Law and Order Minister Louis le Grange for wrongful arrest, unlawful detention and malicious prosecution

Thembinkosi Masondo, Mntangaba Ngcobo, Jay Naidoo and Renee Roux were awarded a total of R3,000 plus costs

The four brought the case after they were picked up outside a factory while trying to recruit new members

Police reaction unit members picked them up, confiscated their pamphlets and took them to the police station where they were charged

When they appeared in court this week, the case was withdrawn

The court said the cops involved had contradicted themselves on a crucial point during their evidence

PRESS STATEMENTS



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FOSATU PRESS STATEMENT

A Special FOSATU Central Committee received reports from all regions on the outcome of shop steward meetings with their employers. It also received reports from a delegation that met a number of major employer organisations. It is our view that employers are unable to influence a stubborn, misguided and misinformed government.

FOSATU has therefore decided on certain actions. It will put these proposals to other unions seeking their support. These actions will be far ranging and implemented in the next two months. The actions will be a response to the detentions, the attack on unions and the SASOL dismissals.

FOSATU is also convinced that employer involvement in the charges to be laid under Section 54 of the Internal Security Act will be disastrous to future industrial relations. The quality of industrial relations in the future will be irreversibly altered. We believe that certain government and certain major employers are not fully aware of the implications of charging union leaders. FOSATU believes that the governments actions are good cause for the protest being carried out in the United States of America. These protests are indeed justified moral support to detained union leaders.

FOSATU also received report-backs from all regions and locals on the proposed black christmas. It was agreed that at present an effective national campaign could not be organised at such short notice as factories are now closing and many workers have already returned home with their purchases. In view of this a call for a campaign could be divisive rather than unite people. FOSATU will therefore not campaign for a black christmas. However, we believe that the present circumstances leave little to be happy with. We therefore call on all members to make a symbolic gesture over christmas of showing black on their clothing or houses as a sign of mourning.

2.12.84

~~Mercury~~
Factory

3/12/94

workers

continue

strike

Labour Reporter

ABOUT 400 striking employees of Wispeco a window frame factory at Mobern unanimously resolved to continue their legal strike which entered its fourth week yesterday

Mr Bobby Marie, a spokesman for the Fosatu-affiliated Metal and Allied Workers' Union said the workers were protesting against the company's refusal to negotiate severance pay for employees who were retrenched recently

'The union has made repeated efforts to resolve the dispute and had put forward a number of options but these have all been rejected by the company,' he said

At a meeting this week, workers unanimously resolved to continue their strike action and instructed union officials to refer various other disputes to the regional Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries, he said

Mr James Milburn, regional manager of the company in Natal, said in statement to the Mercury that the 'dispute settling procedure' of the Industrial Council failed to resolve the dispute, and the company urged the union to take the matter to the Industrial Court to seek a peaceful and orderly solution

section

Fosatu planning campaign of protest

140A

slow

~~157~~

4/12/84

By Carolyn Dempster,
Labour Reporter

The 115 000-member Federation of South African Trade Unions (Fosatu) is to take strong action in response to the detention of prominent trade union leaders, the State's "attack on unions" and the mass sacking of Sasol workers earlier this month

Fosatu has also warned that employer involvement in the charging of union leaders will irreversibly alter the future course of industrial relations

A special Fosatu central committee meeting at the weekend decided to launch the actions as part of phase two of a campaign in response to the detentions, crack-down and mass dismissal of Sasol workers

The committee did not detail its plans but said that certain proposals would be put to other unions for their support and the actions would be "far-ranging and implemented in the next two months".

Among those detained were Mr Chris Dlamini, president of Fosatu, and

Mr Piroshaw Camay, general secretary of the 150 000-member Council of Unions of South Africa

"It is our view that employers are unable to influence a stubborn, misguided and misinformed Government," said Mr Joe Foster, general secretary of Fosatu

"Fosatu is also convinced that employer involvement in the charges to be laid under section 54 of the Internal Security Act will be disastrous to future industrial relations," he added

After discussion at regional level, the federation has decided that a call for a "Black Christmas" would be divisive, rather than uniting workers, and an effective national campaign could not be mounted at such short notice

Instead of a ban on Christmas purchases, Fosatu is calling on all its members to make a symbolic gesture over Christmas as a sign of their concern at the detentions and their rejection of the Government's actions

This includes showing black on their clothing or houses as a sign of mourning

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The Government and big business are equally to blame for the intolerable conditions in the black townships that have led to widespread rioting in the past months.

In a hard-hitting editorial, *Fosatu News*, mouth-piece of the Federation of South African Trade Unions (Fosatu), calls on the Government and big business to find "real solutions to the problems they have created"

The wave of unrest in the townships culminated in a successful two-day stayaway by thousands of black workers in the PWV area at the beginning of last month, backed by the major union federations, including Fosatu

In a rare joint statement last month Assocom, the Federated Chamber of Industries and the Afrikaanse Handelsinstituut, condemned the detentions following the stayaway and called on the Government to either charge or release the detainees

The three organisations later held meetings with the Minister of Law and Order, Mr Louis le Grange

In the editorial Fosatu asks how long big business can afford to "sit idly" on the sidelines professing not to be political

"They say they deplore the repressive actions of the Government, but it is clear that they have benefited from these oppressive policies," it said

"South Africa has become an

Fosatu blames Govt, business for unrest

industrial giant at the expense of the welfare of its workers. The townships were built to provide dormitories for the millions of workers that big business desperately needed

"But in order to keep the profits high, as little as possible was spent on providing workers with decent living conditions. And because only a basic education was needed to operate the machines in the factories, little money was spent on schools, technical colleges and universities for the country's blacks"

Fosatu said the two-day stayaway was a demonstration of deep-seated discontent among township residents as a result of high unemployment, increased food prices, bus fare and rent hikes, inadequate housing, low wages and poor education

"But once again it is met by the repressive fist of the Government. The townships are vir-

tually occupied by the police and the army — worker and progressive leaders are detained," the editorial said

"Contrary to what the present Government believes, it will not be able to forcefully suppress the growing discontent in the country's townships forever. Nor can it afford to ignore the justified demands being made by workers and students

"It is time that the Government and big business began to consider real solutions to the problems they have created

"Is it unfair for workers to demand to live in reasonable conditions? Is it unfair for workers to demand the right to work and receive a living wage? Is it unfair for workers' children to demand a decent education?"

"Fosatu says no, it is not unfair. These are basic human rights. Fosatu will not surrender until these have been achieved," the editorial said

(140A)

Union action on detentions soon

Own Correspondent
JOHANNESBURG. — The Federation of South African Trade Unions (Fosatu) will launch a "far-ranging" campaign in the next two months in protest at the detention of several of its leaders and the sacking of union members by Sasol

A Fosatu statement yesterday said the campaign, which might be backed by other unions, was a result of the "in-

ability" of employers to persuade the government to release detained unionists

It attacked "employer involvement" in police investigations into the detainees' roles in the recent stay-away

At the same time, Fosatu said it could not support a planned boycott of shops over the Christmas period and asked its members to make a "symbolic" gesture of mourning

Fosatu said the current protests by American activists were "justified morale support to detained union leaders"

"Certain actions" in response to the detentions and firings, had been decided on at a special central committee meeting over the weekend. These would be put to other unions to seek their support, and would be implemented over the next two months

Fosatu declined to give details until other unions had been consulted. But the latest issue of Fosatu's newspaper, Fosatu Worker News, suggests that "international solidarity action" will play a part in the campaign

Several key Fosatu officials, including its president, Mr Chris Dlamini, have been detained in the wake of the recent stay-away by hundreds of thousands of Transvaal workers

Police have been gathering information from employers and journalists — a move which is believed to precede a trial of the stay-away's alleged organizers

Meetings

Fosatu said its central committee had heard reports from all regions on meetings between shop stewards and their employers over the detentions and the recent firing of 6 000 Sasol workers, and reports on meetings between Fosatu and major employer bodies

"It is our view that employers are unable to influence a stubborn, misguided and misinformed government," Fosatu said

It was also convinced that "employer involvement" in the charges to be laid under section 54 of the Internal Security Act (against the detainees) would be "disastrous to future industrial relations"

Fosatu believed the government and "certain major employers" were not fully aware of the implications of charging union leaders.

It warned that the course of labour relations could be "irreversibly altered"

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- ★ Novelty velvet and neck cushions
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GIFTS HE WILL APPRECIATE

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RAM 4/12/84 (1400) 304 12/12/84 260

Unions launch 2-month protest over arrests

By STEVEN FRIEDMAN
Labour Correspondent

THE Federation of SA Trade Unions is to launch a "far-ranging" campaign in the next two months to protest at the detention of several of its leaders and the sacking of union members by Sasol, a Fosatu statement said yesterday.

It says the campaign, which may be backed by other unions, is a result of the "inability" of employers to persuade the Government to release detained unionists. It also attacked employer "involvement" in police investigations into the detainees' role in the recent Transvaal stay-away.

Fosatu said it had decided at a special central committee meeting over the weekend on "certain actions" in response to the detentions and firings, and added that these would be put to other unions to seek their support. They would be implemented over the next two months.

It declined to give details until other unions had been consulted. But the latest issue of Fosatu's newspaper, Fosatu Worker News, suggests that "international solidarity action" will play a part in the planned campaign.

Several key Fosatu officials, including its president Mr Chris Dlamini, have been detained in the wake of the recent stay-away by hundreds of thousands of Transvaal workers.

Police have been gathering information from employers and journalists — a

move which is believed to precede a trial of the stay-away's alleged organisers.

In its statement, Fosatu said its central committee had heard reports from all regions on meetings between shop stewards and their employers over the detentions and the recent firing of 6 000 workers by Sasol, as well as reports on recent meetings between Fosatu and major employer bodies.

"It is our view that employers are unable to influence a stubborn, misguided and misinformed Government," Fosatu said.

It was "also convinced" that "employer involvement in the charges to be laid under section 54 of the Internal Security Act (against the detainees) will be disastrous to future industrial relations".

Fosatu believed the government and "certain major employers were not fully aware of the implications of charging union leaders".

It added that current protests by civil rights activists in the United States "are indeed justified morale support to detained union leaders".

