

INDUSTRIAL RELATIONS —

WORKERS' ORGANISATION —

FOSATU

..... 63 / 1985

JANUARY — MAY.

The creation of such reserves adds nothing to the usefulness of the financial statements, and in a large group, a proliferation of reserves pertaining to various subsidiaries would simply serve to confuse readers.

Where an amount is transferred from retained income to a non-distributable reserve, one should enquire whether the amount does not still retain its character as a distributable reserve in terms of the Fourth Schedule to the Companies Act (Paragraph 4 (1)). If this is the case, the transfer is again a meaningless adjustment, and the group retained income should remain unaffected by the transfer.

Cases may arise where a subsidiary creates what may be termed a genuine non-distributable reserve, as where a revaluation is made of a single fixed asset without making a revaluation of all assets and liabilities. In such cases, the holding company percentage of the revaluation should be reflected in a consolidated non-distributable reserve (to the extent that the holding company allowed for the revaluation on acquisition, an adjustment should be made).

RDM 10/1/85 (15) 212 (1400) (140A)

Sasol rehires 1 500 of 5 000 fired workers

By JEANETTE MINNIE
Mail Reporter

MORE THAN 1 500 of the 5 000 employees dismissed by Sasol after the two-day work stayaway last year have been re-employed, while thousands of applications from ex-employees are being processed with a view to re-employing them.

Sasol made the disclosure yesterday after inquiries by the Rand Daily Mail.

It also announced it had resumed meetings with the Chemical Workers' Industrial Union (CWIU), an affiliate of the Federation of South African Trade Unions (Fosatu), which supported the two-day stayaway and that "an understanding" had been reached.

The CWIU has consistently claimed that at least 6 000 employees were dismissed.

A Sasol spokesman said the company was acting in accordance with a Sasol statement on November 20 last year that it would "sympthetically" consider applications from ex-employees who took part in the stayaway "provided they could satisfy Sasol that they were not guilty of intimidation or incitement".

He said over the past seven weeks 4 000 ex-employees had applied for re-employment and that 1 500 had already assumed duty.

Other factors taken into account when re-employing were "merit and attributes such as reliability, loyalty, competence and a stable record of employment", the spokesman said.

"As all ex-employees appointed would fully meet Sasol's requirements, and as it was recognised they could possibly have been the victims of intimidation, it was decided to employ them on terms and conditions which recognised their past employment with Sasol.

"They will receive the same wage as was applicable at the date of their dismissal and they will also retain full pension benefits accumulated until November 6, 1984".

Sasol said it had held several meetings with the CWIU before the festive season "at which the parties sought to lay the foundation on which meaningful, future co-operation could be based, and an understanding was reached".

The spokesman said it was envisaged that more meetings would follow.

(140A) (143) (145) (147) (149) Star

Sasol: conciliation board sought

The Sasol saga took a new turn yesterday with an announcement that the Chemical Workers' Industrial Union had asked the Minister of Manpower to appoint a conciliation board in an attempt to resolve the dispute. At the same time Sasol had already reinstated 1 500 former employees and agreed to re-employ before the end of this month as many as possible of the 5 100 fired after last November's stayaway.

If the Minister refuses to appoint the board, national legal industrial action by the 24 unions involved in union unity talks, including the chemical workers, will become possible. The unions, representing some 300 000 workers countrywide, submitted a letter of demand to Sasol demanding reinstatement of the workers and negotiations with the Chemical Workers' Industrial

By Carolyn Dempster
Labour Reporter

Union after the November mass firing. The union says two long meetings were held after the letter was submitted. Union general secretary Mr Rod Crompton said "In spite of the meetings no settlement could be reached in particular on the criteria for reinstatement. "However a loose understanding was reached including an undertaking by the union not to proceed with industrial action before the end of January 1985, during which time Sasol undertook to reinstate as many dismissed workers as possible." Only applications from dismissed workers will be considered until the end of January, and further negotiations have been

11/1/85
scheduled for the end of the month.

A spokesman for Sasol said more than 4 000 applications from dismissed Sasol 2 and 3 workers had been received over the past seven weeks. Appointments would be based on merit, reliability, loyalty, competence and a stable record of employment, he added. Initially, Sasol stated it was not considering re-employing any of the 5 100 dismissed. However, Sasol stated on November 20 that it would consider applications provided former employees complied with certain criteria and satisfied Sasol they were not guilty of intimidation or incitement to participate in the two-day stayaway. By November 28 none of the ex-employees had been re-employed. After the meetings with the

Chemical Workers' Industrial Union, at which Sasol stated an understanding was reached, news of the re-employment of dismissed workers was made known. A spokesman for Sasol said they were not re-employing former employees under pressure or threat of industrial action from the Chemical Workers' Industrial Union or any of the unions involved in the union unity talks as implied in an article in *The Star* yesterday. Sasol stated that the re-employment process began well before the Chemical Workers' Industrial Union began discussions with them. Former employees who are re-employed will receive the same wage as applicable at their dismissal. They will also retain full pension benefits accumulated until November 6 1984.

CALL TIMES 12/11/85

National strike looms

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Own Correspondent

JOHANNESBURG — South Africa could face its first legal national strike next month unless the Minister of Manpower appoints a conciliation board to hear the dispute between Sasol and the Chemical Workers' Industrial Union (CWIU).

Labour lawyers said yesterday that if the minister failed or refused to appoint a conciliation board within 30 days of the application being lodged, a legal strike could be held.

Stayaway

The CWIU lodged its application on Thursday, which means that if a conciliation board has not been appointed by February 8 the national strike can go ahead.

The dispute between Sasol and the CWIU centres around the reinstatement of the 6 000 workers dismissed by Sasol last year for their participation in the two-day work stayaway.

The 24 unions, who are currently involved in unity talks, have all threatened to go on strike unless the minister appoints a conciliation board. They will all be in a position to strike legally, since the law does not define that only parties to a conciliation board may go on strike.

Labour lawyers interpret the law as meaning that all unions who support the same demand on the same issue can go on strike.

A national legal strike will present extraordinary difficulties for em-

ployers, and although workers can be dismissed in a legal strike, they can seek legal recourse. But such action would herald industrial unrest and confrontation throughout the country on a massive scale.

The dispute with Sasol arose when the 24 unions jointly demanded that Sasol reinstate all the dismissed workers and negotiate their reinstatement with the CWIU.

Sasol would not concede to the demand and has said it will reinstate only those workers who have "satisfied" Sasol that they were not "intimidators or instigators" in the strike.

Sasol would not comment on the situation yesterday apart from saying that the 1 500 workers it has reinstated so far and the processing of applications from at least 4 000 dismissed workers are not a result of union pressure.

Re-employed

Meanwhile Sapa reports that Sasol said yesterday that more than 1 800 of the 5 000 Sasol workers dismissed after last November's stayaway had been re-employed over the past eight weeks.

However, it warned that it could not tolerate stayaway action "which is not work-related and which could jeopardize the safety of its staff, innocent third parties and/or the (Sasol) plants".

In a statement issued in Johannesburg, Sasol said it had received more than 4 000 applications from former employees since November 20.

By JOSHUA RABOROKO
 SASOL is to hold crucial discussions with the Chemical Workers' Industrial Union in an attempt to avert a national strike before the end of the month.

This was confirmed by spokesmen for the parties following threats that unless the Minister of Manpower, Mr P T C du Plessis appoints a conciliation board to hear their dispute, a national strike will be taken by about 24 trade unions representing over a million members. The CWIU has an-

Sasol is to hold crucial talks

Sewete
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nounced that it applied for the conciliation board after the Sasol management had reached a "loose agreement" with the union on certain issues at two meetings concerning the re-instatement of the more than 6 000 workers dismissed following their participation in a two-day stayaway from work in November.

Sasol has since re-employed about 1 500 of

the dismissed employees and said that its criteria for re-employment included the company's loyalty. It was also processing some of the applications received earlier.

Action

A spokesman for Sasol said that the agreement was that they should meet before the end of the month and

that the union should not proceed with industrial action.

However during the time the oil company had undertaken to re-employ as many workers as possible.

The union has in the meantime applied for the conciliation board in view of the fact that no settlement was reached, particularly on the criteria for reinstatement of the workers.

Race bias at supermarket

A BRANCH of a giant supermarket in Nigel on the East Rand, has been accused of practising racial discrimination by refusing to allow blacks to pay with cheques when buying groceries while whites are accorded the privilege.

A number of residents interviewed by The SOWE-

tions but promised to investigate

The latest victim, Mr Khulu Twala, a member of the Duduza Community Council, claimed at the weekend that he had bought groceries worth about R80 at the supermarket on Saturday and when he was about to pay he was told by a Mrs Meyer that blacks were not allowed to pay with cheques.

Name:

Sowetan 15/1/85

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Mawu calls for merger

THE Fosatu-affiliate Metal and Allied Workers' Union (Mawu) has called for the merging of all metal unions into one powerful union to fight for a living wage this year.

The union's spokesman said that they were committed to demanding a living wage for their members. The body representing employers is the Steel Engineering Industries Federation of South Africa (Seifsa).

Mawu, the Steel Engineering and Allied Workers' Union and the South African Boilermakers' Union have in

the past refused to sign a wage agreement with Seifsa because they wanted "reasonable wages for their members."

Mawu has also resolved that the Industrial Court should not be used to settle disputes, since so many cases in the Transvaal have recently been won by employers.

The union recently lost a case against Screenex Wire Weaving in Alrode where 140 members were dismissed following a strike over the refusal by management to renew the contracts of 10 migrants.

"We are strongly opposed to the Industrial Court judgment on this and other cases and we feel the usage of the court will be a waste of time and money," the spokesman said.

Mawu was also opposed to the massive retrenchments by employers since they were not always caused by shortage of work, but sometimes management wanted less workers to do more work.

The union has resolved to fight for proper family accommodation for workers. Workers have called for employers to provide

proper company housing schemes for families and not hostels like those built for "single" men.

Mawu has also resolved to fight for a proper democracy and a free society where wealth will be distributed in a more equal way.

Unions call for ^{sent to} ~~15/11/85~~ ~~140A~~ US disengagement

SOUTH African trade unions have called on the United States to stop all new investments which support the apartheid system, including the "homeland" policy in South Africa

The unions have also called on the US to pursue a vigorous campaign of constructive disengagement and to ensure that nuclear, computer and defence technology is not sold, or licensed

or franchised in South Africa

The president of the Council of Unions of South Africa (Cusa), Mr James Mndaweni, said the US should terminate its involvement in so-called homelands because of the exploitation that takes place in these territories

Fosatu

This view has been supported by Fosatu's president, Mr Chris Dlamini,

who said that the federation has written letters to the US Government protesting the involvement of American companies in the "homelands"

He said that most American companies operating in South Africa did not adhere to the Sullivan Code of Conduct and were exploiting black workers by refusing to pay them a living wage

SOWETAN

WEDNESDAY, JANUARY 16, 1985

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23c+2c GST (SA) Elsewhere 25c

UNIONS ^{WARN} WW

By JOSHUA RABOROKO — Labour Reporter

FOREIGN companies operating in South Africa face massive industrial action unless they adhere to the Sullivan and European Economic Commission codes.

This tough warning was yesterday issued by the country's most powerful trade union federations, the Federation of South African Trade Unions (Fosatu) and the Council of Unions of South Africa (Cusa). Together these federations account for more than 250 000 of the country's labour force.

The federations have demanded the creation of special committees to monitor the activities of foreign firms in South Africa. They claim that, while the codes were introduced several years ago, they have not been adhered to by some foreign companies in South Africa.

These companies have under-employed blacks, continued to pay them wages far below living standards, and their black staff work under conditions far inferior to those under which whites work.

Although the two federations did not indicate what type of action they envisage taking, it is expected that the unions will organise more strikes and product boycotts to pressure the multinationals.

Boycotts

In recent months several unions have called for boycotts of products produced by most multinational companies — an action reminiscent of the large-scale boycott against the American company, Colgate in the early '80s.

The warning by Fosatu and Cusa comes after affiliates com-

Multinationals in SA face industrial action

plained bitterly about companies not observing the codes.

Other independent unions, The Commercial, Catering and Allied Workers' Union of SA (CCAWUSA), and the Motor Assemblies Components' Workers' Union of SA (Macwusa) have also raised their voices about multinational companies' refusal to adhere to the codes.

The Sullivan Code, designed basically for American companies, was drawn up by the Reverend Leon Sullivan, one of the early leaders of the civil rights movement in the United States.

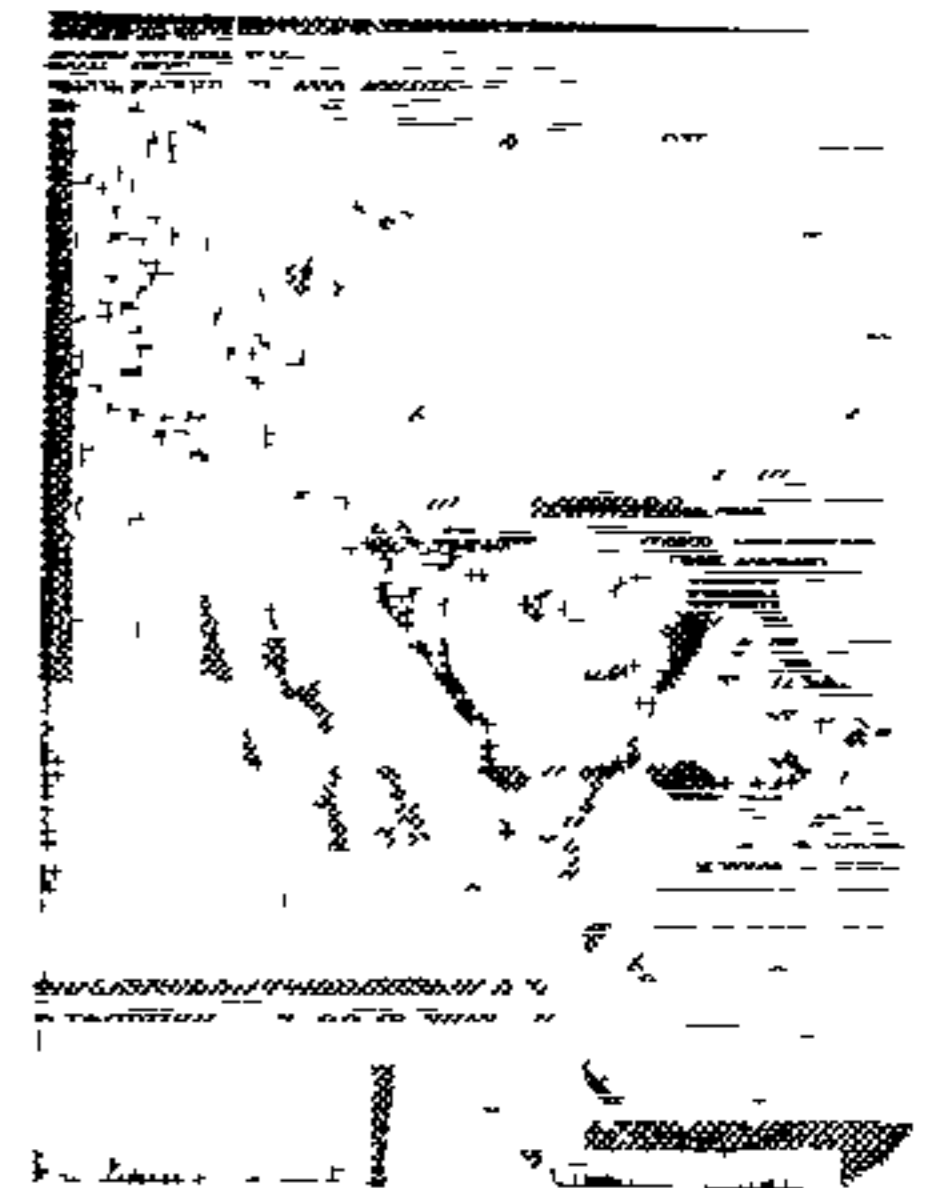
The Code stipulates, inter alia, non-segregation of races in all eating, comfort and work facilities, equal pay for all employees doing equal or comparable work for the same period of time, increasing the number of blacks and other "Africans" in management and supervisory positions, and equal and fair employment practices for all employees.

Fosatu's president, Chris Dlamini, said they have made recommendations to several American companies and Mr Sullivan himself regarding the treatment of some multinationals in South Africa gave to black workers.

"We have also urged that the codes be monitored by a special committee based in South Africa. We have had no positive move and unless this is done we shall be forced to put pressure on the companies, like we did with Colgate a few years ago," he said.

Mr Dlamini said American companies have taken advantage of the 'cheap labour' in the 'homelands' and have invested in these territories, especially in KwaZulu.

A co-ordinator of the Sullivan principles in SA, Mr Lionel Grewen, said that as far as he was concerned the codes were monitored.



Rev LEON SULLIVAN... code.