On the call for a Christmas shopping boycott, Fosatu said an effective national campaign could not be organised "at such short notice" as factories were now closing and workers were returning home with their purchases.

It suggested its members "make a symbolic gesture over Christmas of showing black on their clothing or houses as a sign of mourning".

Workers continue

4-week-old strike

Mail Correspondent

DURBAN — About 400 striking employees of Wispeco, a window frame factory at Mobeni, unanimously resolved to continue their four-week-old legal strike

Mr Bobby Marie, a spokesman for the Fosatu-affiliated Metal and Allied Workers' Union, said the workers were protesting against the company's refusal to negotiate severance pay for employees who were retrenched recently

"The union has made repeated efforts to resolve the dispute and had put forward a number of options, but these have all been rejected by the company," he said

Mr James Milburn, regional manager of the company in Natal, said in statement that his company urged the union to take the matter to the Industrial Court to seek a peaceful and orderly solution

"To date Mawu has refused to follow this option," he said

4/12/84
140A

By Carolyn Dempster,
Labour Reporter

New forum for biscuit men

A new negotiating forum for the biscuit industry, covering biscuit workers in Natal and the Transvaal, has been set up following the collapse of the industrial council in August this year.

The council disintegrated after the Sweet Food and Allied Workers' Union (SFAWU), which is affiliated to Fosatu, was blocked from becoming a party to the council negotiations by a trade union affiliate of the Trade Union Council of South Africa (Tucsa).

In order to bargain with SFAWU, the industry's two major biscuit producers — Bakers and Fedbisco — withdrew from the council and joined with the union to form a new bargaining forum.

However, the negotiating course has not been an easy one. SFAWU together with the minority unions put forward a demand for a 32 percent across-the-board increase and a minimum weekly wage of R110.

LABOUR BRIEFS

The employers' response was an offer of a 12,5 percent rise and a refusal to accept demands on overtime pay, working hours and public holidays.

The dispute has now gone to mediation in an attempt to bridge the gap between unions and employers.

The Black Health and Allied Workers' Union of South Africa this week signed a recognition and procedural agreement with Pretoria Wholesale Druggists.

This is the third agreement the union has notched up since its inception a year ago and signifies that it is a growing force to be reckoned with on the pharmaceutical front.

A sudden rush for jobs in the platteland has

prompted the organisation ROEP (Restore Our Endangered Platteland) to appeal to farm managers and platteland business concerns to contact them if they need personnel.

The increasing flow of inquiries, says ROEP, comes from as diverse a range of people as doctors, businessmen and women, teachers and other professional people.

Those interested in securing a platteland position, or finding a platteland employee should contact Dr G H Craven at 04952 1630 or write to PO Box 29, Steytleville 6250.

D. Dipatch ~~183~~ *5/12/84*
Factory recognises May Day

JOHANNESBURG — An Eastern Cape glass factory, Pilkington Glass, has become the first employer in decades to allow workers to take May 1, International Labour Day, as a paid holiday. The company agreed to this in recent negotiations with the Chemical Workers' Industrial Union, according to the latest issue of Fosatu's newspaper, Fosatu Worker News. May 1, May Day, is celebrated by workers in many countries as a holiday in honour of the labour movement and worker rights. — DDC

Apple Trials
Wednesday, December 5, 1984

9 000 Sasol workers join Fosatu union

Own Correspondent

JOHANNESBURG. — The attitude of Sasol to dealing with emerging unions is to be tested again — only weeks after it fired some 6 000 workers who took part in the recent Transvaal stayaway

In a surprise development yesterday, Fosatu's Chemical Workers' Industrial Union (CWIU), which represented most workers fired during the stayaway, said it had recruited most of the 9 000-plus workers at four

coal mine shafts owned by Sasol at Secunda.

It said it had asked Sasol for "stop order" facilities — automatic deduction of union dues by management — at the four mines and it is believed that this may lead to a demand for full recognition at the mines.

This means CWIU is likely to retain a strong presence in Secunda in spite of the firings, and could help it re-establish a foothold in the Sasol II and III plants. The

two plants rely on the mines for the coal they use in Sasol's oil-from-coal process

Before the mass firings, CWIU enjoyed "stop orders" at Sasol II and III and was about to be granted full negotiating rights. It claimed the sackings were designed to keep it out of the plants — which Sasol denied

In a statement yesterday, CWIU suggested that its request for stop orders would again test Sasol's stance on dealing with it.

"It will be interesting to see whether or not Sasol management is sincere in its statements that the dismissal of workers was not aimed at ridding itself of the CWIU," the union said.

A union representative said a letter had been sent to Sasol last week asking for stop orders at the mines. No reply had been received yet.

A Sasol spokesman, Mr. Robin Hugo, said yesterday that the company had no means of verifying what CWIU membership at the Se-

cunda mines was, and implied that the company had not yet received the stop order request.

"If an application for stop order facilities is received from CWIU, it will be considered on its merits," he added.

The union's statement said workers at the mines had begun to join CWIU after it won recognition at the two Secunda Sasol plants. Since the sacking of workers taking part in the stayaway, membership had

increased "dramatically", in spite of alleged management harassment, it added.

Meanwhile, Mr. Hugo said yesterday that Sasol expected that the process of employing workers to replace those fired in the stayaway would be completed only in February next year.

He said the company had received 4 000 applications for jobs from new workers and a further 3 000 from fired workers. Each worker would be interviewed individually, he said.

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Sasol's attitude to unions will be tested again

By STEVEN FRIEDMAN
Labour Correspondent

THE attitude of Sasol to dealing with emerging unions is to be tested again — only weeks after it fired about 6 000 workers who took part in the recent Transvaal work stayaway

In a surprise development yesterday, the Chemical Workers' Industrial Union (CWIU), which represented most workers fired during the stayaway, said it had recruited most of the 9 000-plus workers at four coal mine shafts owned by Sasol at Secunda

The CWIU is affiliated to the Federation of SA Trade Unions (Fosatu)

It said it had asked Sasol for stop order facilities — automatic deduction of union dues by management — at the four mines and it is believed that this may lead to a demand for full recognition at the mines

This means the CWIU is likely to retain a strong presence in Secunda despite the sackings and could help it re-establish a foothold in the Sasol II and Sasol III plants

The two plants rely on the mines for the coal used in Sasol's oil-from-coal process

Before the mass sackings, the CWIU had stop orders at Sasol II and III and was about to be granted full negotiating rights

It claimed the sackings were designed to keep it out of the plants Sasol has denied this

The CWIU suggested in a statement yesterday its request for stop orders would again test Sasol's stance on dealing with it

"It will be interesting to see whether or not Sasol management is sincere in its statements that the dismissal of workers was not aimed at ridding itself of the CWIU," the union said

A union representative said a letter had been sent to Sasol last week asking for stop orders at the mines No reply had been received yet, she added

A Sasol spokesman, Mr Robin Hugo, said yesterday the company had no means of verifying what the CWIU membership at the Secunda mines was and implied that the company had not yet received the stop order request

"If an application for stop order facilities is received from the CWIU, it will be considered on its merits," he added

● Meanwhile, Mr Hugo said yesterday that Sasol expected that the process of employing workers to replace those fired would only be completed in February next year

He said the company had received 4 000 applications for jobs from new workers and a further 3 000 from fired workers

Mr Hugo was commenting on a CWIU claim that Sasol had taken back some drivers and administrative workers fired during the stayaway He denied this

Key dispute is settled with help of mediation

By STEVEN FRIEDMAN
Labour Correspondent

A KEY industrial court case, which was to have tested whether companies must bargain on wages with majority unions outside an official industrial council, has been settled with the aid of mediation.

But, while the union which brought the case, the Metal and Allied Workers Union (Mawu), says the company agreed to discuss wages with it, the company, McKinnon Chain, denies this. It says it did negotiate with the union — but only on long-service bonuses and a change in job grades.

The dispute arose in Maritzburg where the company, with other metal employers, had been resisting Mawu demands that it bargain over pay directly.

In doing so, they are supporting their employer federation, the Steel and Engineering Industries Federation (Seifsa), which is against wage bargaining outside the councils.

McKinnon Chain grants workers pay increases over and above those granted at the council and Mawu argued that these should be negotiated with it, rather than decided by the company alone.

Mawu declared a dispute with the com-

pany, the first step towards testing the issue in the court. A ruling by the court would have had effects throughout industry, as many employers are against bargaining wages outside councils.

The latest issue of Fosatu Workers News, newspaper of the Federation of SA Trade Unions, to which Mawu belongs, says the company reacted to the dispute by suggesting further settlement talks.

The union agreed on condition that a mediator, an advocate Mr Paul Pretorius, was called in.

McKinnon Chain's managing director, Mr John Samuel, this week denied that the increase was discussed with the union. "We negotiated on a long-service bonus and on job grades only," he said.

Mr Samuel said the company raised wages by transferring workers to a higher job grade and it had agreed that the union could suggest changes to the grading system.

"They suggested some changes which obviously affected the pay of a few employees. But only a couple of our 130 workers at the plant had their gradings — and hence their wages — changed as a result," Mr Samuel said.

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Three detained trade union leaders released

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By MAURITZ MOOLMAN

AT LEAST three union leaders were released from police custody yesterday in the wake of an increasing international outcry against what South African unionists describe as "union bashing" by the Government

The three are Mr Chris Dhlamini, president of the Federation of South African Trade Unions (Fosatu), Mr Jethro Dlalusa of the Transport and General Workers Union and Mr Bangilizwe Solo of the National Union of Textile Workers

A police spokesman said yesterday that he could only verify their release today

A spokesman for Fosatu, however, said he had spoken to the three after their release

They were among a number of union leaders arrested a week after the two-day work stayaway last month

Mr Dhlamini was arrested on November 10 while at work. He was held under Section 29 of the Internal Security Act

The police swoop also included a leader of the Council of Unions of South Africa

(Cusa), Mr Phiroshaw Camay

The trio's release follows on the recent row between the Minister of Law and Order, Mr Louis le Grange, and South African businessmen over the detention of union leaders

They asked that the unionists be released or charged as soon as possible

The Free South Africa Movement, formed two weeks ago by the black foreign policy group TransAfrica, has staged protests outside the South African Embassy in Washington since November 21 over the detentions

It widened the protests this week to South African consulates in New York, Los Angeles and Boston

In a Washington protest early this week, three union leaders were arrested, bringing to 22 the number of Congressmen, labour leaders and black activists arrested since the protest began

Three Fosatu members held a Press conference in the United States this week in an effort to muster foreign support against Government action on its members

400 back after five-week strike

Labour Reporter

THE five-week legal strike by 400 employees of Wispeco ended yesterday. But, according to a spokesman for the workers, they would refuse to work overtime until their grievances had been resolved.