UNBEATABLE

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GIRLS' PLEATED SKIRTS

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16/11/85
**Sasol silent
over workers**

Mail Reporter

SASOL said in a statement yesterday that it could not comment on the application by the Chemical Workers' Industrial Union for a Conciliation Board hearing on the dispute concerning the conditions of re-employment for 6'000 workers dismissed in October after a two-day work stayaway.

"The application to the Minister of Manpower for the appointment of a Conciliation Board has not yet been served on Sasol and we have not yet had sight of it," Sasol said.

Sasol was asked to respond to the fact that 24 trade unions indicated that a legal national strike would "become possible" if the Minister did not appoint the Conciliation Board.

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Workers fired over Bop move

ABOUT 60 employees of Golden Era plastic company in Industria have been dismissed because they refused to be transferred to the company's new premises in Bophuthatswana.

The workers, members of the Fosatu-affiliated Paper Wood and Allied Workers' Union, said they fear losing their citizenship, Section 10 (1) A rights, trade union facilities and that they will be used as "cheap labour" in Mogwase, 100 km south of Rustenburg.

They fear that they will be away from their families in Soweto and will be accommodated in expensive homes where they will be expected to pay high rents — the minimum they are expected to pay is

By JOSHUA RABOROKO

R130 per month.

The workers also see the move as an attempt by the company to invest in Bophuthatswana following a visit to their Johannesburg plant by the territory's president, Lucas Mangope last month.

Attempts by The SOWETAN to reach a Mr K Chita, who is the general manager of the plastic and paper bag manufacturer, have been unsuccessful for the past three days.

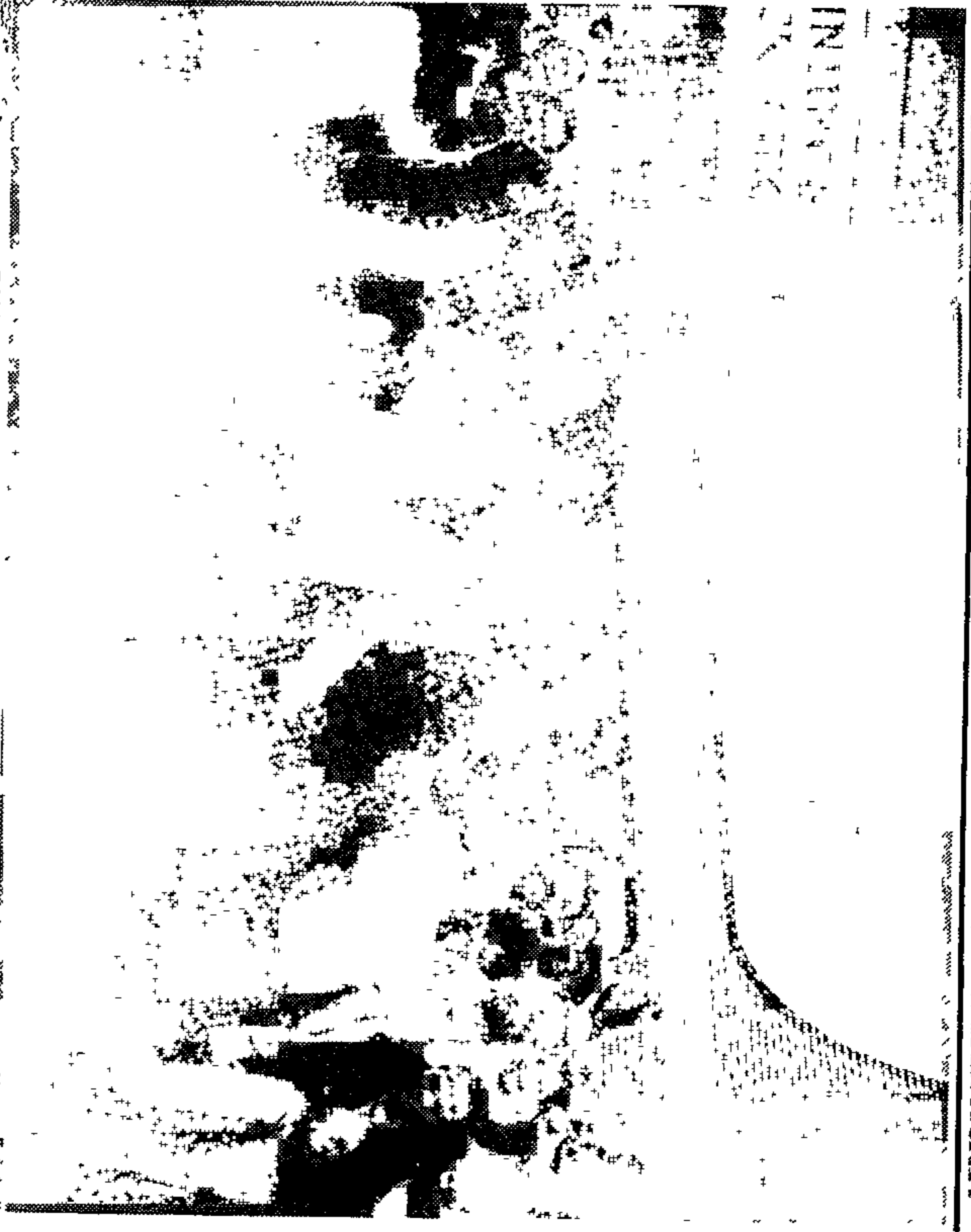
Mr Chita was said to

be in Rustenburg and later in Johannesburg, and his secretary has insisted that he is not available for comment.

The workers told The SOWETAN that before the Christmas holidays they were notified by their management that the company would move to Bophuthatswana and those who wished to come along could do so.

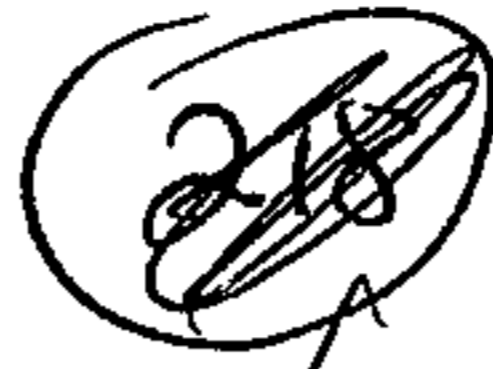
"We were also told if we did not want to move our services would be terminated," the workers said.

DISMISSED workers at Golden Era demand their money.



MOZAMBIQUE

Saving Nkomati



SA's Department of Foreign Affairs (DFA) is desperate to plug the holes of support for the Mozambique National Resistance (MNR) and save the Nkomati Accord from collapse. The latest moves include a visit by Foreign Minister Pik Botha to the Islamic Republic of Comoros from whose soil the MNR has received substantial support since the signing of the accord in March last year.

The FM understands that Botha — whose determination that Nkomati succeeds borders on the obsessive, according to his colleagues — is about to launch a new initiative to stop the civil war in Mozambique. However, the FM was assured that use of SA troops to crush the MNR is not under consideration.

There are also unconfirmed reports that the Security Police have been ordered to look into the activities of certain expatriate Portuguese-speaking businessmen in Johannesburg (the so-called *retornados*) who are known to have close links with the MNR.

Botha has also had talks with the old friend of the SA government, Bavarian PM Franz-Josef Strauss, whose Christian Social Union has been active in its support for the MNR and the Angolan rebel movement Unita, and with representatives from the governments of Portugal and Malawi. According to the Mozambique government, elements in these two countries support the MNR.

According to the FM's information,

Botha met with Comoros president Ahmed Abdallah and French mercenary leader Bob Denard during his secret trip to East Africa, which also took him to Somalia. It is understood that Abdallah denied any involvement on his government's side. It is not clear what Denard's role in the affair is.

The new urgency in isolating the MNR came after a tough speech in December last year by Mozambique president Samora Machel at Manhica saying that Nkomati is failing because the MNR still gets support from SA and other countries.

Botha immediately asked for the text of Machel's speech and had urgent discussions with Mozambique representatives. He then declared that Machel was not referring to the SA government, but to external support launched from SA soil and from the soil of other states. "These allegations will be investigated urgently," Botha said.

Last week Machel met with the ambassadors of the permanent members of the UN Security Council to tell them of the strains on Nkomati and the continued support for the MNR.

After Nkomati, the Comoros, the island group off the Mozambique north coast, became the main support base for the MNR (*Current Affairs*, November 30). According to intelligence sources, supplies from Saudi Arabia and Oman are flown from the Comoros to secret airstrips in northern Mozambique and the south of Tanzania and Malawi.

Meanwhile, there are no signs that the

civil war in Mozambique is abating. This week MNR terrorists sabotaged the power lines near the SA border and blacked out Maputo for more than a day. It is the fifth time since October that the lines have been sabotaged. The MNR claims to have killed or captured more than 150 soldiers, including five Cubans, and destroyed 101 military vehicles since January 1.

In another important development that could speed up the peace process, the Reagan administration has proposed, in the words of State Department spokesman Robert Bruce, "to seek to develop a limited military assistance relationship with Mozambique." Subject to congressional approval, the US would provide "non-lethal" equipment, which is understood to include training and equipment other than weapons.

PAPER INDUSTRY WAGES

On the roundabout

PM 18/1/85 (100A) (100A) (100A)
Negotiations for the 1985 wage increases in the paper industry have highlighted difficulties which can arise for both employers and trade unions in bargaining at industrial councils.

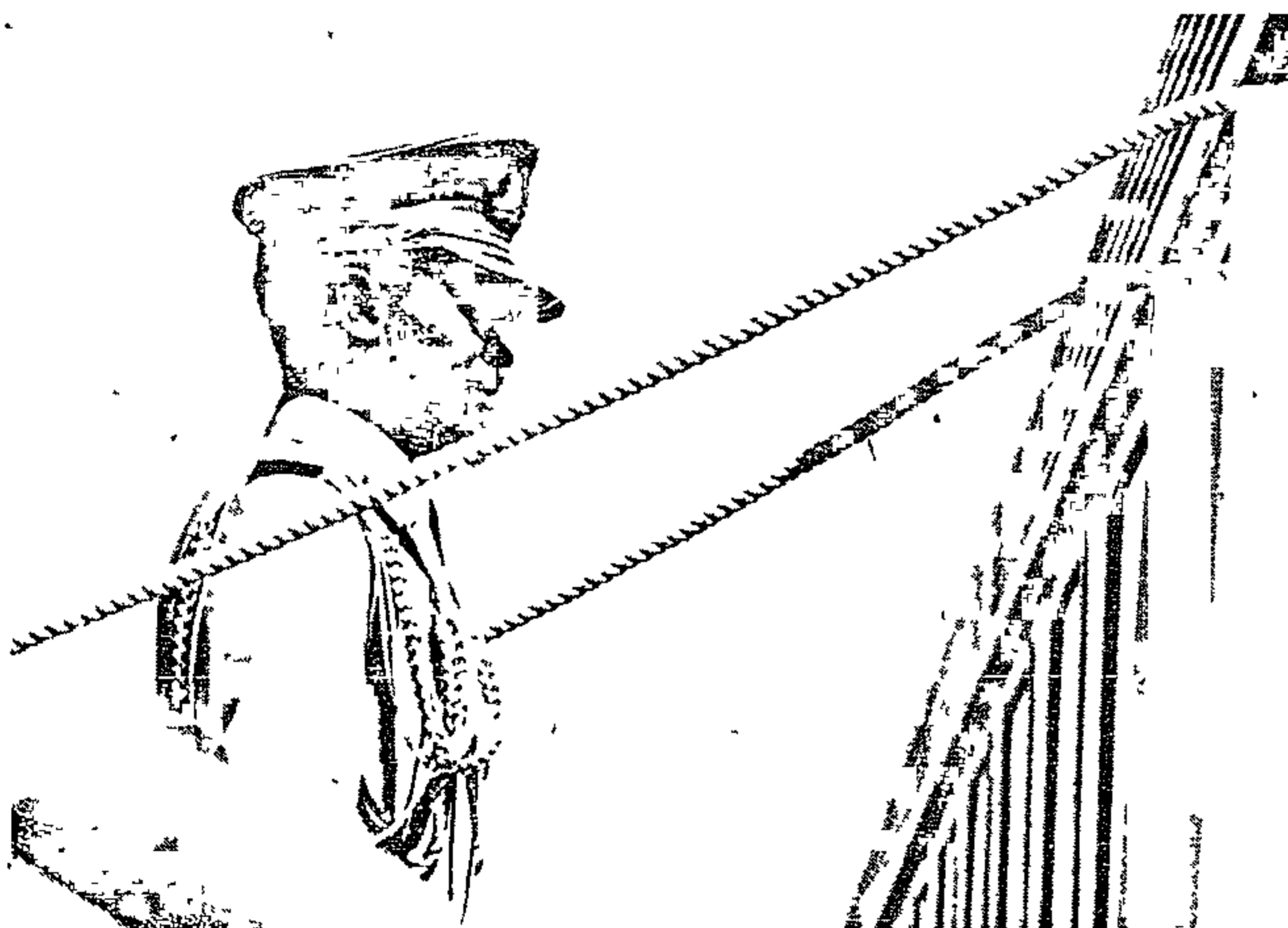
The negotiations at the Industrial Council for the Pulp and Paper Manufacturing Industry have revealed deep-rooted differences between the Paper, Wood and Allied Workers' Union (PWAU) and employers. Sharp discrepancies in employer approaches as well as serious inter-union conflicts have also emerged.

The heart of the problem is whether the industrial council, as presently constituted, is a suitable negotiating forum for the industry. The council has five union parties. Deadlock in the negotiations was reached in November last year when an employer offer of a minimum increase of 18c/hour was rejected. The employers and the unions have now decided to bypass the council as a wage negotiating forum and are engaged in decentralised bargaining.

This is an entirely new exercise for the industry's giants — Sappi and Mondi — although Carlton Paper and Nampak previously agreed to plant level negotiations with the Federation of SA Trade Unions-affiliated PWAU. There is rich irony in the fact that PWAU only joined the council last year after Sappi and Mondi had refused to accede to its demand for plant level bargaining.

Sappi, Nampak and Carlton are negotiating on a plant-by-plant basis while Mondi is handling negotiations for its respective

Continued on page 47



Mozambique's Machel ... Nkomati is failing

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paper and board divisions separately Agreement in principle has been reached at some plants, but the possibility of deadlock arising at others, especially some Sappi plants, cannot be ruled out

The FM understands that Mondi, Nampak and Carlton are offering higher minimums than those put forward in the industrial council negotiations There are reliable indications that the offers range from a 20c/hour minimum increase with a further 5c/hour increase in July, up to a 38c/hour minimum hike

Sappi is in a strikingly different position A management spokesman says settlement has been reached at two non-PWAWU plants at levels higher than the 18c/hour minimum increase However, the company has reduced its offer at negotiations with PWAWU to below that level According to the spokesman, differing employment conditions at various plants had led to the decision to negotiate wages at plant level He declined to comment on the progress of the unfinished wage talks

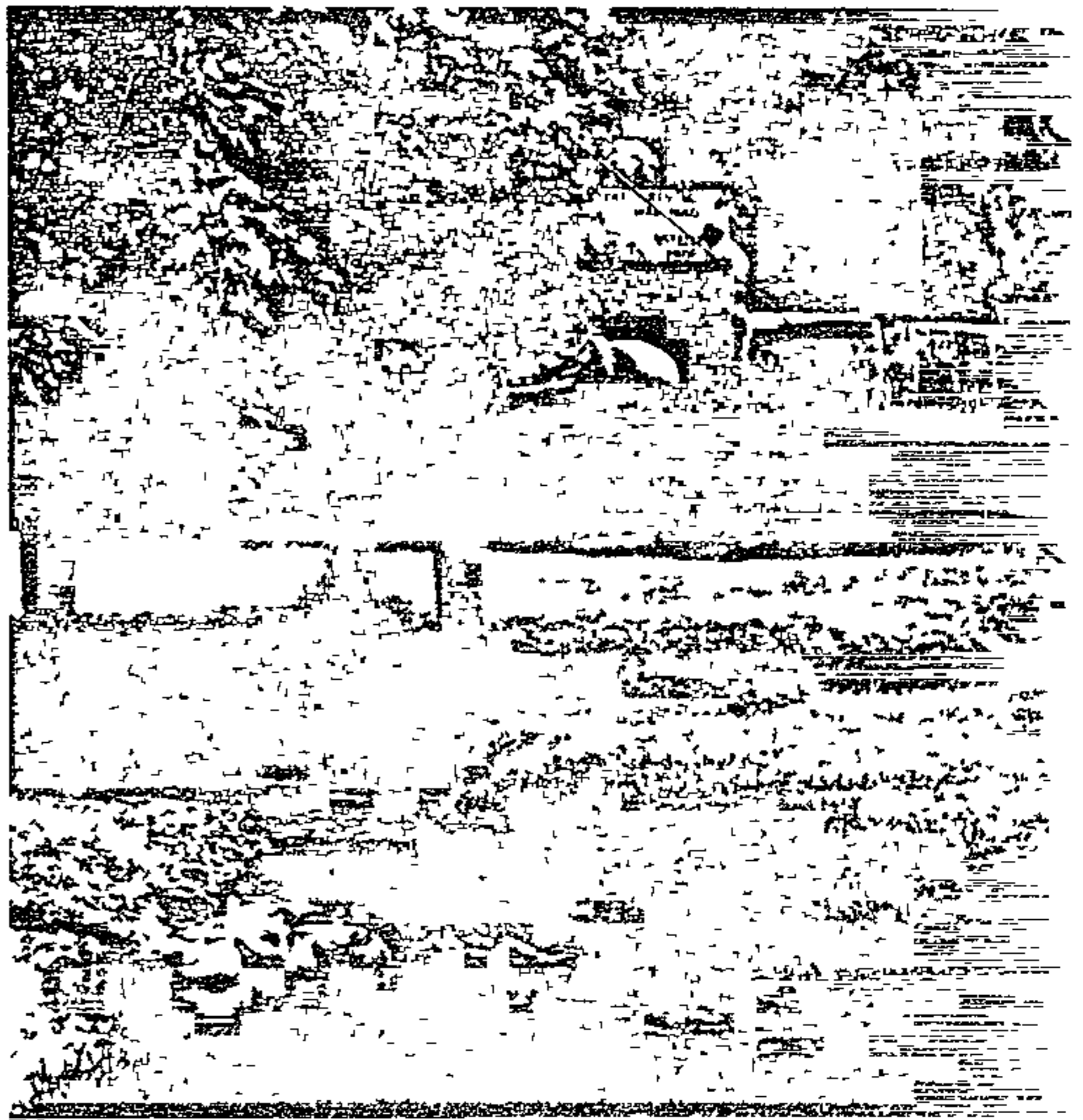
These developments appear to bear out earlier speculation that industrial council talks broke down after disagreement among employers over whether to increase their wage offer (*Current Affairs*, November 30) Most management representatives are tightlipped about apparent rifts with Sappi over the current wage talks However, a management source says that far from being in the advantageous position of being able to negotiate lower increases, Sappi "has been left to fight its own battles instead of hiding behind others"