The work stoppage, which seriously disrupted the company's production of window frames, started on November 2 after the company embarked on a retrenchment programme and dismissed 95 workers.

According to Mr Bobby Marie, a spokesman for the Metal and Allied Workers' Union, the dispute was over the company's refusal to negotiate severance pay with the union.

After a lengthy meeting this week the workers decided to return to work with immediate effect and instructed the union to refer the dispute to the Industrial Court.

In the meantime, they would be registering their protest by banning

overtime work and imposing a work-to-rule attitude he said.

Mr Marie said the meeting also discussed the use of 'scab' labour during the strike. 'It was noted that these employees were paid far in excess of what black workers earned for the same jobs and that their presence on the premises could have seriously inflamed racial tension.'

Mr James Milburn, regional manager of the company in Natal, yesterday confirmed that 238 strikers arrived at the company's premises and indicated that they were prepared to return unconditionally.

'At a meeting held with shop stewards this morning, management were advised that the workers wished to return to work as normal and that the strike action had now been terminated.'

'Discussions will continue with representatives of the union in an attempt to resolve outstanding matters,' he added.

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CART TIMES 8/12/84 (COP) (COP)
**3 detained union
leaders released**

Own Correspondent

JOHANNESBURG — At least three union leaders were released from police custody yesterday in the wake of an increasing international outcry against what South African unionists have described as "union bashing" by the South African Government

The three released yesterday afternoon are Mr Chris Dhlamini, president of the Federation of South African Trade Unions (Fosatu), Mr Jethro Dlalisa, of the Transport and General Workers Union, and Mr Bangilizwe Solo, of the National Union of Textile Workers

A police spokesman

said yesterday that he would only be able to verify the report today. A spokesman for Fosatu said he had spoken to the men after their release.

They were among a number of union leaders arrested a week after the two-day stayaway at the beginning of last month, including a leader of the Council of Unions of SA (Cusa), Mr Phiroshaw Camay.

The Free South Africa Movement has been staging protests outside the South African Embassy in Washington and South African consulates in New York, Los Angeles and Boston.

● Stayaway Five in court, page 2



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FOSATU BULLETIN

The Transvaal Stayaway

AUGUST

Nationwide campaign against new constitution. Opposition is primarily on the grounds that it excludes any African participation.

AUGUST 21

Ten leaders of UDF and affiliated organisations detained. In following weeks more are detained bringing number to 18.

AUGUST 22

Elections for coloured House of Representatives. 700 000 students join nationwide boycott of classes in protest against its implementation. In protests around country, 112 people are arrested - 103 are charged.

AUGUST 28

Elections for Indian House of Delegates. Widespread protest in Lenasia where police use rubber bullets, teargas and sjamboks on 1000-strong crowd. About 300 people injured. Police report 44 "incidents" in Transvaal. Polls lower than those for coloured elections.

AUGUST 29

School boycott spread from Pretoria to East Rand school in protest against sexual abuses, inadequate conditions, age limit on school attendance, and refusal to allow student representative councils.

SEPTEMBER 2

Large anti-rent meetings in Vaal townships. Stayaway recommended if rent increases are not dropped. Rent increases authorised by community councils, elected on very low pools. Blacks identify local authority structure with new constitution.

SEPTEMBER 3

Thousands of residents respond to call by local civic association and other Vaal organisations for a one-day stayaway in protest against rent increases. Protest march to administration board offices broken up by councillors and police. Violence breaks out. Fourteen die, many injured. Residents attack councillors' houses. Police enter school premises in Mamelodi. One person seriously injured.

SEPTEMBER 5

A large crowd of about 5 000 - outside Vaal Administration Board offices while delegation negotiates with police, councillors and administration board officials over rent increases. Residents' demands not met but councillors agree to call urgent meeting to discuss rent issue. Vosloorus students boycott classes. 500 pupils march on a police station, demanding release of pupils arrested previous week. Warning by police to disperse is ignored. Police fire teargas at crowd. Pupils flee, throwing stones at pupils boycott in Katlehong, 4 700 pupils in Daveyton, 1 800 in Thokoza, 10 000 in Soshanguve and 4 800 in Tembisa, where classes are suspended. Classes also suspended at Minerva High School in Alexandra.

SEPTEMBER 7

Official death toll in Vaal rises to 29. Real number suspected to be much higher. Unrest in Thabong.

SEPTEMBER 8

About 3 000 attend funeral of unrest victims in Katlehong and 8 000 in Daveyton ignoring chief magistrate's order and ban on weekend teargas. One person killed, one seriously injured by police after attempts to set alight Katlehong mayor's home.

SEPTEMBER 10

Students in Warmbaths boycott, demanding resignation of their principal.

SEPTEMBER 11

All meetings of more than two people which discuss criticise government policy banned.

SEPTEMBER 12

Black schools closed early.

SEPTEMBER 13

Soweto Cosas branch secretary Bongani Khumalo shot dead by police.

SEPTEMBER 16

More funerals for unrest victims in Katlehong, Thokoza and Evaton. 195 arrested after funeral in Evaton.

SEPTEMBER 17

One-day stayaway called in Soweto. Many clashes between police and residents.

SEPTEMBER 20

Walter Makgatho, 14, killed during clashes with police in Soweto. Sixteen killed so far under age of 15.

SEPTEMBER 22

33 people arrested at funeral in Sharpeville and 132 in Bophelong for allegedly attending illegal gatherings.

SEPTEMBER 23

598 arrested at funeral in Sebokeng. They appear in court three days later. Bail is refused. Several people detained.

OCTOBER 3

Unrest spreads to Duduza and Tsakane. Post office and beerhalls burnt.

OCTOBER 6

Law and Order Minister announces army will be used to quell township unrest.

OCTOBER 10

Funerals of unrest victims in Kwa Thema and Tsakane in East Rand.

OCTOBER 11

Soweto branch executives of Cosas and Azasam detained. Students and teachers most hit by detentions. 170 out of 368 people detained this year in this category.

OCTOBER 12

Funeral of Nicholas Siphwe Mgudlwa. Blair Gordon is killed when crowds stone his mother's car.

OCTOBER 22

One-day stayaway in Kwa Thema.

OCTOBER 23

Seven thousand troops and police enter and cordon off Sebokeng at night. 350 people arrested by 8.30 am. Fire rises.

OCTOBER 29

Operation Palmiet moves to other Vaal townships. Army performs similar operation in Tembisa.

OCTOBER 29

Official numbers of dead by this date 131.

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NOVEMBER 2
UDF official Murphy Morobe and Vaal Civic Association chairman Lord McCamel detained. All members of civic leadership now either dead, in detention, or in hiding.



City Press 9/12/85

Behind the stayaway

FM 16/11/84



Nothing that has happened in this highly traumatic year did as much to jolt white South Africa as last week's stayaway by the Transvaal's urban black community. And so it should have.

According to labour analysts, between 300 000 and 800 000 workers participated in the mass protest — making it the biggest in SA history.

It was not the violence which accompanied it that shocked. Sadly, most people have become accustomed to almost daily reports of death, mayhem and destruction. Nor was it the effective re-statement of how dependent this country is on the contribution of black workers — and how vulnerable commerce and industry are to the withdrawal of their labour. That is keenly recognised. The impact came from the realisation of exactly how deep the level of black discontent has become.

It was this factor which led union groupings like the Federation of SA Trade Unions (Fosatu) and the Council of Unions of SA (Cusa) as well as the independent Commercial, Catering and Allied Workers' Union (Ccawusa) to support the call for *azikhwelwa* ("we don't ride"). As the Labour Monitoring Group (see box) has pointed out, the stayaway marks a new phase in the history of protest against apartheid — the beginning of united and concerted action by organised labour, students and community groups. And the unions are playing a key role.

The prospect of a stayaway arose when the Congress of SA Students (Cosas), an affiliate of the United Democratic Front (UDF) which has been in the thick of the education protests, called on student, community and worker organisations to get together to discuss the education crisis and civic and labour problems.

Unrealistic demands

When it became apparent that a stayaway was on the cards it became certain that other UDF-affiliated trade unions and organisations would support it. Hence the participation of the SA Allied Workers' Union (Saawu) and the General and Allied Workers' Union (Gawu), both of which have long been associated with black community political issues; the Vaal Civic Association; the Federation of SA Women; the East Rand People's Organisation; the Release Mandela Committee — and other UDF organisations, although the UDF itself as a collective body was not involved. The United Mining, Metal and Allied Workers of SA (Ummawosa), which split from Fosatu's Metal and Allied Workers' Union in mid-year (and is widely expected to join the UDF), also joined in.

The umbrella Transvaal Regional Stayaway Committee — which organised the protest — made demands which included the withdrawal of the army and police from the townships, and a halt to rent increases. In addition, all detainees and political prisoners were to be released, and all dismissed workers reinstated. "Unfair" gst and taxation were to be withdrawn, and there were some educational demands, too

The effectiveness of last week's stayaway was largely attributable to the involvement of the black unions. This was the first large-scale involvement of organised labour in politics since the Wiehahn reforms — and presages new directions in black politics as a whole.

— that student representative councils be democratically elected in black schools, and the age restrictions on black pupils be abolished, along with corporal punishment.

It was obviously unrealistic to expect that all these demands would be met. Yet, given the disparate aims of the organisations involved, it is natural that they should have been articulated.

There is no doubt that without the contribution of Cusa, which is a UDF affiliate, Ccawusa and particularly of Fosatu, the stayaway would not have been as effective as it was. It has given rise to a perception that unions have crossed the Rubicon which divides purely union interests from political issues.