Meanwhile, Mondi and Nampak have taken up an industrial council recommendation to pay interim increases pending the outcome of the wage negotiations This has angered workers Work stoppages occurred at two Mondi plants in Natal during December and a PWAWU spokesman says the issue continues to cause concern among workers

PWAWU fears that the interim increases will weaken its hand at negotiations It has accused the established unions — the SA Boilermakers' Society, the SA Electrical Workers' Association (SAEWA) and the Amalgamated Engineering Union — of colluding with employers at the council on this question

PWAWU's major gripe, however, is with the structure of the industrial council which permits each union only one seat, regardless of the number of its members The union claims to represent 50% of the 10 000 workers in the industry, while between them the three established unions represent some 5%. A smaller, mainly black union, the Inkatha-affiliated National Sugar and Refining and Allied Industries Employees' Union, is also party to the council

PWAWU has long argued that seats should be allocated to unions according to a system of proportional representation However, SAEWA general secretary Ben Nicholson disagrees He says that industrial



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councils should operate according to consensus, and that if one union has 90% of delegates and refused to operate this way "there would not be much point in others being there"

In all likelihood, paper industry employers and unions will eventually reach some sort of accord for the 1985 wage increase. But the problems which have surfaced this year are not going to disappear and will have to be faced in the future. The paper industrial council, like a number of others which have admitted emerging unions, is going to have to come up with a creative solution.

AZAPO

Militant mavericks

The Azanian People's Organisation (Azapo) continues to distinguish itself as a maverick political organisation. It broke ranks, so to speak, with other anti-government groups and found itself at one with the SA establishment in decrying Senator Edward Kennedy's recent tour — though for radically different reasons, of course.

Now the heirs of Steve Biko's Black Consciousness (BC) movement have told US black civil rights leader, Jesse Jackson, who plans to come here, to stay at home.

According to Azapo, whose BC concern has been rather overshadowed by its socialism in recent years, "the black working class is the vanguard of the struggle, we don't expect an outside redeemer to give us illusions of freedom."



Anti-Kennedy demo ... no outside redeemer

It's not every day that a syndicalist black power grouping gets a look in on SABC television news, or approbation from such pro-government quarters as *The Citizen*. Azapo succeeded in both by staging demonstrations full of ultra-Left rhetoric against Kennedy.

Indeed, Azapo managed to scotch what would have been the climax of Kennedy's crusade, his meeting at Soweto's Regina Mundi cathedral on the eve of the senator's departure for Zambia. But for the presence of Bishop Tutu, some feel, Azapo's spoiler could have led to violent clashes. Those who accepted the Kennedy safari as part of the anti-apartheid battle were riled by what they felt was Azapo's wholly-misdirected attack.

But Azapo certainly got its publicity, something it was a little bereft of ever since the rival United Democratic Front (UDF) came into its own during last year's successful anti-election campaign.

Kennedy, however, must have felt vindicated in Lusaka. After all, he was received by no less a person than Oliver Tambo, leader of black SA's premier liberation organisation, the banned ANC.

So what is Azapo all about, and why did it concentrate its attack on a liberal American senator of strong anti-apartheid conviction?

Azapo vice-president George Wauchope explains "We regard the Kennedy visit as promoting imperialism and international capitalism. This was confirmed by his meeting with 600 businessmen in Johannesburg. He is using us as a stepping stone to the American presidential campaign for 1988. He has shown open support for Israel which is a natural ally of Pretoria."

Wauchope further charges that the US has been "known for destabilisation" in Africa, that the Democratic Party, of which Kennedy is a member, started the Vietnam war and destabilisation of Cuba and El Salvador. "But, most important, the Democrats have always used the veto in the UN against punitive measures against SA."

Workers' republic

Kennedy's main aim, avers the Azapo spokesman, "is to see that there is stability in SA, he is not interested in the complete overhauling of the system. He came here to fight against apartheid, thus reducing our struggle to a civil rights struggle. We are not an anti-apartheid movement. Apartheid is only a point of departure in our struggle for national self-determination and repossession of the land. We are fighting against racism and capitalism and for an anti-racist, socialist workers' republic of Azania."

To Azapo, "the workers" are by definition black. Like the notion of "racial capitalism" coined by its partners in the umbrella National Forum (rivals to the UDF), it is not strictly a socialist concept. But Azapo argues that in SA race and class follow the same cleavages. Further, in what it calls the "pre-revolutionary phase,"

whites are excluded from its ranks and "democratic" ones advised instead to "conscientise" their own community.

Is Azapo "more radical" than the ANC? Like its intellectual forbears in the Pan Africanist Congress (PAC) Azapo certainly takes a more purist (racial) line on membership and on what it sees as the all important "land question." Azapo believes fundamentally that the land must *a priori* revert back to its rightful owners, the blacks. The ANC, too, espouses vaguely socialist sentiments (redistribution of wealth) based on the Freedom Charter, its blueprint which is not banned in SA. But, unlike Azapo, the ANC has white members in its ranks. Further, the ANC is made up of different strands, including hardline communists, old-fashioned nationalists and liberals.

But the bottom line, of course, is that the ANC believes in "armed struggle" whereas Azapo does not, or it too would be banned.

ZIMBABWE

Pre-election tension

Opposition fears are growing in Zimbabwe that last week's violent anti-Zapu demonstrations in the town of Masvingo could become the pattern for the 1985 election campaign.

Minority Zapu party leader Joshua Nkomo was forced to cancel a planned week-long vote-gathering campaign in Masvingo province in the southeast after an estimated 30 000 supporters of Robert Mugabe's ruling Zanu-PF party stoned, and he claims, even fired on his car.

On the advice of the police, Nkomo returned to Bulawayo only to be told by aides that the ruling party's strategy was to prevent him from holding rallies outside Matabeleland where the bulk of his support lies. Other minority parties — especially Bishop Abel Muzorewa's United African National Council — are also finding extreme difficulty in holding public meetings because of the activities of Zanu-PF militants.

Last year, Nkomo's Zapu was banned from holding meetings for three months in the midlands and Mashonaland west provinces following Zanu-PF demonstrations against it. At the weekend, Nkomo complained that there was no prospect of the country's first post-independence elections being free and fair because he and other opposition leaders were being physically prevented from holding public meetings. The not-very-subtle tactic of militant inspired demonstrations seems guaranteed to muzzle the opposition, but is causing concern even to some government leaders. Transport Minister Herbert Ushewokunze urged party followers not to demonstrate against Nkomo. "All you are doing," he said "is magnifying his influence."

Giving vent to official fears of voter

~~3/10/85~~ 5/11/85

FM. he expects to be told which are the "certain other areas" to which 99-year leasehold will be extended. There are strong hopes that government will accept the permanence of the established black townships of Nyanga, Langa and Guguletu by granting leasehold there. This, it is hoped, would also mean an end to government's freeze on development in these areas.

But the possibility remains that government is determined to push ahead with the plan to consolidate all Cape Peninsula blacks in Khayelitsha. The existing black townships would then be made coloured areas to help overcome that community's housing shortage.

But such a step would be hotly opposed by political leaders in both the coloured and black communities around Cape Town. Already Khayelitsha has been turned into a protest symbol, mainly because of the fear that residents of the existing townships and squatter camps such as Crossroads will be moved there without choice.

□ It appears that the planned sale of 10 500 houses to tenants in coloured communities around Cape Town has flopped. Only a few have been sold and interest is flagging in the face of the economic crunch, a weak sales drive and opposition from civic organisations.

Figures from the Divisional Council of the Cape (Divco), which is handling the project in terms of the Department of Community Development's housing sales campaign, show that only 55 houses were sold in June last year, 20 in August and 25 in September — despite a fairly high level of initial interest. The inability of many tenants to raise the required R300 deposit is regarded as the major factor, and Divco is now seeking permission from the National Housing Fund to allow prospective buyers to spread deposit payments over two years.

The campaign was announced at the beginning of the year when some 10 500 of the 24 500 houses built by Divco were identified as suitable for sale, and tenants were invited to buy them.

INDUSTRIAL COURT Vetsak revisited

The effects of a large strike at Vetsak, the agricultural implements manufacturer, at the beginning of last year are still being felt.

Last week the Industrial Court ordered Vetsak to reinstate eight workers it dismissed last August. Six were dismissed for allegedly intimidating employees who had refused to contribute to a fund for 61 strikers who were not re-employed after the strike. The other two were dismissed for "poor work performance." The court's finding is a new development in the battle between the Metal and Allied Workers' Union (Mawu) and Vetsak.

In last year's strike, 272 workers were dismissed after demanding higher wages and recognition for Mawu. Vetsak later re-employed the majority but refused to re-hire 61. A subsequent attempt by Mawu lawyers to get the Industrial Court to reinstate the 61, on the grounds that selective reinstatement is an unfair labour practice, failed. But the lawyers are still fighting.

Expectations are that a case in which the court will be asked to determine whether the dismissal of 16 of the workers constitutes an unfair labour practice will be heard within the next two months. The remaining 45 workers do not have this recourse to the court as, unlike the 16, they are not covered by an industrial council agreement and the Minister of Manpower has refused their application for a conciliation board to consider their dispute with Vetsak.

The anomalies in this situation have caused an outcry among unions and labour lawyers, and is likely to raise further protests in the event of the 16 winning their case.

URBANISATION ~~334~~ 107 At Durban's gates

New statistics have emerged which indicate government's estimate of the rate of urbanisation in Natal/KwaZulu could be wrong.

According to the 1980 census, 22,7% of the black population of Natal/KwaZulu was urbanised. But in his doctoral thesis on urbanisation, Natal University's Errol Haarhoff suggests it could be as high as 35%. The recent increase in urban squatting seems to confirm his view.

The reason for the discrepancy appears to be government's narrow definition of an "urban area." In the 1980 census, "urban

areas" were defined as those "with some form of local authority." But, as Haarhoff points out, this excludes "populations who live in close proximity to urban areas, who may be economically and functionally linked to them, but because they reside in areas without local authorities, escape being classified as urban."

These he describes as "frontier zones," largely inside KwaZulu but close to established urban centres. Those identified surround the Durban metropolitan sub-region (DMS), Maritzburg, Richards Bay and northern Natal. Together, he says, the Durban/Maritzburg districts accommodate two-thirds of the region's estimated urban black population of 1,6m.

Jobs are the obvious attraction. The fact that "in KwaZulu migration between rural areas and frontier zones is possible" is a contributing factor. "Controls by influx regulations," notes Haarhoff, "are difficult to apply, except in terms of access to employment in white areas."

After adjustment of the census figure for blacks he regards as "urban," Haarhoff has made a series of population projections for the region to the year 2000. Assuming population growth and urban migratory trends remain constant, he says the region's African population is likely to nearly double from 4,7m to around 8m — and that from natural increases alone.

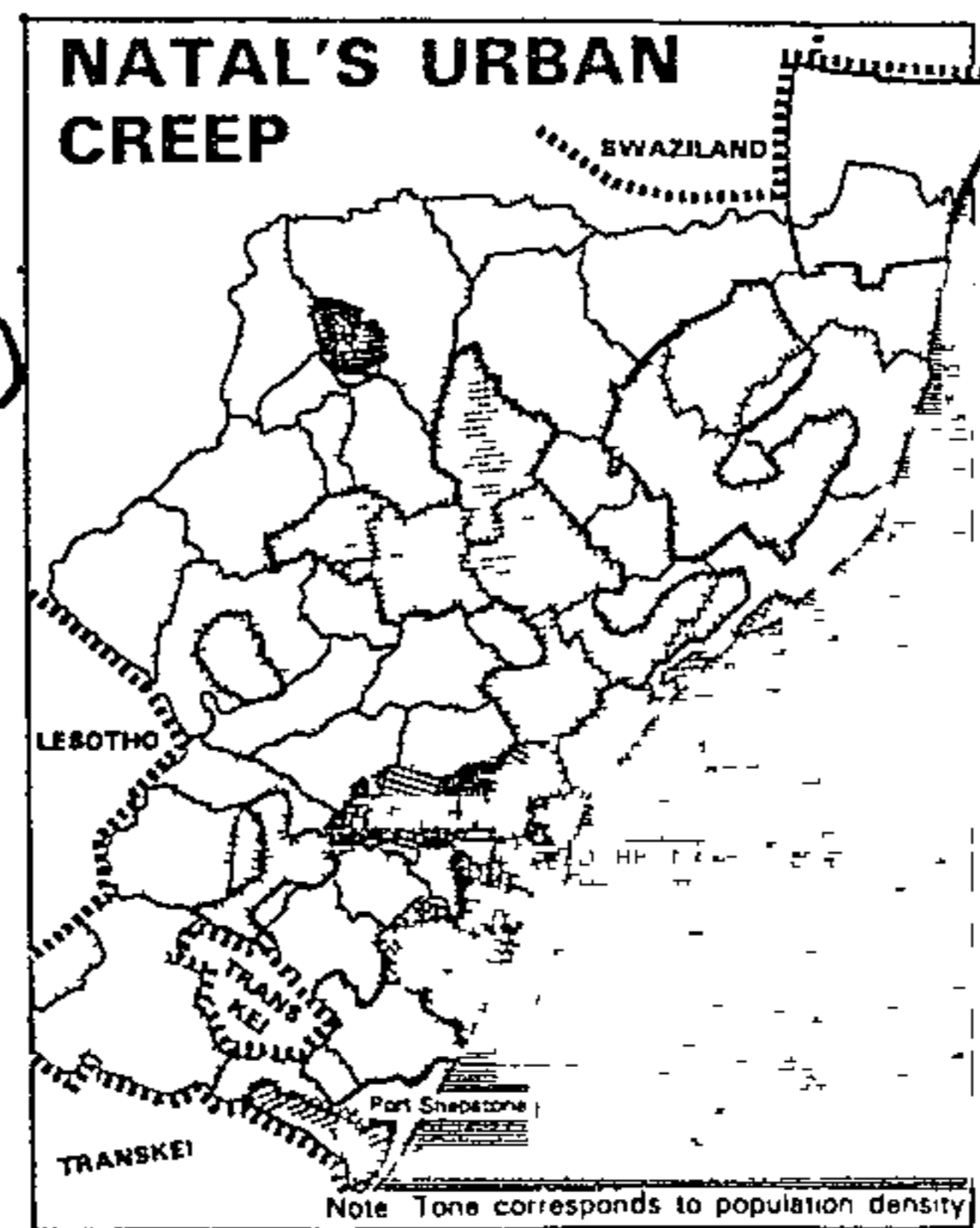
However, he expects urban migration will continue at the 1970-1980 rate resulting in an increase in urbanisation from the present 35% to 42%. But even at this level there will be severe strain on the rural areas where the population is expected to grow from around 3m to 5m. Some have serious doubts "whether the rural areas have the capacity to absorb a population increment of this size without a further drop in living standards."

The answer, he believes, could lie in allowing urbanisation to increase to between 55% and 65%, coupled with a vigorous rural development programme and improving the possible absorption capacity of rural "white" Natal.