Why did Fosatu — whose almost exclusive concentration on shop-floor issues has accounted for its strength and success — become embroiled in the stayaway? Since its formation in 1979 the federation has avoided direct political action. The two notable exceptions were the one-hour nation-

wide work stoppage after the death in detention of trade unionist Neil Aggett in 1982; and the campaign this year against the coloured and Indian elections. Therein lies the answer.

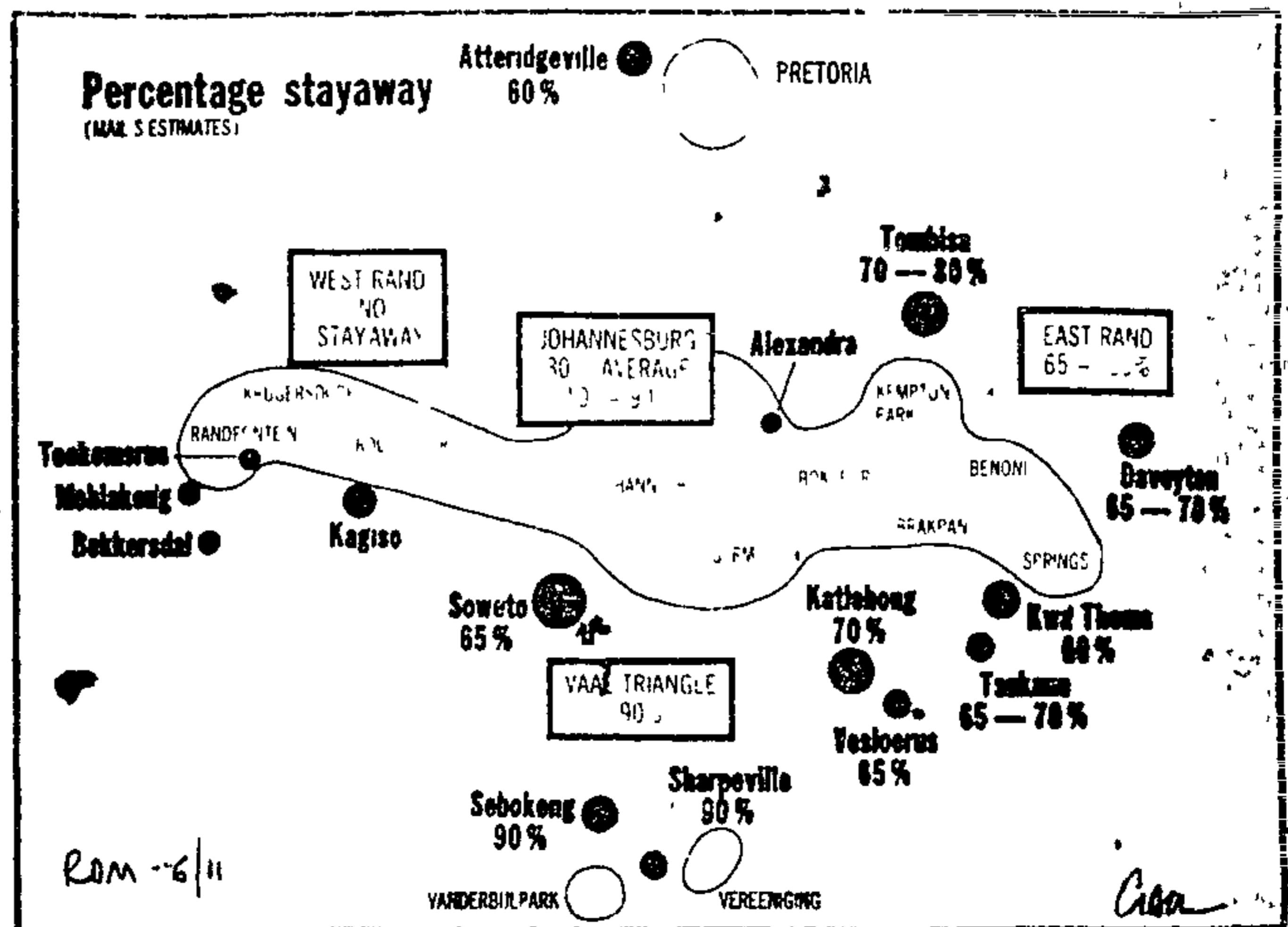
Says Fosatu's education secretary Alec Erwin: "Our attitude is clear. If something affects our organisation and our members we will respond. This action was undertaken because the situation in the Transvaal is very serious — in our view close to civil war — and needed clear protest action."

Cosas came up with the initial student demands. We chose to back them and added other issues like getting the army out of the townships. However, we will only undertake such action in serious situations and when our members feel it is appropriate."

Some labour observers have drawn attention to other factors. They point out that one of the issues underlying the Ummawosa/Metal and Allied Workers' Union (Mawu) split was a deep-rooted dissatisfaction with Fosatu's reticence about political involvement. This is hotly denied by Erwin, who told the FM "There was division in the Mawu leadership, and corruption. But we are perfectly happy that the Ummawosa split did not relate to political issues. That was a rationalisation in hindsight on their part." Nonetheless, Erwin does acknowledge that there are tensions within Fosatu, although he says the federation does not regard these as being unhealthy.

WHERE IT HIT						
Stayaway Participation Rates by Sector						
% Participation	Metal	Chemical	Food	Auto, Building & Transport	Retail	Total
90-100	12	8	14	3	5	42
80-89	1	2	—	2	3	8
70-79	1	1	—	—	—	2
60-69	1	1	1	1	—	4
50-59	2	—	—	1	—	3
Below 50	7	—	5	—	—	12
Totals	24	12	20	7	8	71

Source: Labour Monitoring Group



What of the response of employers? Unions report that, barring Sasol, which in one of the biggest mass dismissals sacked 6 500 workers — decimating Fosatu's Chemical Workers' Industrial Union in the Transvaal — very few employers took action against their employees for participating in the stayaway

According to Tony Ewer, chairman of the Transvaal Chamber of Industries' Labour Affairs Committee "A lot of soul-searching was done among employers. I think there was a lot of sympathy for the situation many of their employees found themselves in, in view of the intimidation that took place preventing them from getting to work." Ewer stated unequivocally, however, that employer response would harden if there are any more stayaways, as has been rumoured

In general, white reaction has been to blame it all on agitators. Then, in evaluating what it means, to question why the black masses indulged in an action obviously against their economic interests at a time of high unemployment. And there was alarm at revolutionary statements and threats of a general strike from the Transvaal Regional Stayaway Committee's Thami Mahi (see page 56).

There was intimidation. But to focus on only that is to miss the point. Industrial sociologist Professor Eddie Webster of Wits has defined a stayaway as "a general withdrawal of labour which does not (usually) arise out of a specific work-place dispute but articulates broader political and sometimes economic demands."

Erwin states "This was action against certain government policies rather than against employers Sasol? We expected to pay some costs. To have stood back and done nothing would have created serious problems between our members and their children."

In such a situation the fact that blacks cannot exercise their political rights in the central Parliament means that unions with black members inevitably come to articulate their grievances. This is a reality which no statute like the Labour Relations Act's prohibition on union affiliation to political parties can hope to quash. A basic problem is that the liberalism which has been so marked in the labour field since the Wiehahn Commission has not been matched in other spheres "Unions everywhere in the world — but in SA in particular — are obliged to take up political issues," says Erwin.

The massive response to the stayaway has raised fears that emotions will run so high that someone will call for a general strike. But it does not follow that the large black union federations will indulge in stayaways at the drop of a hat. Says Erwin "We don't entertain any illusions as to how difficult it is to pull off a stayaway — unlike other organisations which don't have membership on the factory floor." However, not all unions share Fosatu's sentiments. Ummawosa, for instance, told the FM that it would support any future stayaways

What is pertinent is that union groupings like Fosatu and Cusa understand the limitations of stayaways. As Webster has stated, stayaways "remain demonstrations, not organised challenges. Clearly the danger

of dismissal is considerably greater in periods of high unemployment. Finally, lacking co-ordinated organisation and the financial resources for a long strike, workers cannot stay out for long."

Cusa general secretary Phiroshaw Camay has stated. "Right now another stayaway would just weaken our position. We would just lose effect if we did that. Employer attitudes would be much tougher. We cannot pursue all our demands in a stayaway. We can only use it in some instances. One uses stayaways for issues of principle and core issues. Workers have been battered for a whole year: retrenchments, unemployment, bad pay, gst, township rents increases — it's all cumulative. There are irretrievable forces acting in our community and we needed to react to them."

Unfortunately, while there has to be law enforcement, the police do not seem to have helped matters — and the presence of the army in townships is regarded as provocative. Law and Order Minister Louis le Grange would do well to reconsider the handling of the unrest. For example, the detention of the stayaway organisers and especially of Fosatu president Chris Dlamini has only added to an inflammatory situation.

"The stayaway was a very clear show of mass discontent with specific government policies. It was the clearest and most substantial message that has got across for many decades," says Erwin.

If government ignores what happened last week it threatens the future of all South Africans. It is clearly folly to believe that homeland leaders and community councillors are the real black leaders. Like it or not, it is organisations like the African National Congress and black trade unions that really count. It is to them that government should be talking.

STAYAWAY PATTERNS

FM 16/11

Last Monday's and Tuesday's stayaway elicited an average 60% response in the PWV area — with anything up to 800 000, and not less than 300 000 people participating. It was most successful where strong trade union organisation and community and student organisation coincided. The numbers involved in the stayaway are considerably higher if the approximately 400 000 students who boycotted school on those two days are included.

These are the findings of the Labour Monitoring Group (LMG), an academic body which has produced a preliminary analysis of the stayaway. The group used the SA Labour and Development Research Unit's directory of trade unions as its data base and attempted to contact all firms in the PWV area which have a recognition agreement with an independent union. Responses were received from 71 firms. Six firms refused to divulge information.

Other findings of the group are

- Unionised factories gave overwhelming support to the stayaway with some 70% of the companies in their sample reporting a stayaway rate of over 80%,

- The unionised factories were concentrated in the East Rand and the Vaal — the areas where the stayaway rates were highest.

The LMG points out that even though it could not canvass the Pretoria area, because of the limitations of its sample group, it is known that the stayaway in Atteridgeville township was almost total. However, commuters from Bophuthatswana went to work as usual. The pattern was similar in Brits with township dwellers supporting the stayaway and commuters working normally.

In the areas where the stayaway was most intense — the Vaal, East Rand and Atteridgeville — school attendance was also negligible. It seems, the LMG says, that workers readily identified the demands of the students for democratically elected student representative councils with their own struggle for independent representation in the factories.

- All sectors where unions were present were equally affected. Mining was an exception, with lack of participation being attributed to isolation from the townships and the aftermath of the recent strike.

- The stayaway did not weaken on the second day. 56% of establishments maintained the same level of stayaway on both days, 20% weakened, and 24% actually intensified on Tuesday. This is seen as significant, as in the past extended stayaways have failed — such as the call for a five-day stayaway in November 1976 which simply petered out.

- There was no significant difference in the response of migrants and township dwellers to the stayaway. The LMG says that migrants formed a significant proportion of the workforce in nine of 71 establishments surveyed. In five of these there was more than 90% participation. The high level of migrant worker involvement, the LMG comments, suggests a critical weakening of the influence of Inkatha on the Rand. Forced to choose between loyalty to Inkatha and to their unions, many supported the stayaway. Inkatha chief Gatsha Buthelezi's vocal opposition to the stayaway call distances him even further from the mainstream of opposition in SA, the LMG claims.

- None of the employers interviewed envisaged disciplinary action. The most common response was to deduct wages for the two days' absence. Some employers treated it as paid leave; others, more sympathetic, accepted employees' accounts of intimidation and paid wages in full.

The LMG states that Sasol's hardline approach revealed the vulnerability of workers during a stayaway. "Most employers were taken by surprise by the success of the stayaway and were unsympathetic to what they saw as a political strike, unrelated to the workplace. Any future stayaways are likely to be met by a harsher management response. Already some employers are calling for a trimming down of the workforce, and could well use stayaways as a pretext for retrenchment."

THAMI MALI

'We have the power'

fm 16/11/84

Thami Mali was chairman of the Transvaal Regional Stayaway Committee (TRSC) which organised last week's two-day stayaway. Although the TRSC is not affiliated to the United Democratic Front (UDF), the 37 TRSC organisations, including one of the major emerging labour federations, are. Mali spoke to the *FM* a day before he was detained under section 29 of the Internal Security Act. According to prison regulations, Mali's picture cannot be published

FM: You say the aim of the TRSC is to make the country ungovernable so as to make government sit down and talk. Assuming government agrees, what will you call for?

Mali: The minimum demands of the people are contained in the Freedom Charter. Of course, the people will have to come forward and lay these out. But even if such a call is made, it cannot be to the TRSC. There are leaders of the people of SA and there are leaders of the workers of this country

Who?

The leaders of the people have been jailed for life. Nelson Mandela and others, and there are leaders of the people in exile. Those are the people government should talk to, not us. We want those people back and we are standing for the same ideals: we want change in this country, we want to live normal lives in a free non-racial country that will accommodate anybody — nobody will be driven into the sea.

You have said there will be further and more effective stayaways in future.

Exactly, because the demands that led to the call for a stayaway have not been met. In fact, the situation has worsened because of the reaction of Sasol management in dismissing 6 500 workers. One of the demands that came particularly from the trade unions (in the stayaway campaign) was for the reinstatement of all dismissed workers, including the 464 Simba workers who, subsequently, were reinstated. But the fact remains workers are being re-trenched daily.

(Education and Training Minister) Gerrit Viljoen has said nothing to solve the education crisis, which is part of the reason for us calling the stayaway. Back in the townships the problems of rents,

electricity, fake water meters, still remain unresolved. Moreover, there is the coming Putco fare hike.

Chief Gatsha Buthelezi has warned that stayaways are ill-advised until there is black unity. Are you worried about a backlash by workers since the stayaway resulted in the dismissal of workers at Sasol?

Our people have actually proved that they are not going to listen to Gatsha Buthelezi's reactionary advice. Anything that he advises is treated with suspicion. What he said was not different from the pamphlets distributed by the police over the weekend (before the stayaway). The unity he talks about is not genuine. We will never at any stage think of forming a unitary force with Inkatha. The unity he talks about is forming an alliance with him. He must get out of the system first, then we can consider such an alliance.

As to a backlash, because of the reaction of the State to whatever we do we know that every step we take in our liberation struggle has some boomerang effects. We know that in calling for a stayaway we might suffer here and there, but if this suffering will shorten our sorrow then sacrifice is the price we are willing to pay.

Are you sure that Fosatu will support further stayaway action?

Yes, because we are fighting for a just society that will be ruled by the working class and this is what Fosatu is fighting for. It wants a government that will take care of the needs of the working class and the unions. More than ever before people have realised that their struggle at the factory floor will never be solved until the whole system of government has been changed. And student organisations have also realised that their problems in education will never be solved until the problems of the workers have been solved and until the problems of the community have been solved. All these problems will be solved if we change the system of government. **Is that realistic? For one thing it is not clear the stayaway was an overwhelming success.**

The stayaway was a tremendous success taking into account that we are operating under very trying circumstances and with the State having the advantage

of TV and the media on its side. Despite that propaganda thousands stayed away. **What about the charges of intimidation?**

Aside from a few reported cases which were isolated, thousands decided to stay away without any intimidation. Where people were met on their way to and from work we as political activists at all times tried to educate our people and discuss the issues with them. Take, for example, the hostel dwellers. In previous stayaways there were problems (convincing them) and we realised we had not done our work there. This time we did a lot of groundwork there before we produced the stayaway pamphlets. The first meeting convened by Cosas was on October 10. We decided to go to the communities and assess our strength there. We sat down and spoke to people and got their views because some people have a very low level of politicisation. We got a very good response.

Can you say categorically that nobody was threatened, that anyone was free not to stayaway? How much control do you have, since there seems to be a criminal element?

The feeling of ordinary people in the townships is that we will not tolerate people who allow themselves to be bought for the perpetuation of their own exploitation. Why, after being spoken to and after they understand, do these people decide to go against their people and be fellow travellers with the enemy? People just can't understand this because we believe that we the oppressed people have more than ever before to stand together. We should not at any stage allow ourselves to be bought for the perpetuation of our own exploitation. That is why people are angry with the councillors.

Sometimes it is not easy to go against the people. For instance, it becomes difficult on my part to convince people not to loot a Putco bus. The reason is Putco is seen as an ally of the government. It receives a government subsidy and the government is always siding with it. They see Putco as part of the system, as with the railways.

What did the stayaway achieve?

It has actually shown that we have power in our hands. It showed that we can bring the machinery of this country to a standstill.

Interview with Thami Mali in RDM
7 11 84

'Mr Mali said in a statement yesterday that the protest had proved to the Government "that we now have power in our hands and can use it in any way we like."

"We cannot go back any more now

Our duty is to step up resistance and create an ungovernable situation and actually force the State to declare some of the area as liberated zones," he said.

Mr. Mali said the stayaway had proved that trade unions and student and community organisations, rather than Chief Buthelezi's Inkatha enjoyed the support of the people.

Azapo congress told:

Stayaways can harm the cause

By SELLO RABOTHATA *Saw 19/12*

SCHOOL BOYCOTTS, hunger strikes and work stayaways all contained the potential to seriously harm the very people they intended to help, the fifth annual congress of Azapo was told in Cape Town yesterday.

Rev Joe Seoka, in a paper on Stayaways and Work Stoppages — a Critique, said that far from enhancing the people's efforts towards liberation, stayaways may alienate the people from a process dependent for success on their participation.

Rev Seoka said hunger strikes are a weapon accompanied by limitations. The same can be said about school boycotts against Bantu Education. For it is only when people begin to understand that Bantu Education must be transformed into a struggle against the political situation that they begin to appreciate the shortcomings of a fight against Bantu Education.

He said "Stayaways, like the other weapons, are not immune from possible perversion. The two-day stayaway of the past month is a case in point. There are two diametrically opposed interpretations attached to it.

"The one sees the stayaway as having been a colossal success by virtue of the overwhelming support it commanded. The other views it as a creation of an adventurous and glory seeking mind. There is only one correct and objective interpretation and this is derived from a dispassionate assessment."

Thus, said Rev Seoka, thousands of workers learnt a bitter lesson — never again to heed calls for stayaways, for only distress and suffering flows therefrom. The two-day stayaway, far from advancing the working class struggle in the country, had antagonised and alienated a sizeable portion of the working class.

That the workers' salaries were pruned by employers without the committee responsible for the stayaway raising its fingers was a worse indictment.

Potent weapon

Rev Seoka said the concept of boycotts or stayaways can become a very potent weapon in the hands of the oppressed or powerless people. In almost all instances where the boycott tactics have been successful, the following aspects have been observed:

- The careful selection of the target,
- The methods to be used,
- The time duration,
- Full knowledge of the consequences by the participants, and
- The leaders of such boycotts cannot and must not rely on attempting to enforce the boycotts
- At the time of going to press the Azapo congress was due to hold elections for national office bearers. Hot favourite for Azapo president appeared to be Soweto's Ishmael Mkhabela with keen competition from Mandla Nkosi, also from Soweto.

Stayaway 'did not advance the struggle'

CT 18/12

By ANTHONY JOHNSON
Political Correspondent

WORK stayaways, school boycotts and hunger strikes all contain the potential to seriously harm the very people they are intended to help, according to a paper drafted by Azapo's central committee.

The paper delivered by the Rev Joe Seoka at Azapo's fifth national congress in Cape Town yesterday, notes that these three weapons of struggle, "far from enhancing the people's efforts towards liberation, may alienate the people from a process wholly dependent for success on their participation."

Mr Seoka said stayaways or work stoppages were bargaining tools that had to be used with much care, as they

"are not immune from possible perversion."

He said the recent two-day stayaway on the Reef had not advanced the working-class struggle in South Africa but had rather antagonised and alienated a sizeable portion of this class.

While some saw the stayaway as a colossal success by virtue of the overwhelming "support" it commanded, others viewed it as "a creation of adventurous and glory-seeking people."

He said the originators of the stayaway were so caught up in the "passion for self-glorification" that they had not considered the possibility that about 7 000 workers could be dismissed from Sasol.