The authorities might be horrified at the suggestion, but Haarhoff argues that, under the circumstances, an urbanisation rate of around 65% is not only likely but necessary. It will, he says, ease the pressure on the rural areas by keeping population growth constant and "make rural development a more realistic proposition."

But what are the implications of an urbanisation rate of 65% for areas like the DMS already heavily populated by squatters? Haarhoff's calculations suggest the black population of the DMS could rise from around 1m to 3,6m at the turn of the century — depending on the rate of city-bound migration and the effectiveness of government's decentralisation policies.

In the process, the city's racial composition is likely to change fundamentally. Of a total estimated population of 4,7m urban dwellers, 71% will most probably be black.



and the various employer parties to the industrial council for the pulp and paper manufacturing industry have so far produced a mixed bag.

The negotiations were entered into only after deadlock was reached in November in the industrial council negotiations — the first in which PWAWU had participated, after holding out for plant-level bargaining.

Last week the union settled with Mondi Board Mills on January increases — a minimum of between 20c and 25c an hour on the lowest scale, compared to the 18c offered at the industrial council — but is still discussing July increases.

Negotiations with Carlton Paper have been concluded, while those with Nampak Paper and Mondi Paper are continuing, with the companies offering increases better than those offered at the industrial council.

However, negotiations with the other giant in the industry, Sappi, are not proceeding well and there is the possibility of a dispute with the union.

The company is offering the union increases below those offered at the industrial council while it is understood to have agreed on increases at two non-PWAWU mills above the council levels.

ROM 21/1/85 □ □ □ (140A) (195-1946)
PLANT-LEVEL negotiations between Fosatu's Paper, Wood and Allied Workers' Union

Release unionists - Fosatu

By JOSHUA RABOROKO

THE GOVERNMENT has been called upon by a trade union federation to withdraw charges against trade unionists and other people detained before and after the two-day stayaway from work during last November.

This decision was taken by the Federation of South African Trade Unions' Transvaal regional executive committee during a meeting held in Germiston at the weekend.

The meeting was called to discuss and assess the imminent charges against Mawu's Transvaal branch secretary, Mr Moses Mayekiso, detained after the stayaway, and the situation of sacked Sasol workers.

Mr Mayekiso is one of the several trade union leaders who were detained by the Security Police after the stayaway that was organised by unions and community-based organisations. Others included Fosatu president, Mr Chris Dlamini, and Mr Piroshaw Camay, general secretary of the Council of Unions of South Africa (CUSA).

In a statement to The SOWETAN yesterday Fosatu says it has adopted strategy to be recommended to combat the victimisation of the workers at Sasol.

Challenged

"It must be very clear to Sasol that the malpractices conducted and refusal to negotiate constructively with the Chemical Workers Industrial Union (CWIU) will not be tolerated and will be severely challenged. We demand the re-instatement of all the workers dismissed.

"Further, it has come to the notice of the region that the capitalists are engaged in a clandestine move to assist the Security Police to pressurise workers to make statements for the forthcoming case against Moses Mayekiso," the statement says.

Main Tin strike set to continue today

By JOSHUA RABOROKO

PLACARD-CARRYING workers at Main Tin Manufacturing Company in Industria yesterday demonstrated against the company for practising racial discrimination.

Some of the placards read: "We demand equal rights in this plant," "Racial discrimination is a poison on this plant", "We demand Lucas back in his truck" and "An injury to one is an injury to all". These were later left at the company's main entrance as the workers' industrial action entered its third day.

The demonstration ended without any intervention

The strike, which has racial undertones, started last week after a white supervisor was allegedly caught stealing company property. A black truck driver, who is said to have committed a similar offence, was summarily dismissed a few weeks ago.

The workers said that management was practising racial discrimination by sacking black employees and not whites for similar infringements. They have resolved that their sacked colleagues should be re-instated.

A workers' spokesman told The SOWETAN that they were also demanding that the company should recognise their union, Metal and Allied Workers Union (Mawu) and that the com-

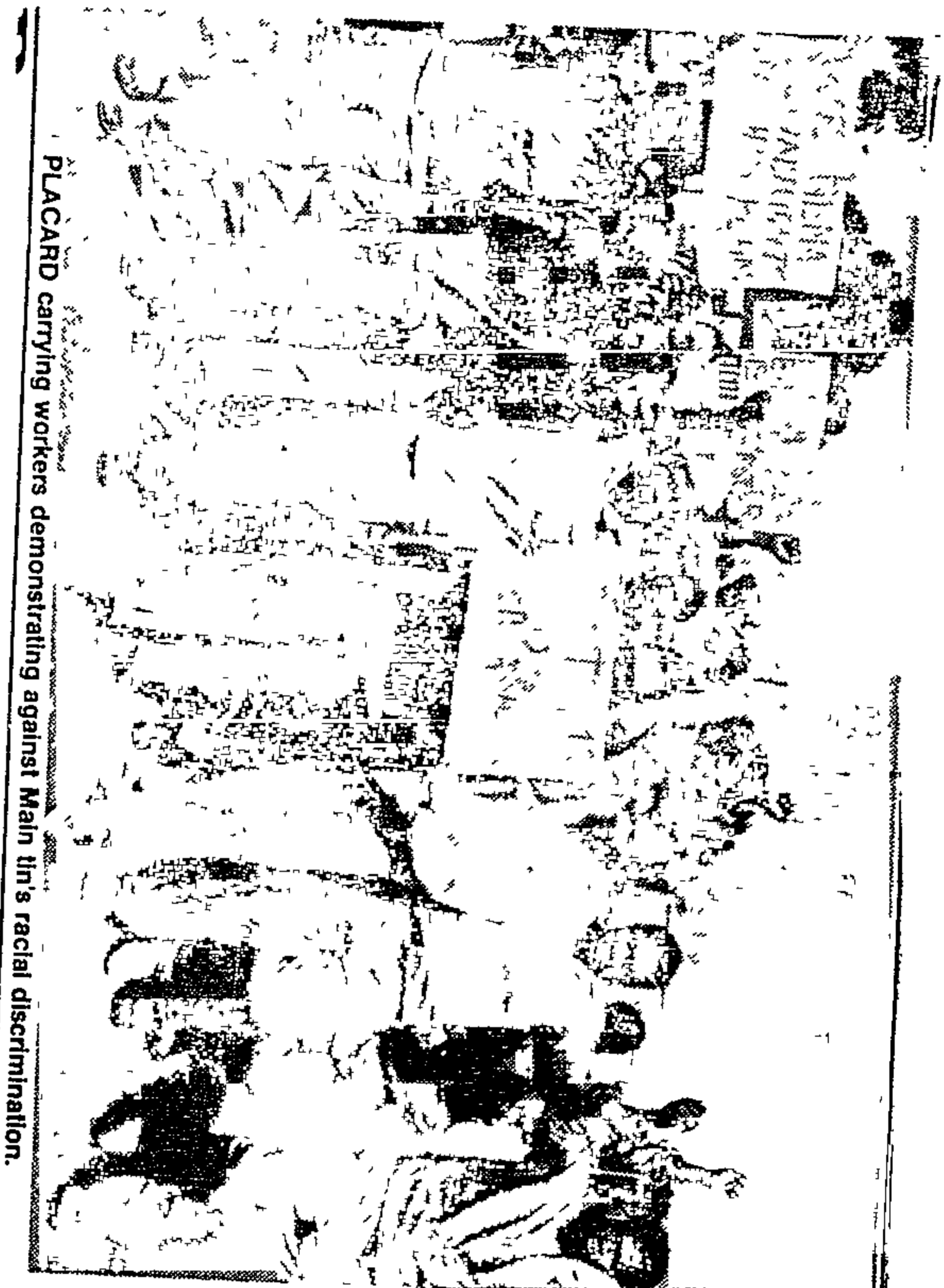
pany's head office — the Metal Box Company — should intervene on their behalf

"Unless these demands are met, we shall not return to our jobs," the spokesman said amid shoutings of "Amandla" from the striking workforce.

Metal Box's Industrial Relations manager, Mr Dough Swanson, said the workers have not approached him on the matter. However, he believed that the workers' representatives were having discussions with management on their problems.

The plant manager of the company, Mr Jimmy Kleyn, confirmed that the workers have not returned to work. The company was having discussions with the workers' representatives and "we hope to resolve the matter as soon as possible."

He also conceded that they will hold talks with Mawu sometime this week. Referring to the workers demand that the white supervisor be dismissed, he said that the disciplinary committee was looking into the issue.



PLACARD carrying workers demonstrating against Main tin's racial discrimination.

Union:

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Post Reporter

THE merger of the two motor manufacturers is in the interests of the shareholders but not of the plants' employees, the National Automobile and Allied Workers' Union (NAAWU) said immediately after meeting Ford and Amcar representatives today.

At the meeting the union stated the merger arrangements did not reflect the interests of workers and more particularly, the 2 000 workers the union expects will be retrenched

Nor did it reflect the interests of the communities in which the workers lived

At the meeting the companies indicated that they were aware of the socio-economic implications of the move and committed themselves "realistically" to address the situation

The union stated in the meeting that it would be negotiating to see if these sentiments were to be translated into action and looked to Ford, as an American multinational company, and Anglo-America, as the largest corporation in South Africa, to give proof of their public responsibilities.

The union will be submitting demands in the near future to the new company.

The company has guaranteed to negotiate in good faith all aspects of the rationalisation

Union heads for new clash with tyre firm

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Labour Reporter

THE Metal and Allied Workers' Union is heading for a new clash with the Dunlop Tyre Company in Durban over what it terms 'unfair dismissal' of five workers

The British-owned company refused to reinstate the workers and plans to refer the dispute to the Industrial Court for settlement, in spite of an independent mediator's finding that 'four of the sacked employees have been in one way or another subjected to unfair treatment'

Mr Glen Sutton, Dunlop's group industrial relations manager, said yesterday that the mediator, Prof Blackie Swart of Stellenbosch University, had recommended that relief should be sought through independent arbitration, failing a negotiated settlement

The mediator did not recommend that the company reinstate the workers and that was why it believed that the Industrial Court would be an appropriate forum to settle the matter 'due to the complexity of the situation, and the matters involved in these cases,' he said

'Dunlop accepted an independent mediator because we thought that the mediation process was a means of speeding up and obtaining solutions to the problems

'There are a whole lot of issues involved, most important of which is disciplinary action and production standards which have been set by the company and this is where the dispute began

'Employees were not performing to the required levels of production,' he added.

Mr Geoff Schreiner, Mawu's branch secretary, said yesterday that union members at the factory would meet on February 9 to decide on 'appropriate steps'

The company had refused to accept the recommendations of an independent advisory mediator.

'Ironically, Dunlop now claims that it wishes the matter to be placed before the Industrial Court, a step which they firmly rejected for most of 1984 and a decision which led to the largest and most protracted strike in the company's entire history in South Africa,' he said

Race row workers back at work

By JOSHUA RABOROKO

ABOUT 200 striking employees of Main Tin Manufacturing in Industria yesterday returned to work after the company had undertaken to get rid of racial discrimination on the plant.

A workers' spokesman said that they agreed to return after their boss, Mr Jimmy Klein, had addressed all workers — black and white — and undertaken to abolish racialism.

They went on strike last week after a white supervisor was allegedly caught stealing company property — a black truck driver alleged to have committed a similar offence was dismissed a few weeks ago.

The workers accused management of practising racial discrimination by sacking black employees and not whites for similar offences.

During a meeting yesterday, the workers also resolved that management should pay them their wages while out on strike and that it should continue to discuss with union — the Metal and Allied Workers Union (Mawu).

Mr Klein yesterday said the company had investigated allegations that a white employee had stolen property and found that no theft had taken place. But, he added, "we found that the employee had merely failed to follow the procedure for purchasing company property." For this, he was reprimanded.

Referring to racial discrimination, Mr Klein said that a black employee was pre-

viously dismissed for theft after he was found in unauthorised possession of copper wire valued at R700. When confronted, he elected to resign rather than to be subjected to an enquiry.

"The company therefore strongly denies the accusation of the employees. We have established procedures for dealing with grievances with employees and we are disappointed that they resorted to illegal industrial action, instead of following these procedures," he said.

However, Mr Klein continued, the company has been discussing the issue with representatives of the employees and will continue to do so.

It is expected that management will meet Mawu officials for recognition and other job related matters today.

Meanwhile workers at Pharmaceutical company in Aeroton, yesterday downed tools in protest against the alleged dismissal of three of their colleagues, and the scrapping of an already recognised liaison committee.

They also demand that they be paid a better annual increment than 10 to 12 percent increase offered to them by the company. The workers claimed that about 300 of their colleagues were out on strike, but a spokesman for the company, Sabax (Pty) Ltd, said only 80 workers downed tools.

Mr F Erasmus, the company's spokesman, confirmed that the company had "little bit of a dispute," adding: "As far as we are concerned this is an illegal strike. Only one person was dismissed last week and that was procedural."

Management and workers are having talks.

It was six weeks without pay for 8 000 workers

By KEVIN UDEMANS

10) add to their worries, more than 8 000 motor plant workers have just endured six weeks without pay

The Christmas shut-down started on November 23 and the hourly paid workers at the Eastern Cape's three plants received three weeks' pay during this shutdown — paid out on November 23 and 30 and on December 7

For the other four weeks of the shutdown the men applied to the Unemployment Insurance Fund for unemployment pay — which has still not come through

The volume of applications has snowed the Department of Manpower under

So the men effectively had to go without money for six weeks from the time that they received their last pay before Christmas to last Friday when they received their first pay cheque of this year (They did not receive pay at the end of their first week)

Mr J Greyling, the regional director of the Department of Manpower, said his department had received the applications for unemployment but all of them had to be dealt with individually and it would take some time

When the workers returned to work at the beginning of this year they only received their first pay packet at the end of their second week of work

Mr Mike Killeen, the public relations officer at General Motors, said hourly paid workers had to work for two weeks before they received their first pay cheque

Under normal circumstances a week's pay is carried over during the Christmas shutdown to the next year so they could receive pay after the first week in the new year

But last year because of the long shutdown we paid the workers for their last week and we told them that this year they would not receive pay till after two weeks' work," Mr Killeen said

Post Reporter
MOTOR unions have criticised Ford/Amcar merger negotiations.

They claim Ford gave them a "raw deal" by not fully informing them of details and sufficiently including them in discussions.

A mass meeting organised by the Motor Assemblers' and Component Workers' Union of South Africa (Macwusa) to discuss the implications of the merger will be held at the Ganakakaza Hall in New Brighton tonight.

Mr Dennis Neer, general secretary of Macwusa, said he expected the meeting to be well attended

"Feelings will run high," he predicted "I have been flooded by phone calls from employees at Neave bitterly unhappy at not having

Ford gave us 'raw deal'

- motor unions

been informed beforehand that they could lose their jobs"

They felt Ford was giving away all their jobs just for the sake of a little extra profit, Mr Neer said

Mr Les Kettelidas, regional secretary of the National Automobile and Allied Workers Union (Naawu), criticised Ford for not keeping employees fully informed of the various stages in the merger. The merger, he said, was in the interests of profits and shareholders — at the expense of the workers.

"What Ford does not seem to realise is that it will not be 2 000 employees out of work, but 2 000 families living without any source of income," he said

The Port Elizabeth Civic Organisation has also

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(40A) (177) (178) (179)
Motor unions fight merger

D. Spalch
PORT ELIZABETH — The National Automobile and Allied Workers Union (Naawu) yesterday resolved to fight the Ford/Amcar merger

Widespread discontent with the move was

1/2/85
expressed by workers at a meeting last night organised by the Motor Assemblers' and Component Workers' Union of South Africa (Macqusa) and the General Workers' Union of SA (Gwusa) where the merger was

described as politically motivated and exploitative

Last night the regional secretary of Naawu, Mr Les Kettleidas, said the merger would be fought at factory level— DDC

Gloom ahead, P2

Mawu ^{Senete} Dunlop ^{4/2/85} set to ^{140A} clash ^{11/10}

By JOSHUA
RABOROKO

DUNLOP, a British tyre manufacturing subsidiary, is heading for a confrontation with the powerful Fosatu-affiliate Metal and Allied Workers Union (Mawu) over its dispute concerning its workforce of 2 000.

The company has refused to accept the findings of an advisory mediation, jointly agreed to, that four of the five workers whose dismissal sparked-off last year's dispute, were "unfairly sacked and therefore should be reinstated or compensated"

The workers were involved in a month-long conflict last year, which ended with the company backing down and reinstating more than 1 000 workers it had fired

Mawu has accepted the findings of the advisor, Professor Blackie Swart of Stellenbosch University and says it will "give full support to any further industrial action by union members" in the light of the Dunlop refusal to comply.

Dunlop wants the matter to be referred to the Industrial Court, but Mawu has rejected this, saying the union does not have the time and resources for "these sort of games"

FM 8/2/85
MEDIATION

ICOA

Dunlop's rejection

Attempts to settle the long-running dispute between Dunlop and the Metal and Allied Workers' Union (Mawu) through mediation have failed. The company has rejected the mediator's findings, and a further battle of wills is expected.