"And thus 7 000 workers had learnt a very bit-

ter lesson never again to heed the calls for stayaways for only distress and suffering flows from them.

The two-day stayaway, he said, came at a time of economic depression when management wanted an excuse to retrench or dismiss workers without giving full benefits.

"Thus management gained an upper hand in a situation where it was supposed to have suffered."

"The stayaway therefore militated against the short-term interests of the black working class and as a result it will be very difficult in the future for any organization or group to call the masses into concrete action."

Mr Seoka said the boycott or stayaway was basically a weak weapon.

Stayaway hailed as highly successful

Star 9/11/84

By Susan Fleming

The two-day stayaway by workers in protest at the Government's failure to deal with black grievances has been hailed as an "absolute success" by the United Democratic Front (UDF), the Johannesburg Democratic Action Committee (Jodac) and the Federation of South African Trade Unions (Fosatu).

Mr Frank Chikane, Transvaal vice-president of the UDF, and Mr Chris Dlamini, Fosatu president, told a meeting at the University of the Witwatersrand this week that the organisations which called for the stayaway would not have done so if they had not been entirely confident of success.

Ms Joanne Yawitch, chairman of Jodac, also labelled the stayaway highly successful, estimating that 90 per cent of workers in the Vaal triangle, 80 to 85 per cent on the East Rand and large numbers on the West Rand had

stayed in the townships for the two days.

"The people's protest against the Government was ignored so they decided to move into a situation of crisis," said Mr Chikane.

"This crisis is not accidental but a historical reality. Also, it is not just another June 16 1976 but a permanent on-going crisis which cannot be wiped out by any army or police force."

He stressed that the Government could continue arresting the leaders of the UDF and the people but the crisis would only deepen.

"This is because the people are determined to govern themselves — and they cannot all be put in jail."

Referring to Chief Gatsha Buthelezi's condemnation of the stayaway call, Mr Chikane said "History will prove that Chief Buthelezi has no support among the people. And when history has taken its course the people will govern."

Buthelezi attacks Cosas and UDF

By Langa Skosana

The Chief Minister of kwaZulu, Chief Gatsha Buthelezi, yesterday said the recent unrest in South Africa's black townships was a cumulative effect of the anger of blacks against the system of apartheid.

He told about 15 000 people gathered in Soweto for a prayer meeting that the best strategy against apartheid was the unity of blacks against those who enforce apartheid.

"Our non-violent approach does not mean we are cowards. I say to you that if they burn your house you should burn their houses too," the Chief Minister said.

He said the Congress of South African Students (Cosas) was an organisation gone mad.

"Cosas works among your children exhorting them to lose their lives on township streets. Cosas will fail and in failing they will drag your children down with them, and destroy the things you strive for," said Chief Buthelezi.

"We are angry because we are politically oppressed, we are angry because we are made stateless, we are angry because our people are poor and because they suffer desperate hunger and want. And we are angry because all the strife is so needless

and so senseless," he said.

He said anger did not have to be violent to achieve anything. Anger could be cold, calculating and determined in effect.

"Anger must sustain efforts that will in the end bring about radical change," he added.

Sapa reports that Chief Buthelezi also attacked the United Democratic Front.

"The UDF national leadership, before the UDF threw its weight behind the national stayaway, used an underhand power-play to deceive the world that the stayaway was democratically decided."

Chief Buthelezi told the people "Black South Africa knows there is no easy victory in the struggle. They know that those who are power-hungry will seize on anything and make anybody pay any price for their own glorification."

"You, the ordinary people of South Africa, know full well that the South African Government cannot be toppled overnight. You know that when violence erupts in your townships, and when that violence becomes inward-directed and you yourselves are the victims of it, that Pretoria laughs at you. You know that those who say they can reduce this country to ungovernability tomorrow, are vain in their stupidity."

Star 26/11

Buthelezi on attack in Soweto

CHIEF GATSHA Buthelezi, president of Inkatha and Chief Minister of kwaZulu, yesterday made a blistering attack on the United Democratic Front and the Congress of South African Students as those responsible for recent attacks by blacks on blacks.

Saw 26/11

Addressing thousands of followers at the Jabulani Amphitheatre, Soweto, he said he was not against strike and stay-at-home calls, but was "opposed to any tactics and strategies which are dictated to the masses by the few, and which are forced on the people by criminal acts of intimidation."

"I am opposed to all attempts to use Black Power in strategies which will fail. I am opposed to using Black Power which results in the suffering of the ordinary people, but which gains nothing for the ordinary people. I am opposed to the use of Black Power to boost the image of certain people and organisations in the eyes of the media."

"Do you want to suffer? Do you want to lose your jobs? Do you want to go hungry? Do you want your children to die so that these few can hit newspaper headlines?"

"We have had strife in our townships now for months. A great many people have died. Others have been brutally beaten up, and yet others have lost everything they possess as their homes have been attacked and their property destroyed," he said.

Chief Buthelezi made his visit to Soweto at a time when unrest has hit the entire Pretoria, Witwatersrand and Vaal complex, with scores of people in detention, more than 100 dead and many others injured.

Chief Buthelezi was welcomed into Soweto by deputy mayor, Mr Isaac Buthelezi, who made the welcoming address. Mayor Mr Ephraim Tshabalala was also present.

In his speech Chief Buthelezi said many people preached black unity, but were engaged in black activities. He said this was his fourth visit to the Transvaal in which he had canvassed for black unity.

"This in itself should indicate to each and every one of you how much I am committed to the unending quest for black unity. Throughout my political career, I

have always regarded black unity as a priority in the black struggle for freedom," he said.

Referring to the situation of confrontation he said "experience in black politics has taught me that whenever the flames of black anger are raging, and however justified they may be, there will always be those who, because of their political bankruptcy, would exploit this anger and misdirect it."

"Black people seem to have forgotten who their enemy is, and black people seem to be fighting their own shadows now, instead of directing their anger in such a way that we all reap its benefits."

He said the Government had given credibility to the UDF by detaining its leaders and Thami Maki. According to Chief Buthelezi, the UDF and some leaders were manipulating the situation for their own ends.

He also slammed the Congress of South African Students and blamed a lot of intimidation on it.

**Inkatha
youths
slam
stayaway**

THE WEST Rand region of the Inkatha Youth Brigade has levelled a scathing attack against the organisers of last week's stayaway "which was imposed on thousands of people, some of whom have lost their jobs".

In a statement issued after its general meeting held at the Vulamazi-buko Higher Primary School, Diepkloof at the weekend, the Brigade singled out the United Democratic Front (UDF) and condemned it for "going it alone without consulting other organisations."

Referring to the stayaway as a "disastrous failure" the Brigade said:

"It was very unwise for the UDF to try to go alone without consulting us and the people at large. We are tired of these people who are to be fighting for unity, while they depend on borrowed strategies they cannot bring to fruition."

"We wish to warn our brothers and sisters in trade unions that they must not allow themselves to be the playthings of political nobodies like the UDF," the statement said.

Reacting to the Youth Brigade's attack, the UDF said it found it a complete waste of time to respond to the statement as it was devoid of any facts.

"Even the most reactionary of analysts acknowledged the success of the stayaway," the acting secretary-general of the front, Mr Trevor Manuel, said.

PRESS STATEMENTS



FOSATU PRESS STATEMENT

THE special FOSATU Central Committee meeting wishes to state clearly why FOSATU members participated in the stay-away. We believe that this is necessary because there has been too much focus on reports of violence and too little on issues.

Our reasons for supporting the stay away were

- * We wanted a clear announcement removing the age limit in the schools
- * We wanted democratically constituted SRC's in the schools
- * We wanted the army removed from the townships and a stop to police harassment of residents
- * We wanted a suspension of rent and bus fare increases

These factors directly affected our members as workers and parents and we took the action because of this.

We therefore totally condemn the detention of FOSATU office bearers and officials who carried out FOSATU instructions. We call for the immediate release of Chris Dlamini, Moses Mayekiso and Bangilizwe Solo and for the release of all persons detained under the Security Legislation.

FOSATU is not prepared to stand by and watch its leadership being detained.

Detailed and far ranging decisions were taken by the special Central Committee to protect FOSATU and ensure the release of those detained. These will be reported back to all Regions and affiliates for their approval and implementation. The first report back will be to the FOSATU Executive on the 17th November.

FOSATU sees this as a direct attack on unions and will be contacting other unions to support it in its actions.

The proposal made by the Transvaal Region for a 'Black Christmas' will be referred back to all Regions and affiliates of FOSATU for consideration as a national campaign.

The Central Committee committed itself to the full support of CWIU and the SASOL workers.

FOSATU Central Committee
11 11 84

REM 10/12/84 (140A)
THE Transvaal town of Piet Retief is becoming a focus of black unionism.

Fosatu's Paper, Wood and Allied Workers Union (PWAU) is organising in the area and claims worker majorities at four companies and a membership of about 800

In August, it formed a shop stewards council there.

It began recruiting in the area because Anglo American's Mondi Paper has a mill there and PWAU sought to organise all Mondi mills

Predictably, PWAU says pay and conditions in the area lag far behind those in the cities and that police have intervened to question union members.

But Piet Retief is a key forestry centre and PWAU seems determined to extend its influence there

...students taken on a tour of the Operational Area in South

Union calls off Durban strike

By STEVEN FRIEDMAN
Labour Correspondent

ABOUT 400 Metal and Allied Workers' Union (Mawu) members have called off a four-week legal strike at a Durban company, Wispeco — but have decided to take other action against the company and the Dorbyl-Metcor group, which owns it.

The workers have decided not to work overtime at Wispeco and to begin a work-to-rule after they return, the union said in a statement issued last week.

Mawu also announced plans for a campaign against Dorbyl-Metcor next year that would include an attempt to block loans to it from the Metal Industries Group Pension Fund. The union sits on the board of the fund, which covers black workers in

the metal industries

The Wispeco strike was prompted by the company's refusal to negotiate severance pay for retrenched workers with the union.

The company says this should be discussed at the metal industrial council, but Mawu rejects this.

It says the Steel and Engineering Industries Federation (Seifsa), which represents metal employers, has said that severance pay should be negotiated between unions and individual companies.

Mawu is taking industrial court action against Wispeco on this issue.