The dispute began with the dismissal of five employees at Dunlop's tyre plant in Durban in late 1983. Inconclusive talks between the company and the union led to a month-long sympathy strike by 2 000 workers at three plants in August last year. An agreement was then reached to attempt to settle the dispute through "advisory mediation."

The mediator was asked to help in bringing the two sides together and, if unsuccessful, to make a non-binding finding on the validity of the dismissals. He found last month that four of the employees had been unfairly dismissed, while the dismissal of the fifth was justified.

Union bitter

Mawu's Natal branch secretary Geoff Schreiner tells the *FM* the union is prepared to accept the mediator's findings, and is bitter that Dunlop is not. Mawu believes the company is under a moral obligation to do so and rejects Dunlop's call for the case to be taken to the Industrial Court.

However, Dunlop's group industrial relations manager Glen Sutton says because the mediator had only one day to hear evidence on the very complex circumstances surrounding the dismissals, "the basis for his findings was incorrect." In addition, he finds Mawu's objection to the Industrial Court "strange" as the union had previously supported the idea.

Dunlop workers are due to meet on Saturday to discuss the developments. Says Schreiner "The ball is now in the company's court. We are prepared to talk about a settlement, but if that fails we will back whatever action our members suggest."

In the present economic climate it is unlikely that the union will again opt for strike action or could hope to win a strike if it did so.

It may explore the possibility of taking the matter to the industrial court, alleging that the dismissals were unfair in an effort to obtain reinstatement.

Press 140A
10/2/85

'Ford's ideas stink'

By MONO BADELA

MORE than 1 500 Port Elizabeth workers who attended a special meeting to discuss the Ford/Amcar merger, urged their National Automobile and Allied Workers' Union to reject the merger out of hand

The meeting urged Naawu to meet with Ford/Amcar to consider the Neave plant closure and ensure that none of the 2 500 workers lose their jobs

Workers condemned Ford for refusing to consult Naawu or telling the workers of the company's intention to close its Neave operation before taking its decision

For the Department's day-to-day public relations functions use are being made of an internal press liaison section which has been operative at departmental Headquarters since 1973 and which is staffed by professional persons who are skilled in journalism and public relations. In addition, Public Relations Officers are located in all the Department's Regional Directorates to handle local

press enquiries and to give advice and guidance to individuals and business concerns on Post Office services

[Rest of reply laid upon the Table with leave of House]

(2) The required information with regard to the contracts that were either completed or awarded during 1984 for specific *ad hoc* tasks is as follows:

(a)

(b)(i)

(ii)

KMP Compton (Pty) Ltd

Opinion poll re the image of the Post Office and its services R51 700

Young and Rubicam—
McKinstry Schonfeldt

Marketing of investment services R1,5 million maximum

Ogilvy/Mather Direct

Joint marketing campaign (Post Office, Volkskas, Standard Bank and United Building society) on the sharing of automatic teller machines (Multinet) R75 000

Cinevision Motion Picture Producers

Production of a TV commercial on tax free investments R43 650

Market Research Africa (Pty) Ltd

Participation in Index of Financial Institutions (IFI) (Measurement of personal finances, users' demographics, financial holdings and media consumption in White adults in the RSA) R37 323

V.Z. Ogilvy and Mather

Advertising campaign for Beltel R250 000

Marplan Research (Pty) Ltd

Market research rew Beltel R75 000

188 *140A* *Howard*
Q. 61. 63 12/2/85
*17 Dr A L BORRAINE asked the Minister of Mineral and Energy Affairs

(2) whether (a) he, (b) any member of the Department and/or (c) any member of any body falling under his Department was involved or participated in this decision, if so,

(1) Whether he has (a) been informed of and/or (b) received any representations on a decision to dismiss a number of Sasol workers in November 1984, if not, why was he not informed of this decision, if so, (i) how many workers were involved and (ii) by whom was the decision taken,

(3) (a) which person or persons were involved, (b) what was the nature of this involvement and (c) what were the circumstances surrounding the decision,

(4) whether we will make a statement on the matter?

The MINISTER OF MINERAL AND ENERGY AFFAIRS

(1) (a) and (b) No Sasol is a private company and as in the case of any private company, the Sasol board of directors and its management act autonomously in matters of such nature

(i) According to information furnished by Sasol approximately 5 100 employees were dismissed

(ii) The Sasol management

(2) (a), (b) and (c) No.

(3) Falls away

(4) No.

Mr H SCHWARZ: Mr Chairman, arising out of the hon the Minister's statement that Sasol is a private company, does he care to inform the House of the extent of the shareholding of the State in that private company?

The MINISTER: Mr Chairman, the hon member must please table that question

Mr H SCHWARZ: Mr Chairman, further arising out of the hon the Minister's reply, and as he is in charge of Mineral and Energy Affairs, does he suggest that he does not know the extent of the State's shareholding in that company?

The MINISTER: No, but I want the hon member to table the question.

Mr H SCHWARZ: Mr Chairman, further arising out of the hon the Minister's reply, I want to ask whether it is proper for an hon Minister to say that he knows the information a member is asking, but will not give it?

Howard *Q. 61. 65*
Admission to schools
12/2/85
*18. Mr A SAVAGE asked the Minister of Education:

(1) Whether any Black children are unable to gain admission to schools in 1985, if so, how many black children

were unable to gain such admission as at the latest specified date for which figures are available,

(2) whether any steps are being taken to provide additional school facilities for Black pupils, if not, why not, if so, (a) what steps and (b) in which areas?

The DEPUTY MINISTER OF DEVELOPMENT AND OF LAND AFFAIRS (for the Minister of education)

(1) According to our records approximately 1 200 pupils have not gained admission. This number is influenced by two very important factors namely:

(a) that pupils often apply for admission at more than one school so that the records very likely give an over estimation of the number of pupils seeking admission; and

(b) that each year a large number of pupils of the national and independent states seek admission in the Department's schools, whereas the Department's planning for accommodation is based on the projected accommodation needs for its own pupils

(2) Yes (a) and (b) New schools and classrooms are continuously being erected on a considerable scale in all seven regions of the Department. It is expected that 969 classrooms for secondary education and 1 468 classrooms for primary education will be completed during the current financial year.

Howard *Q. 61. 66*
Rail Computer Services
12/2/85
*19. Mr A SAVAGE asked the Minister of Transport Affairs

Whether the South African Transport Services made a profit or sustained a loss on rail computer services in the 1983-84



Sasol workers getting paid off ... some will not be rehired

(CWIU) will hold talks with Sasol management later this week to review developments at the company. A Sasol spokesman says the company has received 4 300 applications for re-employment and as at January 22, 2 513 of these had been approved. In addition, "further appointments have since been made and the process is continuing". However, some former employees have been told they will not be rehired. The exact number is "not available".

Meanwhile, the FM understands that Sasol is opposing a CWIU application to the Manpower Minister for the establishment of a conciliation board to hear the dispute in the event of inconclusive negotiations. The spokesman says a reply to the application has been forwarded to the Minister,

but he declined to comment on its contents. This application opens the way for the 24 unions to conduct a legal general strike if their demands for the reinstatement of the Sasol workers are not met.

Sympathy action

The unions which have indicated their intention to take sympathy action include the affiliates of the Federation of SA Trade Unions (Fosatu) and the Council of Unions of SA (Cusa), the Food and Canning Workers' Union, the General Workers' Union, the Commercial, Catering and Allied Workers' Union and the Cape Town Municipal Workers' Association. CWIU is a Fosatu affiliate.

The union plans received a boost on January 19 when 3 500 delegates to the

SASOL Strike threat

The threat of a general strike by members of 24 unions hangs over this week's meeting to discuss the reinstatement of more than 5 000 Sasol employees dismissed after participating in last November's stayaway.

The Chemical Workers' Industrial Union

National Union of Mineworkers conference in Welkom enthusiastically expressed support for a resolution condemning the dismissals and affirming the 110 000-member union's intention to take action in support of the Sasol workers if they are not rehired.

CWIU held two meetings with Sasol management during December where the two parties failed to reach agreement on the criteria to be used when considering the re-employment of the dismissed workers. Sasol has said it will not take back people who had intimidated others during the work stoppage. Neither party is prepared to confirm reports that Sasol has refused to reinstate those shop stewards whose applications have been considered.

It is not clear whether a full-scale strike or merely a brief demonstration stoppage is being contemplated if the dispute is not settled. But should any such event materialise, it will spell an abrupt end to this year's thus far relatively peaceful industrial relations scene.

~~15~~ ~~28~~ ~~15~~ ~~15~~
140A

For the Department's day-to-day public relations functions use are being made of an internal press liaison section which has been operative at departmental Headquarters since 1973 and which is staffed by professional persons who are skilled in journalism and public relations. In addition, Public Relations Officers are located in all the Department's Regional Directorates to handle local

press enquiries and to give advice and guidance to individuals and business concerns on Post Office services

[Rest of reply laid upon the Table with leave of House]

(2) The required information with regard to the contracts that were either completed or awarded during 1984 for specific *ad hoc* tasks is as follows

(a) KMP Compton (Pty) Ltd (b)(i) (ii) Opinion poll re the image of the Post Office and its services R51 700

Young and Rubicam—Marketing of investment services R1,5 million maximum
McKinstry Schonfeldt

Ogilvy Mather Direct Joint marketing campaign (Post Office, Volkskas, Standard Bank and United Building society) on the sharing of automatic teller machines (Multinet) R75 000

Cinevision Motion Picture Producers Production of a TV commercial on tax free investments R43 650

Market Research Africa (Pty) Ltd Participation in Index of Financial Institutions (IFI) (Measurement of personal finances, users' demographics, financial holdings and media consumption in White adults in the RSA) R37 323

V.Z. Ogilvy and Mather Advertising campaign for Beltel R250 000

Marplan Research (Pty) Ltd Market research rew Beltel R75 000

140A Howard
Sasol: dismissal of workers
Q. 61.63 12/2/85
*17 Dr A L BORLAINE asked the Minister of Mineral and Energy Affairs

- (1) Whether he has (a) been informed of and/or (b) received any representations on a decision to dismiss a number of Sasol workers in November 1984, if not, why was he not informed of this decision, if so, (i) how many workers were involved and (ii) by whom was the decision taken;
- (2) whether (a) he, (b) any member of the Department and/or (c) any member of any body falling under his Department was involved or participated in this decision, if so,
- (3) (a) which person or persons were involved, (b) what was the nature of this involvement and (c) what were the circumstances surrounding the decision,
- (4) whether we will make a statement on the matter?

HOA

THE MINISTER OF MINERAL AND ENERGY AFFAIRS

(1) (a) and (b) No Sasol is a private company and as in the case of any private company, the Sasol board of directors and its management act autonomously in matters of such nature

(1) According to information furnished by Sasol approximately 5 100 employees were dismissed

(ii) The Sasol management

(2) (a) (b) and (c) No

(3) Falls away

(4) No

Mr H SCHWARZ, Mr Chairman, arising out of the hon the Minister's statement that Sasol is a private company, does he care to inform the House of the extent of the shareholding of the State in that private company?

The MINISTER Mr Chairman, the hon member must please table that question

Mr H SCHWARZ Mr Chairman, further arising out of the hon the Minister's reply, and as he is in charge of Mineral and Energy Affairs, does he suggest that he does not know the extent of the State's shareholding in that company?

The MINISTER No, but I want the hon member to table the question

Mr H SCHWARZ: Mr Chairman, further arising out of the hon the Minister's reply, I want to ask whether it is proper for an hon Minister to say that he knows the information a member is asking, but will not give it?

Howard
Q. 61.65
Admission to schools
12/2/85
*18 Mr A SAVVAGE asked the Minister of Education.

(1) Whether any Black children are unable to gain admission to schools in 1985, if so, how many black children

HOA

were unable to gain such admission as at the latest specified date for which figures are available,

(2) whether any steps are being taken to provide additional school facilities for Black pupils, if not, why not, if so, (a) what steps and (b) in which areas?

*The DEPUTY MINISTER OF DEVELOPMENT AND OF LAND AFFAIRS (for the Minister of education)

(1) According to our records approximately 1 200 pupils have not gained admission. This number is influenced by two very important factors namely

(a) that pupils often apply for admission at more than one school so that the records very likely give an over estimation of the number of pupils seeking admission, and

(b) that each year a large number of pupils of the national and independent states seek admission in the Department's schools, whereas the Department's planning for accommodation is based on the projected accommodation needs for its own pupils

(2) Yes (a) and (b) New schools and classrooms are continuously being erected on a considerable scale in all seven regions of the Department. It is expected that 969 classrooms for secondary education and 1 468 classrooms for primary education will be completed during the current financial year

Howard
Q. 61.66
Rail Commuter Services
12/2/85
*19 Mr A SAVVAGE asked the Minister of Transport Affairs

Whether the South African Transport Services made a profit or sustained a loss on rail commuter services in the 1983-84

HOA

Mercury 12/2/85 (140A)

Striking bakery workers reject offer

Mercury Reporter

THE more than 600 striking workers at Bakers Biscuits at Westmead, near Pinetown, have rejected an offer of a 12 percent wage increase

The workers — demanding wage increases of 30 percent on the bottom grades and 15 percent on the higher grades or R25 a month across-the-board — went on strike last Friday

According to the Sweet and Allied Workers' Union, the workers had decided to take strike action following a deadlock in a three-month-old

wage dispute

A spokesman for the union said wage proposals were first submitted to the biscuit employers in June 1984, but no finality had been reached

A worker said yesterday they would remain on

strike until the company met their demands

A spokesman for Bakers said more than 600 were still striking

He said a meeting between the union and Bakers Ltd was being held to resolve the problem

Siemens workers down tools

By JOSHUA RABOROKO

MORE THAN 1 500 employees of a German multinational Siemens, yesterday staged a work stoppage which coincided with the visit to South Africa by a top executive from the mother company.

Employees at the four plants — Wattloo, Koe-doespoort, Isando and Rosslyn — later returned to work after management had promised to resolve their grievances, which included the re-employment of dismissed Metal and Allied Workers' Union members and racial discrimination.

In another industrial action, more than 13 000 miners at Kloof goldmine near Westonaria yesterday returned to work after management had shown willingness to consider their grievances.

The Siemens strike was sparked-off after management had dismissed two Mawu members at Wattloo. The workers were allegedly involved in a knife fight at the plant.

According to a union shop steward their dismissal was "unfair" because two other incidents, in which non-members were involved in fights, were treated with "kid gloves" by management. In one incident a white man had allegedly assaulted a black employee with a hammer.

Ignored

The workers voiced their grievances to management, which ignored them and they downed tools. The other plants joined because they felt their colleagues were "unfairly treated". They also complained of racial discrimination when wages and other benefits were considered.

A Mawu spokesman said that management apparently pleaded with the workers to return after promising to consider their grievances because "they were afraid we were going to boycott a scheduled meeting with a Mr Turek, who is the company's top executive from Germany."

Siemens' director, Mr Johan Krostskie, confirmed that all the workers had returned after the company promised to investigate their complaints.

• An OK Bazaars store — Valhalla, near Pretoria went on strike yesterday in protest against retrenchment of blacks and employment of white workers. Workers at three other branches — Van der Waalt, Randfontein and Gezen — have ended their strikes.

COM 3/2/85 (14CA)
THE Sweet, Food and Allied Workers Union voted at their annual general meeting at the weekend to take industrial action in support of the Chemical Workers' Industrial Union in demanding reinstatement of Sasol workers dismissed during the stayaway

□ □ □

Transvaal workers join Natal strike

Labour Reporter

WORKERS at the Bakers Biscuit factory in Isando in the Transvaal have joined the strike by the company's Pinetown employees, bringing to nearly 1 000 workers who have downed tools in support of demands for a minimum wage of R110

Miss Renee Roux, branch organiser of the Sweet, Food and Allied Workers' Union (SFAWU), said yesterday union members at both factories rejected the company offer of a 12,5 percent wage increase, saying they could not live on wages below R100, particularly in the face of new price increases including rent and transport

'While the company has made it clear that the workers have a right to strike, they are not prepared to improve their offer of a R92 minimum wage. Last week the majority of workers voted in favour of legal strike action in support of their demands,' she added

Confirmation

Mr L Heilbron, managing director of Bakers Biscuits in Durban, confirmed that the strike had spread to the Transvaal

He said members of the union went on strike at the biscuit factory at Westmead last Friday demanding a R25 across-the-board wage increase

He said the company and the union had been negotiating in an informal forum comprising the employers' organisation for the biscuit industry and three trade unions — the SFAWU, National Union of Operative Biscuit Makers and Packers and the Food and Beverage Workers' Union

'The company's offer in real terms amounts to an 18,2 percent increase year on year. Five percent was granted in May last year and the current proposal is for 12,5 percent with effect from November last year'

Mr Heilbron said two of the union parties accepted the 12,5 percent offer but SFAWU rejected it and applied for a conciliation board which had been appointed

1964
32/5

FROM 11/2/85 (11)

ABOUT 1 500 Siemens employees at four Reef plants — most of them members of the Metal and Allied Workers' Union — stopped work on Tuesday over the alleged dismissal of workers at the company's Watloo plant, but returned when the company offered to investigate the complaints

● MEANWHILE more than 1 000 Sweet, Food and Allied Workers' Union members at plants in Durban and Isando continued their national legal strike yesterday over wage demands

Sewer 15/2/85 (140A) (122) (135)

Fosatu slams Ford move

THE Federation of South African Trade Unions (Fosatu) yesterday issued a statement warning employers against splitting the work force by moving workers from one place to the other, including homelands.