A motion the group be refused loans from the pension fund was "strongly endorsed" by the meeting.

Union crackdown reaction still to come

LABOUR WEEK By Steve Friedman

THE full effect of union reaction to the Government's crackdown after the recent Transvaal stay-away is still to be felt.

Last week, Fosatu announced plans to act, possibly with other unions, in protest against the arrest of union leaders and the firing of Sasol workers after the stay-away.

This follows attempts to persuade employers to act.

Fosatu says employers have failed to budge the Government — and attacks some for helping police inquiries aimed at framing charges against the arrested unionists. It says it is now forced to take action itself.

It has not revealed its plans, but one aspect is an attempt to muster foreign support — three Fosatu unionists are now in the US seeking backing on this issue.

Both the US union movement, the AFL-CIO, and the International Confederation of Free Trade Unions, which represents national union bodies in the West, have toughened their stance on South Africa in the past week.

But Fosatu sources say local action will also form part of the campaign.

Last week also saw the Chemical Workers Industrial Union (CWIU), whose members were fired by Sasol, quickly re-estab-

lishing itself there in a way which seems to have taken the company by surprise.

CWIU said it had recruited most of the 9 000-plus miners at four Sasol coal shafts in Secunda and had asked the company for "stop order" facilities.

(CWIU claims recruitment at the mines rose sharply after the firings.)

If Sasol refuses the request, it risks charges that "union-bashing" was the motive behind the firings.

This has clearly strengthened CWIU's position at Sasol.

It has taken only weeks to re-establish itself as a force there and the fact that it represents most workers in a key Sasol operation may well strengthen its campaign for reinstatement of the fired workers.

140A

Cusa threatens national strike

Own Correspondent

JOHANNESBURG — The 165 000-member Council of Unions of SA (Cusa) says it will launch a national strike unless Sasol reinstates 5 500 workers fired for taking part in the recent Transvaal stay-away and agrees to negotiate with their union

Cusa also announced yesterday that it had launched a consumer boycott of Dairy Maid Ice Cream in support of 90 members of its Food, Beverage Workers' Union who were fired by the company after a stoppage in Pretoria in February

These decisions were taken at a meeting of Cusa's joint executive council in Johannesburg at the weekend

The meeting also decided that Cusa would continue to take part in talks aimed at uniting major emerging unions in a new federation

It has been suggested that some Cusa unions were unhappy about continuing to take part in the talks

Cusa's decision to support a national strike in support of the fired Sasol workers comes a week after the Federation of SA Trade Unions (Fosatu) decided on "action plans" to protest against the arrest of union leaders and dismissal of Sasol workers

It said it would seek support of other

unions before releasing details. Most of the workers fired during the dispute belong to Fosatu's Chemical Workers' Industrial Union (CWIU)

The Cusa decision is given added significance by the fact that there has been tension of late between the CWIU and Cusa's SA Chemical Workers Union

In a statement released after the meeting, Cusa said it had agreed "to support the struggle" of the dismissed Sasol workers

If Sasol did not reinstate the workers and agree to negotiate with CWIU over the firings, Cusa and its affiliates would "take all necessary steps to ensure the reinstatement of all dismissed workers, even if this means a national strike," it said

On Dairy Maid, the statement said the meeting had heard a report on the dispute from the Food, Beverage Workers' Union (FBWU) and had agreed to support the union's call for a national boycott

It said it would seek support for this from other unions

The FBWU has already taken industrial court action against Dairy Maid, which is part of the Barlow Rand group, alleging that it is guilty of a wide range of "unfair labour practices"

Sowetan 11/12/84

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Cusa threatens national strike

THE COUNCIL of Unions of South Africa and its affiliates have threatened to call a national strike if the sacked 6 000 workers at Sasol are not reinstated.

The decision to call a strike was taken by the union's joint executive council at a meeting held in Johannesburg at the weekend

In a statement Cusa said it supported the struggle of the dismissed workers at Sasol and appealed to management to reinstate the workers without any loss of benefits

It urged Sasol management to continue to discuss with the Chemical Workers' Industrial Union over the dismissed workers

The workers were sacked after the two-day stayaway from work organised by several trade unions, including Cusa and the Federation of South African Trade Unions (Fosatu)

In the statement Cusa said that it supported a boycott of Dairymaid Ice Cream Corporation products following the dismissal of workers at

the plant near Pretoria

The boycott was called by Cusa-affiliate, Food and Beverage Workers' Union, in an attempt to pressurise management to reinstate the workers dismissed early this year

Cusa has made it clear that it will take all necessary steps to ensure that the Sasol workers were reinstated even if it means a national strike which will be arranged through a national strike committee

Cusa also endorsed the present unity talks aimed at forming a giant trade union federation in the country. The talks have been going on for over two years and it is hoped that they will be completed next year

Union action ends EL car plant stoppage

EAST LONDON — Swift union action at the Car Distributors Assembly plant here yesterday solved a 90-minute work stoppage over the proposed retrenchment of 280 workers

This was confirmed yesterday by the Port Elizabeth-based regional secretary for the 21 000-strong National Automobile and Allied Workers' Union (Naawu), Mr Les Kettle-das, and a spokesman for Mercedes Benz South Africa, Mr Richard Wagner

The brief stoppage by about 500 day-shift workers took place during negotiations between the management and the union yesterday following the retrenchments on Friday

Work along the assembly line and the paint shop is expected to be back to normal this morning following the early shutdown yesterday when the negotiations reached a compromise

The compromise is that the 280 retrenchments will not be final. The workers will be laid off for two months and if there is an improvement for the badly affected motor industry following the severe HP restrictions and the new fringe benefit tax, the workers will be rehired

Mr Kettle-das said "This is the crux of the agreement we reached. The matter will be re-negotiated again next year and the union will obviously try its level best to prevent outright retrenchments"

Asked what alternatives there were if the outlook for the motor industry did not improve, Mr Kettle-das said

"We will then have to look at short time which was discussed today. Other alternatives include early retirement of people near pensionable age without the loss of any benefits

"We will also have to do away with all overtime — except in ex-

treme emergencies"

Mr Kettle-das felt short time could not be ruled out when the phased in re-opening of the plant started on January 7

He said it was clear the government would have to do something about the severe HP restrictions which were affecting car sales, in turn causing major problems for the workers

Mr Wagner confirmed the compromise for the two-month period and said it was difficult to say how many workers were involved in the stoppage

He said tough conditions in the economy had led directly to the proposed retrenchments

"The new fringe benefit tax did not help either and all these adverse economic conditions added up to make the market far from bouyant and necessitated the action which the company regretted

"We are hoping the market will improve in the first quarter of next year and we will be able to rehire the 280 workers of our 4 500-strong workforce"

Mr Wagner said all the laid-off workers would get all the benefits to which they were entitled, including bonuses, holiday pay and lay-off pay

He confirmed that short-time had been discussed but that management were not in favour of it as past experience had shown that it affected quality

"Being one of the country's biggest private companies and one of the country's largest firms in the industry (the plant's productive capacity is 174 units a day), the firm naturally prides itself on its outstanding quality and would not want anything to affect it," he said

"It was agreed after discussions with the union that to protect jobs and all the rest, the least painful option will be the layoff of the 280 workers and management will meet the union on a monthly basis to reassess the situation"

Naawu is affiliated to the 100 000-strong Federation of South African Trade Unions while CDA is one of the largest employers in East London

It has an annual salary bill of over R11 million and a wage bill of over R26 million. Employee benefits are over R5 million and there are at least nine component manufacturers in the city which are affected by any snarl-up on the production line — DDR

EAST LONDON — Tough conditions in the economy have led to 280 workers being laid off at the Mercedes Benz car plant here, a statement released in Johannesburg yesterday by Mercedes Benz said.

A spokesman for CDA in East London — which assembles Mercedes cars and trucks and Honda cars — said "In discussions with the National Automobile and Allied Workers Union, we reviewed production needs for 1985 and agreed that we must immediately lay off 280 of our 4 500 workers"

During yesterday morning's discussions with the union, some workers at the plant halted work. After the lay-off agreement, union representatives addressed the workers and normal working is expected to resume today

"We will meet the union on a monthly basis to review the situation as it develops" It has been agreed that we will seek to employ the 280 people laid off but that at the end of two months any who have not been employed will automatically be retrenched."

The CDA plant started

a phased Christmas shutdown on December 7 and will be closed for annual holidays from Friday

It is due to start re-opening on a phased basis from January 7 next year

Mercedes Benz, which relies on company fleet orders for about two-thirds of its annual sales, is conducting urgent talks with the government in an effort to cushion the expected drastic effect on sales of the new fringe benefit tax

Mr Richard Wagner, spokesman for the public relations firm representing CDA, said a refusal by the government to grant relief would have a serious effect on Mercedes Benz, which this year achieved record sales

During the whole of 1983, 13 607 Mercedes Benz cars were sold So far this year sales totalled 14 411

Union intervenes P6

280 Workers Laid Off by CDA

D. Davenport

12/12/84

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Union action solves stoppage

CAPE TOWN 12/13/64 Own Correspondent

EAST LONDON — Swift union action at the car distributors' assembly plant here yesterday solved a 90-minute work stoppage over the proposed re-trenchment of 280 workers

This was confirmed yesterday by the Port Elizabeth-based regional secretary for the 21 000-strong National Automobile and Allied Workers' Union (NAAWU), Mr Les Kettleidas, and a spokesman for Mercedes Benz South Africa, Mr Richerd Wagner

The brief stoppage by about 500 day-shift workers took place during negotiations between the management and the union yesterday following the re-trenchments on Friday

They reached a compromise agreement that the 280 retrenchments will not be final. The workers will be laid off for two months and if there is an improvement for the badly-hurt motor industry following the severe hire-purchase restrictions and the new fringe-benefit tax, the workers will be re-hired

Mr Wagner said tough conditions in the economy had led directly to the proposed retrenchments

Argus 13/12/84

CAPE NATIONAL

HOA

PE firm to give workers May Day as paid holiday

Argus Bureau

PORT ELIZABETH — A glass factory here has accepted a worker demand that May 1, International Labour Day, replace Founder's Day as a paid public holiday

Founder's Day, April 6, recalls Van Riebeeck's landing at Table Bay in 1652

Public relations officer for Pilkington-Shatterpruffe Glass, Mr Neville Schonegeval, said the Struandale division of the company, a separate negotiating entity with the company, had asked for the day to be made a paid public holiday during recent discussions

"By law we must give eight paid holidays a year, and in addition there are two unpaid holidays which we have traditionally also paid — Founder's Day and Kruger's Day

"We gave the union the option of replacing one of those days with May Day, and the union chose to replace Founder's Day" he said

According to Fosatu Workers News, before the 1960s many companies had allowed workers to take May Day as a paid holiday, but that the practice had gradually died out during the 60s

It is believed the company's decision makes it the only major manufacturing concern which officially recognises May Day in South Africa

RDN
13/12/84
40

Textile dispute to go to court

Labour Correspondent

A LONG-RUNNING recognition dispute between Fosatu's National Union of Textile Workers (NUTW) and the Frame Group of textile companies will come to a head in the industrial court early next year.