This decision was taken by the union at its Transvaal regional congress held in Germiston at the weekend.

The warning comes in the wake of Ford and Amcar's decision to move production from Neave in Port Elizabeth to Pretoria in a "move to improve production".

The future of about 2 000 workers, mostly members of the National Automobile and Allied Workers' Union (Naawu), a Fo-

satu affiliate, hangs in the balance following the merger and decision to move the plant.

The congress resolved to condemn the action

by Ford because black workers were being moved from one area to another and made to separate from their families.

REM 15/2/85

Paper firms slated on staff cuts

By PHILLIP VAN NIEKERK
FOLLOWING large scale retrenchments in the paper and pulp industry, Fosatu's Paper, Wood and Allied Workers' Union (PWAU) has condemned the "socially irresponsible" attitudes adopted by many employers

In a statement PWAU said that by putting their profits before the interests of their employees and the country, the employers were giving themselves a bad name

Four companies mentioned in the statement were Carlton Paper (Wadeville), Nampak Sacks (Industria), Golden Era and Printpak (Industria)

The statement said Carlton Paper had moved machinery to a non-unionised plant in Springs, leading to the retrenchment of 88 workers but creating no new jobs at Springs.

Nampak Sacks had given the union notice that it planned to make the entire workforce of 120 redundant on February 25

Golden Era had moved its entire plant to the "low-wage, non-union" area of Bophuthatswana, making 120 workers redundant without any redundancy pay. The union had taken this up in court and had reached an out-of-court settlement.

Printpak had retrenched 41 workers in November last year without proper notice and, in an out-of-court settlement, had agreed to pay additional notice and re-employ contract workers, the statement said

A spokesman for Nampak Sacks denied they had acted socially irresponsibly and said they had been talking to the union for a long time about the particular difficulties of that operation.

"We have kept at least 50 employees for at least two months and hopefully a large number will be kept on thereafter."

A spokesman for Printpak said the "out-of-court" settlement had followed industrial council mediation in the dispute and was a compromise solution agreed on with the union

~~140A~~ ~~140A~~ ~~140A~~ FM 15/2/85

Until now it has been common practice for parties to approach the court for temporary relief before they make application for the final determination of a matter. Many labour cases do not get past the Section 43 stage, as these judgments normally give the litigants a good idea of which way the final decision will go and they often settle on that basis. The Section 43 hearing takes up less time and is, therefore, cheaper for the parties.

The court also appears to have adopted the view that it will not grant temporary reinstatement if the final order is unlikely to go in favour of reinstatement. This could occur if the court, for example, believes that a financial settlement would be more appropriate in situations in which mass reinstatement threatens a company's financial survival.

The issues in the Pineware case are also of interest. The company did retrench workers in terms of the generally accepted system of last-in first-out (lifo). However, the factory is divided into a large number of small departments and the system was applied departmentally rather than in the factory as a whole. This resulted in a number of long-serving employees — who had previously been transferred from one department to another — being retrenched.

Mawu, which has pledged to take the case back to the Industrial Court, argues that because Pineware was able to effec-

tively bypass the lifo principle, the company's action constitutes an unfair labour practice. The union also argues that when retrenchments occur companies should be obliged, where possible, to retrain and re-deploy workers in order to protect long-serving and senior employees.

The matter will be heard in the next few months after the union's legal team has submitted papers for a final hearing.

LOCAL GOVERNMENT ~~140A~~ Tricameral hiccups

The Durban Corporation is getting a taste of tricameral-style consensus government.

Last week, two council decisions which affect the Indian community were held in abeyance because the Minister of Local Government and Housing in the House of Delegates, Baldeo Dookie, wanted first to consult with council representatives.

The resolutions concerned the granting of a tender to Checkers for the establishment of a supermarket in the Indian area of Phoenix, and the resuscitation of a long-dormant plan for an Oriental plaza.

Both issues are controversial. Indian business interests charge that they — and not Checkers — should be allowed to build the Phoenix supermarket. On the Oriental plaza issue, private entrepreneurs are in

conflict with the State over who should provide the amenity.

City officials admit they were a little taken aback when Dookie suddenly sent a telegram forbidding the council from taking a decision until he had held discussions on the issues. The council is apprehensive about the extent to which its powers may be inhibited by the authority of an "own affairs" Minister.

However, by last weekend a clearer picture was beginning to emerge. Town clerk Gordon Haygarth admits that Dookie and his department are probably the ultimate "approving authority." But he notes that the new tricameral Parliament is a "new ball game." There are, he says, "bound to be a few hiccups" until the ground rules are established. Previously, Haygarth says, Durban would have consulted only with the Department of Community Development which has a "co-ordinating role."

Durban has, however, dutifully played it down the middle. Haygarth, councillor Sybil Hotz and mayor Niel MacLennan flew to Cape Town on Monday, at the Indian ministry's expense, to place the decision in Dookie's hands.

Later, in a manner which indicated a new understanding, Haygarth said. "We recognise that 'own affairs' involves talking with people and not making decisions for them as in the past. That's what true consensus government is all about."

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(100A)

INDUSTRIAL COURT

Making doubly sure

A recent Industrial Court ruling is likely to result in significant changes in the way labour lawyers make applications to the court.

In a departure from normal practice, the court has turned down an application for the temporary reinstatement of workers who had allegedly been unfairly retrenched because, it said, too much time had elapsed between the event and the court hearing. The court stated it would have preferred to have made a final judgment but could not because the appropriate application had not been made.

The case, which was heard in Durban, involves the Metal and Allied Workers' Union (Mawu) and Pineware, the kitchen utensil manufacturers. It went to court when the metal industry industrial council failed to settle the matter.

The implications are profound. In future, labour lawyers would be wise to ensure that in contesting cases which are preceded by (usually drawn-out) industrial council hearings, applications for both temporary and final determinations — in terms of Sections 43 and 46(9) of the Labour Relations Act, respectively — should be made simultaneously. This does not apply when the route to the court is through a conciliation board.

Financial Mail February 15 1985

Zimbabwe's fiscal year ends in June and the budget is traditionally presented at the end of July. If parliament is not to sit until September, there will be no budget until the final quarter of the year. This might suit the government's book, given that it is talking to the International Monetary Fund (IMF) about a new standby facility and little is likely to be decided until the votes have been counted.

As it is, there is growing concern over the "lame duck" atmosphere in some government departments. As one top official puts it: "No one wants to make decisions at this juncture, just in case they make the wrong decision which could lose them their jobs after the election."

One of parliament's last acts was to approve a further Z\$43m in expenditure estimates — taking the total budget deficit for 1984-1985 to Z\$691m, or nearly 12% of estimated gdp. The IMF won't be happy with that situation and all government departments face tough bargaining after the elections over spending estimates. It is clear that the only workable solution to Zimbabwe's serious budget problem is some drastic cost-cutting, and here again timing is crucial.

There is no way that far-reaching economic decisions on government spending are going to be made in the heady atmosphere of a general election.

In its latest review of the economy, the Reserve Bank of Zimbabwe notes a slackening of the recession last year, though it continues to warn about the balance-of-payments position. In a rather more pessimistic assessment than those of some of the commercial banks, the central bank warns: "There is little prospect of any relaxation in import controls before the end of 1985 at the earliest." One reason for this is the fact that 100 000 t of wheat imports are going to

be needed in the 1984-1985 season.

Another is what it calls the authorities' wish to review early in 1985 the temporary suspension of dividend and profit remittances imposed last March.

It seems clear that — perhaps under IMF prodding — the Zimbabwean government wants to loosen controls rather than allow higher imports in an effort to stimulate foreign investment. The Bank warns — rather gloomily — that the overall level of economic activity is likely to remain depressed until the end of 1985. But Standard Chartered Bank, in its latest economic assessment, is much more optimistic about real economic growth this year — predicting at least 3% in real terms.

The central bank continues to be cautious about inflation, concluding its assessment with the warning that before the 1984 improvement in the economy can be translated into a sustainable upturn, "the balance-of-payments situation will need to be strengthened significantly and the rate of inflation reduced." Since this report was written, Zimbabwe has had its best rains for at least three years and hopes are running high of a bumper maize harvest and substantially increased wheat production. This suggests the central bank may be overdoing the gloom.

BUS BOYCOTT ^{140A} ³³⁰ End monopoly call ⁴⁰⁷ ³³⁰

Thousands of commuters in northern Natal gathered this week in noisy support of efforts to get a government commission of inquiry to recommend the end to the transport monopoly held by a local bus company.

The commission was appointed to in-

vestigate the five-week-long boycott of Empangeni Transport (a subsidiary of United Transport) by 60 000 commuters protesting against a 35% fare increase and the company's "insensitivity to commuter needs, and irregular services." The boycott has been sustained with the help of employers, who have provided as much transport as possible, and local taxi owners, who have reduced fares by 30% for the 30 km trip between Empangeni townships and Richards Bay, where most of the commuters work.

On Monday, about 2 000 boycotters packed the grounds of the magistrate's court in Eskaweni, near Empangeni, where the commission was sitting. The size of the crowd forced the commission to move outside for its deliberations.

Spectators cheered as their representatives presented evidence and made recommendations. Two prominent members of a committee elected by the commuters — Simon Chonco, Inkatha's chief whip in the KwaZulu Legislative Assembly, and Jeffrey Vilane, the president of the Metal and Allied Workers' Union — gave evidence about commuter grievances.

The third witness was the commuters' legal representative, Chris Albertyn. He recommended that:

- More than one company be allowed to operate in the area to create competition, which would ensure an adequate service,
- Senior representatives of Transport Minister Hendrik Schoeman and the local Road Transportation Board should negotiate with the commuters' committee on an agreement to "regulate the form and quantity of future fare increases and ensure an acceptable level of social responsibility," and
- Restrictions on taxis wishing to operate between Empangeni and Richards Bay should be lifted. At present, Empangeni taxi drivers are only allowed to travel as far as the outskirts of Richards Bay. Albertyn also recommended that taxis should be permitted to carry more passengers.

Commuter representatives also asked that employers should continue providing alternative transport and that the authorities should ignore their transgression of the Road Transportation Act, pending the settlement of the dispute. The *FM* understands that employer representatives handed the commission written evidence of the history of the boycott. It is not known what recommendations, if any, they made.

The commuters have turned down employer and government appeals to suspend the boycott while the commission looks into their grievances. They have also ignored employer threats to halt transport assistance if they continue the boycott.

The commission was due to sit in Empangeni on Tuesday and to conduct an inspection of Empangeni Transport's facilities on Wednesday. Albertyn is hoping the commission will make its findings known by the end of the week.



Mugabe ... need to cut government spending

3000 140A N.M.

Putco drivers on stri

Labour Reporter

HUNDREDS of Umlazi residents reported late for work yesterday after 192 Putco bus drivers went on strike protesting the introduction of a new time schedule

A spokesman for the Transport and General Workers' Union said all the drivers at the Umlazi depot arrived at work, clocked their cards and wanted to take the buses using the old schedules, but the company refused

The spokesman said the company was trying to extend working hours on some of the shifts and not allowing sufficient time for the runs and refueling

'The new schedule seems to have affected only the Umlazi depot at this stage,' he added

Representatives of the union and management held discussions over the dispute, but by late yesterday the matter was still not resolved

Longer hours

Workers said they were opposed to the new time schedule because it meant them having to work longer hours

Taxis did a good trade and many could not cope with the unexpected surge in commuters. At bus stops in the township, long queues of passengers waited for the bus that never came

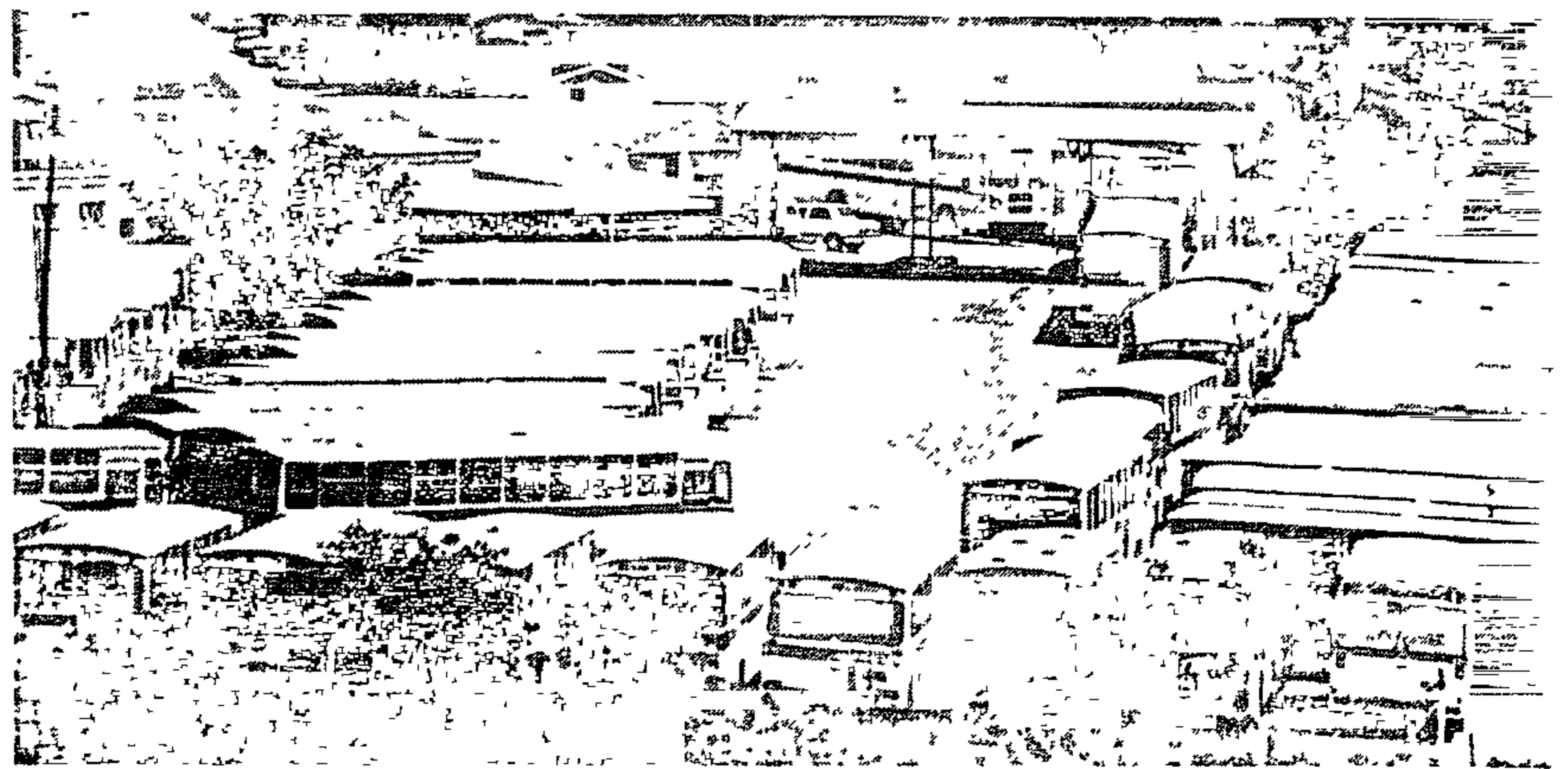
Some people walked long distances to take trains to get to work, while others who were too late for work, stayed at home, according to the residents

Mr J Holmes, divisional manager of Putco, confirmed the drivers at Umlazi depot were on strike, and said discussions were taking place between representatives of the union and the management

He declined to elaborate on the dispute, except to confirm that it surrounded the implementation of the new time schedule



Some of the striking Putco bus drivers and an unknown youngster at the Umlazi



The Putco bus depot at Umlazi where drivers went on strike yesterday, protesting the ir new time schedule

360 jobs in balance

Sweeten
19/2/85

THE future of more than 360 black employees in the paper industry around the Witwatersrand hangs in the balance following the announcement that they will be retrenched as the country's economy worsens.