This means that several attempts by the Frame group to prevent the dispute from being decided in court have now failed.

The dispute centres around the company's New Germany mills, where NUTW claims to represent a worker majority.

It charges that Frame has refused to recognise it despite this and that the company has attempted to keep NUTW out of the mills, by recognising Tussa's Textile Workers Industrial Union.

This is an "unfair labour practice", says NUTW, which sought an order preventing Frame from recognising the rival union.

The company denies that NUTW represents most workers at the mill complex.

The case could have a crucial bearing on NUTW's 11-year battle to win recognition at the New Germany mills

... THE WORLD

20/12/84
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Fosatu's gain is Tucsa's loss

By STEVEN FRIEDMAN
Labour Correspondent

UNIONS affiliated to the Federation of South African Trade Unions (Fosatu) have made gains at the expense of rivals in the Trade Union Council of SA (Tucsa) in two industries.

In the transport industry, Fosatu's Transport and General Workers Union recently won a secret ballot at Transvaal plants owned by Normans Transport in which workers were asked to choose between it and Tucsa's African Transport Workers Union.

In the leather industry, workers at a Nigel tannery Honey and Sons have left Tucsa's Transvaal Leather Industrial Union and joined Fosatu's National Union of Textile Workers

These developments are revealed in the latest issue of Fosatu's newspaper, Fosatu Worker News

It says that, at Normans Transport, 109 workers voted to be represented by TGWU and only four voted for the Tucsa union.

At Honey and Sons, it charged, workers had been unaware that they belonged to a Tucsa union until they discovered that union dues were being deducted from their pay.

About 90% had now joined NUTW and were pressing management to deal with the Fosatu union, it said.

RBM 141 12/84 (140A)

Union scores a first with minimum wage increase

By STEVEN FRIEDMAN
Labour Correspondent

AN HISTORIC wage agreement signed yesterday at the Toyota motor company's Durban plant is the first in the country to bring workers' minimum pay to R3 an hour.

The agreement was reached in negotiations between Toyota and the National Automobile and Allied Workers Union (NAAWU), which belongs to the Federation of South African Trade Unions (FOSATU).

It covers the 3 500 workers at the plant and will raise minimum pay to R3 an hour by July.

A joint statement by Toyota and NAAWU said that the rate was the highest negotiated minimum wage in the country.

The union yesterday hailed the agreement as "historic" and said it had been the first in the country to negotiate a R2 an hour minimum wage for workers — with Eastern Cape motor employers in 1981.

The union made history in 1980 when its

members struck at the Volkswagen plant in Uitenhage demanding a "living wage" of R2 an hour.

The strike was settled when employers agreed to pay a R2 minimum by 1981.

Subsequently, all FOSATU unions pressed for wage increases which brought minimum pay to R2 an hour and the impact of this campaign has been felt in bargaining throughout the country.

Since then, NAAWU has reacted to rises in the cost of living by increasing its "living wage" demand to R3,50 an hour. Yesterday's agreement is the nearest it has come to achieving this.

"The agreement means that our living wage target is now in sight for the first time," a NAAWU spokesman said.

The agreement provides for an 18c an hour increase in January and a further 17c in July. As the present minimum is R2,65, this will bring the minimum to R3 by the middle of next year.

Minimum wages at other motor plants range between R2,40 and R2,73.

11/12/84
800 in

factory

deadlock

Pietermaritzburg
Bureau

THE Industrial Conciliation Board has been asked to resolve a dispute between 800 workers and the management of their factory at Howick after 18 months of negotiations ended in a deadlock this week.

Workers at B T R Sarmcol downed tools earlier this week over severance pay for 18 retrenched workers and for the lack of a 'recognition agreement'

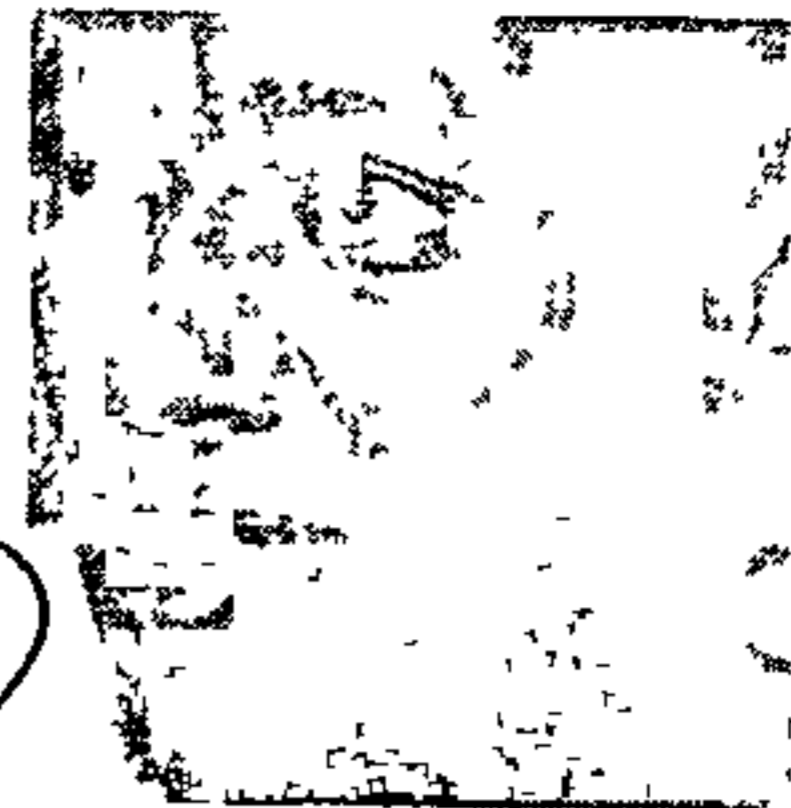
The deadlock arose between representatives of the workers, the Metal and Allied Workers' Union (Mawu), and the management of the factory

If the Conciliation Board did not succeed in breaking the deadlock in the required 30 days, the union would consider various other possibilities, a Mawu spokesman said

A spokesman for the factory said it was shutting down for Christmas and no one was available for further comment

'NO MORE FOOD FOR LAID-OFF WORKERS'

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C Press
16/12/84



CHRIS MLANGENI "Black workers have little chance of surviving"

Kobese told City Press that his union had al- Motor Assemblers' and Component Workers' Union of SA na- these, 683 were retren- ched last month

ready exhausted its Save the Starving Community Fund set up in March with community dona- tions to feed jobless motor workers

"Retrenchments have hit us hard - we have lost more than 1 030 members," said United African Motor and Allied Workers' Union assistant general secretary Chris Mlangeni

THIS week's retrenchments at East London's Mercedes Benz plant worsened the lot of thousands of black motor industry workers - they face a bleak future.

Trouble at the plant started when Car Distributors and Assemblers "reviewed production needs" in discussions with the Port Elizabeth-based National Automobile and Allied Workers' Union

CDA, which assembles

**By ZB
MOLEFE**

Mercedes Benz and Honda cars, then laid off 280 of the 45 000 black workers

Ford, General Motors and Volkswagen have already closed till February - affecting 13 000 black jobs Of tional organiser Fikile

ZAMDELA residents went on rampage on Wednesday night burning down shops and locking horns with the police

They went on to burn Lekoa mayor Esau Mahlati's butchery, tycoon Paul Mofokeng's shop and a bus belonging to the Vaal Transport Corporation

KOM 19117184 (1101) (1105)

R5 500 for sacked dairy employees

DURBAN. — Three former employees of Clover Dairies in Durban were paid out a total of R5 500 in an out-of-court settlement following a dispute over their sacking.

Their lawyer, Mr Chris Albertyn, confirmed on Monday that the dispute had been settled shortly before the matter was to have been heard in the Industrial Court. The settlement had been reached with the

other party conceding defeat.

The dispute involved Mr Ndoda Dlamini, Mr William Msomi and Mr John Dhlomo, who are members of the Sweet, Food and Allied Workers' Union. The company also undertook to find them other work.

The three were dismissed in March after refusing to carry out a managerial instruction, following work stoppages at the plant — Sapa.

W. W. W. 1912/184

Factory engages white pupils after dispute

Pietermaritzburg
Bureau

ABOUT 50 white school-boys have been employed temporarily by a Howick factory, following a refusal by 111 employees to work during the company's annual Christmas shut-down

This follows recent unrest at the BTR Sarmcol Rubber factory when about 800 workers downed tools as a result of a dispute with the management.

The Industrial Conciliation Board has been asked to resolve the dispute between the workers, represented by the Metal and Allied Workers' Union and the management.

In the meantime, it was confirmed in a statement issued by Sarmcol that 111 union members working in the engineering department had advised last week that they would not work during the annual close-down in 'an attempt to disrupt operations further'

The factory is closed from December 14 to January 9 next year

During this period the engineering department is responsible for an intensive programme of maintenance, repair and servicing of plant and equipment in preparation for the new year

As a result of the refusal of the workers to work, the management has made alternative arrangements including temporarily employing schoolboys to assist them

A spokesman said the factory had advertised by word of mouth and soon had more applications than they could handle

'The response has been very good. We had to turn many boys away, since this is an ideal opportunity for them to earn some money,' he said

About 50 boys, most of them pupils at the Howick High School, were employed

He said the work required of the boys was that of untrained and unskilled labour