The companies that have announced possible retrenchments are Carlton Paper (88 workers in Wadeville), Nampak Sacks (120 in Industria), Golden Era (120 in Amalgam) and Printpak (41 in Industria)

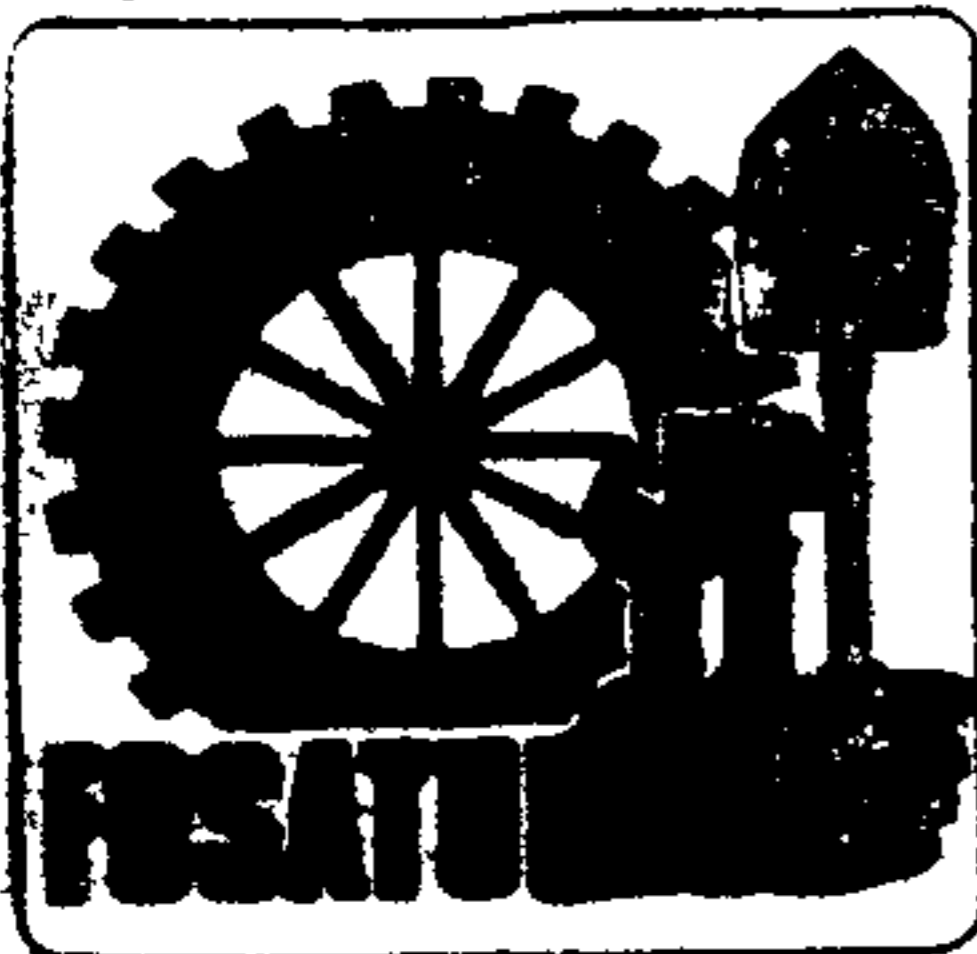
The main reason for retrenchments, mainly from the black members of the Paper, Wood and Allied Workers

Union (PWAU), has been attributed to the biting recession, inflation and the soaring cost of production

The PWAU has condemned the socially "irresponsible attitude" being adopted by some employers in the current difficult economic climate. The economy was not only hitting them but hurt the workers more, the union said

The union's spokesman said because of the spiralling unemployment facing the country, many companies were moving to so-called homelands where they exploit frustrated workers

140A
~~235~~
~~138~~



PW'S OFFER WHICH STUNNED THE COUNTRY AND THE WORLD

PRESIDENT PW BOTHA stunned the nation and the world this week when he announced that the Government was prepared to consider the release of jailed ANC leader, Nelson Mandela if he turned his back on violence as a means of

change in South Africa. Speaking during the closing stages of the No Confidence debate in the House of Assembly on Thursday President Botha said it was not the Government which now stood in the

way of Mandela's freedom. The choice is his. All that is required of him now is that he should unconditionally reject violence as a political instrument, a norm which is respected in all civilised countries of the world. Mr Botha said

WORLD

140A

17.2.85

FOSATU BULLETIN

WHY TALKS...

HOWARD BARRELL in Lusaka

Wig Prau 20/1

VOICES north of the Zambezi see a relatively simple explanation for the many rumours about — and calls for — talks between the SA Government and the African National Congress

It boils down to this. If 1984 showed anything, it was that President P W Botha's Government is fast running out of options.

So it is no wonder that elements within the Afrikaner intelligentsia and big business should either call for talks (like food tycoon Tony Bloom) or try to create channels for talks (as Prof Harvey van der Merwe and journalist Piet Muller have done)

The voices in Zambia point out that

- The Nkomati Agreement has not significantly blunted the ANC's activities — but has, if anything, enhanced its political profile as a threat to apartheid
- The new constitution did not divide blacks but stimulated the formal re-building of a united black resistance — probably more powerful than ever before

● By the end of the year, outposts of apartheid administration — like black local authorities within an hour's drive east of Johannesburg — had completely collapsed and the Government had to use troops to win a battle it had lost hopelessly at a political level

● Using troops on the East Rand and in the Vaal brought about exactly what Government security services had been trying to avoid for years — united action between political and organised labour groups

● All this took place in the midst of the worst economic crisis in South Africa since the 1930s — with a shrinking market for goods, three million unemployed and still more being laid off, white farmers in debt to the tune of a staggering R6.4-billion, the rand only small change against the US dollar — and, God forbid the world's largest bank Citicorp of New York said South Africa had only just 'entered' its recession

No wonder Tony Bloom and his business colleagues said they felt "the wheels have begun to fall off"

No wonder also that there should be the first moves towards a completely different set of options — talks with the ANC

Tony Bloom — a butter not-guns man usually a few years ahead of his colleagues on po-

litical issues — seems to be saying. For capitalism to survive, let's sacrifice most of the white faces in Government if we have to

For Muller and Van der Merwe the realisation has dawned that whereas apartheid is supposed to be a recipe for Afrikaner survival, it is rapidly becoming Afrikanerdom's suicide note

And powerful liberal and social democratic tendencies in the West would like to see in South Africa something like the Lancaster House agreement which brought Zimbabwe to independence

Lancaster ensured that the Mugabe government, whatever its socialist rhetoric would have to rely on a capitalist economy for a number of decades. The balance of forces did not allow him to do otherwise

The last thing any of these forces want is a revolution in South Africa — which would overturn not just the state structure but the entire economic structure as well. And that is realistically, a possibility in the next decade or two

So these fears have given birth to hopes — hopes which have sometimes over-extended themselves to fantasy

The white hoppers are hoping they can keep the momentum about "talks" going and that the whole thing will snowball

But these white hoppers

dread almost as much as anyone else the moment when the military and security men and assorted hawks decide enough is enough — and then mount another raid on the exiles or another township declaring that the vision of our future can be seen only down the barrel of a gun

Nevertheless a very important stage has been reached. Advanced elements among the rulers are finding it difficult to rule in the old way

It now appears certain there have been no talks between the Government and the ANC

But certainly a channel has been opened through which the postures of each side can be told to the other. And conveniently for the Government and the ANC both sides can quite correctly deny any involvement in talks

"We have a department of information and publicity and any individual can talk to them and they can talk to anybody," said one ANC source

"That is their job. But that should not be confused with talks"

Pres P W Botha has also strongly denied that any Government representative has held any talks with the ANC

So all South Africans will have to distinguish between their hopes for a peaceful future and their fantasies

Behind the Mandela offer

Extract from FM 15/2

Indeed government has always taken the ANC's threat to security more seriously than many of its supporters. Hence the high defence budget, the extended call-up, the institution of the area defence system and the National Key Points Act

An amending Bill to the National Key Points Act just introduced in Parliament emphasises Pretoria's serious view of the threat. It authorises government to design-

nate groups of particular factories or undertakings as national key points complexes whose owners will have to pay for joint security measures

The Bill creates a new revenue account to receive both government and private funds intended to pay for security measures. It provides for fines up to R20 000 (or imprisonment up to five years) for owners of key points who fail to comply with security directives

Mandela's full reply to President Botha's offer

THIS IS THE FULL text of Nelson Mandela's response to the conditional offer of freedom made in Parliament by the State President, Mr P W Botha.

The response was read on Mandela's behalf by his daughter, Zindzi, at a function in Jabulani, Soweto, yesterday.

"On Friday my mother and our attorney saw my father at Pollsmoor Prison to obtain his answer to Botha's offer of conditional release.

"The prison authorities attempted to stop this statement being made but he would have none of this and made it clear that he would make the statement to you, the people.

"Strangers like Bethell from England and Professor Dash from the United States have in recent weeks been authorised by Pretoria to see my father without restriction yet Pretoria cannot allow you, the people, to hear what he has to say directly.

"He should be here himself to tell you what he thinks of this statement by Botha. He is not allowed to do so. My mother, who also heard his words, is also not allowed to speak to you today.

"My father and his comrades at Pollsmoor Prison send their greetings to you, the freedom-loving people of this our tragic land, in the full confidence that you will carry on the struggle for freedom.

"He and his comrades at Pollsmoor Prison send their very warmest greetings to Bishop Tutu. Bishop Tutu has made it clear to the world that the Nobel Peace Prize belongs to you who are the people. We salute him.

"My father and his comrades at Pollsmoor Prison are grateful to the United Democratic Front who without hesitation made this venue available to them so that they could speak to you today.

"My father and his comrades wish to make this statement to you, the people, first. They are clear that they are accountable to you and to you alone. And that you should hear their views directly and not through others

"My father speaks not only for himself and for his comrades at Pollsmoor Prison, but he hopes he also speaks for all those in jail for their opposition to apartheid, for all those who are banished, for all those who are in exile, for all those who suffer under apartheid, for all those who are opponents of apartheid and for all those who are oppressed and exploited.

"Throughout our struggle there have been puppets who have claimed to speak for you. They have made this claim, both here and abroad. They are of no consequence. My father and his colleagues will not be like them.

"My father says 'I am a member of the African National Congress. I have always been a member of the African National Congress and I will remain a member of the African National Congress until the day I die.

"Oliver Tambo is much more than a brother to me. He is my greatest friend and comrade for nearly 50 years. If there is any one amongst you who cherishes my freedom, Oliver Tambo cherishes it more, and I know that he would give his life to see me free. There is no difference between his views and mine."

"My father says 'I am surprised at the conditions that the Government wants to impose on me. I am not a violent man. My colleagues and I wrote in 1952 to Malan asking for a round table conference to find a solution to the problems of our country but that was ignored.

"When Strijdom was in power, we made the same offer. Again it was ignored.

"When Verwoerd was in power we asked for a national convention for all the people in South Africa to decide on their future. This, too, was in vain.

"It was only then when all other forms of resistance were no longer open to us that we turned to armed struggle.

"Let Botha show that he is different to Malan, Strijdom and Verwoerd.

"Let him renounce violence.

"Let him say that he will dismantle apartheid."

"Let him unban the people's organisation, the African National Congress

"Let him free all who have been imprisoned, banished or exiled for the opposition to apartheid.

"Let him guarantee free political activity so that the people may decide who will govern them.

"I cherish my own freedom dearly but I care even more for your freedom. Too many have died since I went to prison. Too many have suffered for the love of freedom

"I owe it to their widows, to their orphans, to their mothers and to their fathers who have grieved and wept for them. Not only I have suffered during these, long, lonely, wasted years

"I am not less life loving than you are. But I cannot sell my birthright, nor am I prepared to sell the birthright of the people to be free.

"I am in prison as the representative of the people and of your organisation the African National Congress which was banned

"What freedom am I being offered whilst the organisation of the people remains banned?"

"What freedom am I being offered when I may be arrested on a pass offence?"

"What freedom am I being offered to live my life as a family with my dear wife who remains in banishment in Brandfort?"

"What freedom am I being offered when I must ask for permission to live in an urban area?"

"What freedom am I being offered when I need a stamp in my pass to seek work?"

"What freedom am I being offered when my very South African citizenship is not respected?"

"Only free men can negotiate. Prisoners cannot enter into contracts

"Herman Toivo Ja Toivo, when freed, never gave any undertaking, nor was he called upon to do so"

"My father says

"I cannot and will not give any undertaking at a time when I and you the people are not free. Your freedom and mine cannot be separated.

"I will return"

An extract from an interview with Nelson Mandela by Lord Nicholas Bethell S Tns 3/2/85

He says "The armed struggle was forced on us by the Government. And if they want us to give up, the ball is in their court. They must legalise us, treat us like a political party and negotiate with us. Until they do, we will have to live with the armed struggle

"It is useless simply to carry on talking. The Government has tightened the

screws too far. Of course, if there were to be talks along these lines, we in the ANC would declare a truce

"Meanwhile we are forced to continue though within certain limits. We go for hard targets only: military installations and the symbols of Apartheid. Civilians must not be touched

"This is why I regret what happened in Pretoria on May 23, 1983. A bomb went off and more than a dozen civilians were killed. Something must have gone wrong with the timing. It was a tragic accident. We aim for buildings and property. So it may be that someone gets killed in a fight in the heat of battle, but we do not believe in assassinations. I would not want our men to assassinate, for instance the major here. But all this can end as soon as talks begin. It would be humiliating though for us simply to lay down our arms unconditionally"

One way for Mandela to be released from prison has been put to him. He has been told that his nephew, Chief Kaiser Matanzima, would give him sanctuary in the semi-autonomous Transkei, if he gave up political activity

"I completely rejected the idea" he says. "My place is in South Africa and my home is in Johannesburg. If I were released I would never obey any restriction

Classless society

"If they confined me for instance to the Cape area, I would break the order and walk to my home in Soweto to be with my wife and daughter"

Meanwhile, he wants to see the ANC develop as a widely-based national movement. "Personally I am a Socialist and I believe in a classless society. But I see no reason to belong to any political party at the moment

I appreciate the Soviet Union only because it was the one country that long ago condemned racialism and supported liberation movements. It does not mean that I approve of their internal policy

"Britain has helped us, under Mrs Thatcher as well as under Socialist governments by condemning Apartheid in principle. We may have different views about the methods that should be used, but the most important thing is to condemn Apartheid outright

Exclusive

HOWARD BARRELL
in Lusaka

*Banned movement is
going to reconsider tactics*

ANC: We may hit civilians

City Press
20/11

THE ANC is reconsidering its policy of not attacking "soft targets" like white civilians.

Senior ANC sources in Lusaka told City Press the movement is preparing for a new guerilla offensive — and that part of that preparation is to reassess its hesitancy to hit soft targets.

The current lull in guerilla activity following the Nkomati agreement will be relatively short-lived, the sources added.

"Preparations are being made, and it will not be long before they come to fruition," a senior source told City Press during discussions on the ANC consultative conference to be held this year.

His disclosures were backed up by ANC president Oliver Tambo in an interview with me last week.

The sources said the conference would closely examine ANC military strategy over the past eight years, and major changes in method were likely.

This would probably include an end to hesitancy about hitting white civilians.

Sources also rejected a suggestion in some Press circles that the ANC might abandon armed struggle following its Nkomati setback.

The conference — the first major meeting of delegates from all sections of the ANC since the Morogoro consultative conference in 1969 — will also focus on the need to extend the ANC's underground machinery inside South African, he said.

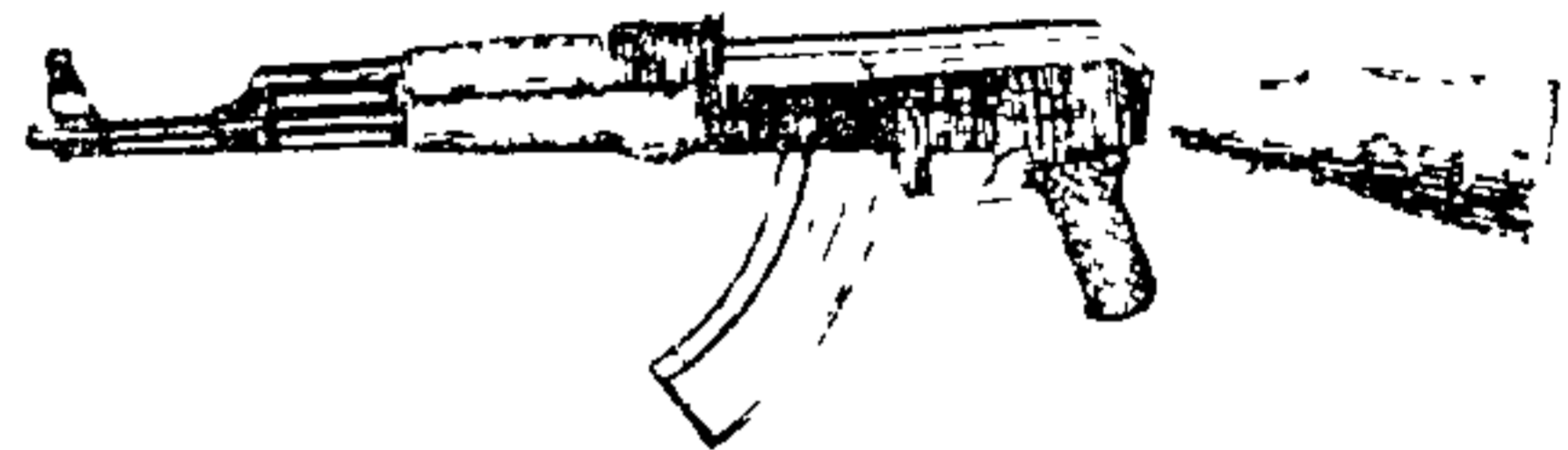
Overall ANC political strategy — as drawn up at Morogoro in the

document Strategy and Tactics of the ANC — is unlikely to change fundamentally.

But there are signs that some delegates will push for a much closer examination of the relationship between the working class and the black nationalist components of "the struggle."

About 200 delegates are expected to attend the conference, the date and venue of which are being kept a closely guarded secret.

The source said scores of reports, discussion pap-



A few non-African members have served on other top bodies for some years.

If the conference does decide to open NEC ranks, it will be "a reflection of the ANC's attempt to bring together like-minded people of all races in united action as the nucleus of a future South Africa", according to the source.

"We will be testing the views of the membership on this point," the source added.

"There is a widespread belief that the ANC cannot mark time on a matter like this. People of other races have also been making great sacrifices."

A set of new operational and other structures could also arise out of the conference, according to sources.

ers and recommendations for the conference had already been received from ANC units inside South Africa. These were being combined with reports from exile sections of the movement in preparing the agenda.

An important feature of the conference is expected to be the progress through the ranks of the ANC of a number of the young men and women who joined the movement in the upheavals of 1976 and later.

New elections for the national executive committee — the ANC's top administrative body — will also be held at the conference.

One result of the conference could also be the opening up of the committee to all races. Until now, membership has been restricted to African people.

Pressure to abandon 'soft target' reluctance

THE banned African National Congress (ANC) is coming under increased pressure from certain African countries to abandon its reluctance to use violence against "soft targets"

Although no particular countries were named in a series of interviews with ANC officials in Lusaka last week, it is ap-

parently felt in some circles that the existing military strategies have not succeeded, although the ANC has been waging its campaign of violence since the early 1960s

The ANC leadership however has firmly rejected these pressures

The organization it was said, would not extend its activities into

such actions as bombing schoolchildren or cinemas, but would continue to sabotage buildings and other strategic targets

Indeed the intensification of its military activities is one of the items to be considered at a special ANC conference in a few months' time

The ANC wants to extend its recruitment of guerillas beyond young students who have fled South Africa, into workers and people in the rural areas. It claims to have increased its recruitment of women into the ranks of Umkhonto We Sizwe, its military wing, over the past year

It was made quite clear that the ANC would not give up its campaign of violence. And the South African Government's offer to talk to the ANC if it abandoned violence was firmly rejected

It was argued that if the ANC laid down its arms without the government confining the army to barracks and disarming policemen this would amount to a surrender by the ANC, not a truce

In spite of newspaper reports to the contrary, the well-known communist Joe Slovo is not the commander of Umkhonto nor is he a member of the ANC executive. The Umkhonto commander is Joe Modise

No option but arms, says ANC

HARARE — There is no alternative to armed struggle against the "Pretoria regime", and the African National Congress will intensify the struggle as long as apartheid prevails, the ANC president, Mr Oliver Tambo, said in an interview

All peaceful attempts at change in the past had failed, he said

"Therefore we say to remove armed struggle the regime should first remove apartheid which is the cause of the armed struggle

'Violence'

The system had been responsible for sending millions of people into barren lands where he said, they were only queuing up for death. The bantustans were themselves an act of violence, so it was wrong to think his organization would abandon the armed struggle, he said

"In any case even if there were any talks, and if we thought the time had come for talks with the Pretoria regime, we would not abandon the armed struggle. We would simply carry on"

Mr Tambo said the ANC would not talk to "the regime about the fate of our country before the unconditional release of Nelson Mandela and the other leaders imprisoned with him"

On the recent offer by President P W Botha to release Mandela on condition he renounces the use of violence, Mr Tambo said it was significant only to the extent that it was a new condition, which Mandela would once again reject

It was not clear why "we who are the victims of violence are expected to abandon our violence when the regime pursues us with worse violence"

On the recent proposal by Mr Botha that Africans living in the urban areas should have different status from those in the homelands, Mr Tambo said all that it represented was another idea for bantustans in the urban areas

He said whatever the regime was trying to build — including its so-called constitutional reforms — was being built upon the foundation of apartheid which at any rate was cracking

The 'so-called urban Africans' would not be deceived by the ploy which only represented the regime's belief in apartheid and its determination to defend it

Asked whether the apparent lull in the armed activities of the ANC was because the Nkomati Accord was beginning to have some effect, he said there had been more military activities in South Africa by the ANC after the Nkomati agreement than before

Armed struggle was a part of the ANC's strategy which consisted of international mobilization in support of the struggle, the internal activities of the people and their unity of action in resistance to apartheid

"The recent upsurge of mass resistance coupled with the numerous strikes the resistance to the constitutional amendment and the opposition to the coloured and Indian election for the tricameral Parliament form an essential part of the armed struggle," Mr Tambo said

The ANC had never believed the neighbouring African states should offer their countries as rearguard bases for the armed struggle in South Africa

Asked what significance he attached to the growing opposition to apartheid in the United States, Mr Tambo said it was significant for the future of the racist regime and was a complement not a substitute to the internal struggle against apartheid

Suffering

"It undermines the calculation the racist regime had that it was going to have another four years of uninterrupted blissful relations with the Reagan administration"

On the argument by some bantustan spokesmen that economic sanctions against South Africa would bring more suffering to the African people, he said that was an "old song" telling the Africans to accept enslavement to avoid suffering

The Minister of Law and Order, Mr Louis le Grange, has given written approval for the publication of the interview — Sapa

Whites 'have a right to be in SA'

Political Staff

THE banned African National Congress (ANC) accepts that white people have a right — for historical reasons — to be in South Africa

And it would like white people to stay in South Africa, even if there is majority rule

This was made clear in a series of interviews with ANC officials last week in Lusaka

The belief that the ANC wanted to drive whites into the sea was rejected, and it was also denied that whites would lose their property under an ANC government. But no one would be permitted to retain any positions of privilege because of their colour

The ANC also remains committed to individual membership of all races

It has rejected the exclusive black policies of the black consciousness movement, but some officials believe that for the time being the leadership will have to remain in African hands

The ANC remains committed to the Freedom Charter, signed in 1955, where it is stated that "key industries" would be nationalized

However, decisions about future structures, including the economy, would have to be taken by a government elected by all South Africans

Biggest meeting for 16 years

Political Staff

THE four-pronged strategy of the banned African National Congress to overthrow the South African Government is to be reassessed at a special congress of the organization in the next few months

The date and the venue of the congress have yet to be disclosed, but it will be the biggest and most significant get-together of the ANC since 1969, when a similar conference was held

Delegates from all ANC branches through-

out the world are to attend the conference, which is expected to be held in Africa, possibly in Tanzania

A number of position papers and documents have already been prepared for discussion before the conference and, the Cape Times was told in talks with ANC officials in Lusaka last week, they are aimed at intensifying pressure on the South African Government

The ANC's approach shows that it sees no hope in the government's recent policy reforms and that it does not believe there is any chance of any deal with the South African Government emerging even if its jailed leader, Nelson Mandela, is released from jail

Its four-pronged strategy is based on reinforcing its underground structures, promoting mass action by people inside South Africa, bol-

stering its armed attacks and isolating the South African Government internationally

The various elements of this broad strategy are to be assessed at the conference

Although it believes that some of President P W Botha's supporters are now realizing that majority rule is inevitable, it also believes the pressure on the government should be increased

The only possible solution to escalating tensions and violence would be for the government to legalize the ANC and to negotiate directly with its leaders

Unless there was a clear move towards majority rule, the ANC officials said, coupled with democratic rights for all political parties, the violence and conflict would continue

And if the ANC is correct in its assessment escalating conflict seems inevitable

ANC is in no hurry to lay down its weapons

... and it doesn't please Frelimo at all

J H P Serfontein

Star
17/2

THE Mozambican Government has serious differences with the banned African National Congress (ANC) about its strategy and analysis of the political situation inside South Africa

These views were spelled out clearly and forcibly earlier this week in Maputo by senior Frelimo officials to Joe Slovo, a white member of the ANC and a leader of the banned South African Communist Party (SACP)

Slovo was bluntly told that Mozambique disagreed fundamentally with the ANC on its strategy, including its total commitment to the "armed struggle"

"For years we have automatically accepted the advice of the ANC and their draft resolution on South Africa at international gatherings," one senior Frelimo source told me "However, we are no longer prepared to do so blindly and to be led by our noses."

"Over the last 25 years there have been some fundamental changes in South Africa, some good, some bad. Whilst the apartheid structure remains unchanged, South African society is changing. There are also new realities which did not exist in 1960

"The propaganda of any liberation movement should take into account such realities. But we find that today the ANC still uses many of the outdated cliches and propaganda phrases from the Sharpeville era. It is ineffective and counter-productive."

The source said "One cannot simply ignore some of the policy moves and changes introduced by the SA Government over the past year — even if one accepts the argument that they may have no intention of abandoning power or abolishing fundamental apartheid structures."

In this regard he mentioned the various recent statements by President Botha in Parliament and the planned scrapping of the Mixed Marriages and Immorality Acts.

"These developments, and the greater political fluidity open up new opportunities to explore. Effective political action inside South Africa could exploit the contradictions now appearing in the apartheid edifice."

A senior Minister told me "Over the past 24 years the ANC has achieved comparatively very little with sporadic sabotage attacks. As a propaganda weapon, it kept the idea of the ANC alive, and boosted morale and helped to create a political awareness."

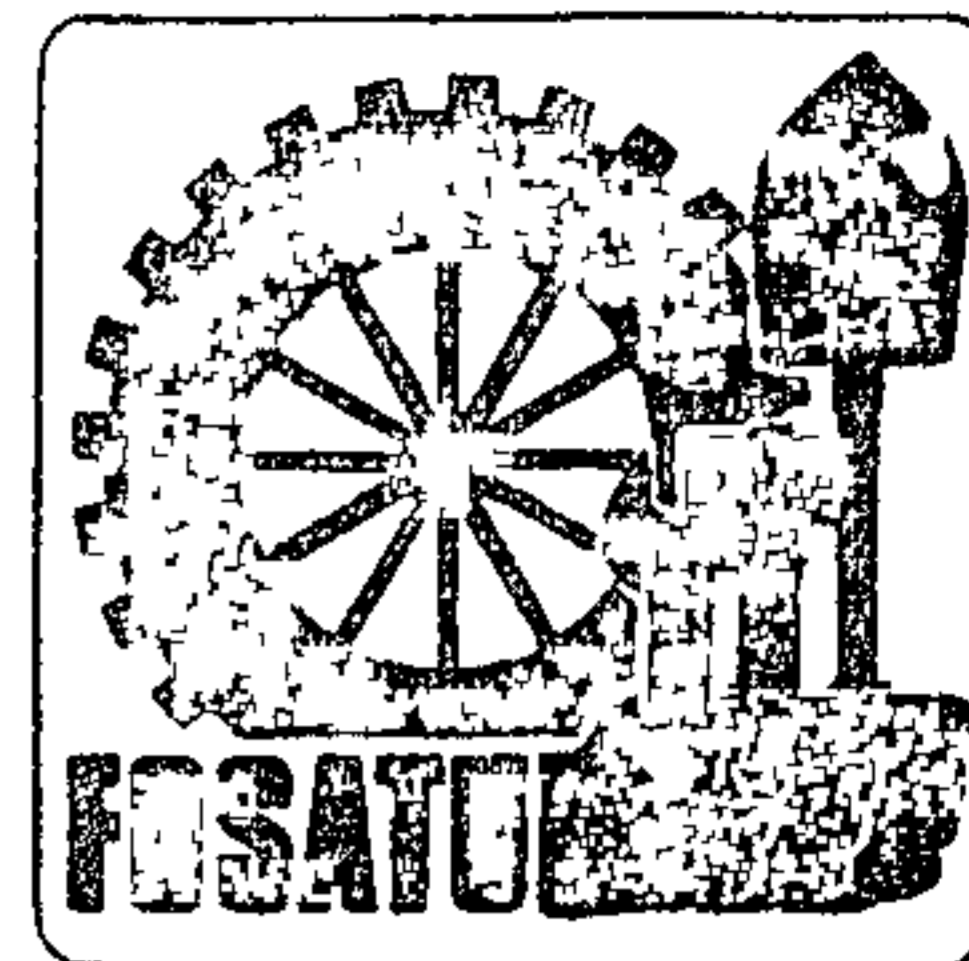
"However, the ANC is no nearer to taking over power physically."

With a new political awakening in South Africa among black political organisations, it is clear that the armed struggle should be seen merely as an instrument in helping to achieve liberation, and not an end in itself."

The Minister warned that strategy should not be elevated to an inflexible ideology.

Mozambican and other Frontline sources have in recent weeks made it clear to me that they believed that blacks should devise a new internal political struggle "because it means sometimes using apartheid platforms to oppose the Government."

PRESS STATEMENTS



MAWU AND DUNLOP SETTLE

DUNLOP SA Durban yesterday agreed to pay an ex-gratia payment of R15 000 to the Metal and Allied Workers Union in respect of employees dismissed in October 1983

It was the unfair dismissals of these employees and the company's refusal to refer their cases to independent arbitration or the court which led to a strike of over 2 000 Dunlop employees at 4 plants in September/October 1984

In terms of the settlement the union will disburse the money to the dismissed workers in amounts as are decided by MAWU's members. All the employees concerned had opted for financial reimbursement for their wrongful dismissals rather than reinstatement because they feared victimisation by the company.

The finding that the four employees concerned had been unfairly dismissed was made by Professor Blackie Swart of the University of Stellenbosch who acted as advisory mediator in the matter.

The effect of the settlement is that members will now not pursue their planned industrial action and the union is hopeful that the company may begin improving its industrial relations practices which have been extremely unsatisfactory and which have in the past provoked immense worker frustration and anger.

The discussion at yesterday's meeting also touched on existing efficiency levels at the plant as well as disciplinary and procedural matters. No agreement was reached in respect of these issues but the parties have agreed to negotiate same at a future date to be agreed.

Metal and Allied Workers Union 14 2 85

Howard
Sasol plants: exercises/functions

*6 The LEADER OF THE OFFICIAL OPPOSITION asked the Minister of Defence

- (1) Whether the South African Defence Force conducted any exercises and/or performed any functions in or around the Sasol plants in Secunda in 1984, if so, (a) what was the purpose thereof, (b) who authorized the exercises and/or functions, (c) how many members of the South African Defence Force were involved and (d) what was the nature of the exercises and/or functions.
- (2) whether any members of the South African Defence Force took any action in respect of any Sasol workers in or about November 1984, if so, (a) what action was taken, (b) why was it taken, (c) how many Sasol workers were involved and (d) who authorized this action.
- (3) whether any workers were injured as a result, if so, what was the nature of the injuries,
- (4) whether he will make a statement on the matter?

The DEPUTY MINISTER OF DEFENCE

- (1) Yes
 - (a) To support the SA Police during a disturbance
 - (b) The Chief of the SA Defence Force at the request of the SA Police
 - (c) 403
 - (d) Guard duties at vulnerable points in and outside residential areas
- I scout duties for buses together with the SA Police
Access control to the Sasol-Secunda National Key Point

HQA

the attention of the hon the Leader of the Official Opposition to my statement in this House on 17 May 1984, as recorded in Hansard, column 6746

Tuynhuys

*8 Mrs H SUZMAN asked the Minister of Public Works

What is the estimated cost of refurbishing Tuynhuys?

The MINISTER OF PUBLIC WORKS

The estimated costs for the refurbishing and fitting out of the building is R3 350 000

Howard Q. 601 141
Certain person: member of Police Force/rank

*9 Mr P A MYBURGH asked the Minister of Law and Order

- (1) Whether a certain person, whose name has been furnished to the South African Police for the purpose of the Minister's reply, was a member of the South African Police Force, if so, when did he (a) join and (b) leave the Police Force,
- (2) whether this person held any rank while he was a member of the Force, if so, (a) what rank, (b) on what date did he attain such stage in his promotion and (c) on what basis did he qualify for this rank,
- (3) whether he underwent any training, if not, why not, if so, (a) when, (b) what training and (c) what was the duration of this training,
- (4) whether this person appeared before a selection board, if not, why not, if so (a) when and (b) who served on this board?

The DEPUTY MINISTER OF LAW AND ORDER

- (1) Yes

HQA

(a) 12 January 1981

(b) 31 December 1983

(2) Yes

(a) Lieutenant

(b) 1 December 1982

(c) On account of academic qualifications and the successful completion of the prescribed course for appointment in officer's rank

(3) Yes (a), (b) and (c) He underwent an abridged counter insurgency course from 18 January to 24 February 1982 and a candidate officers course from 15 September to 3 December 1982

(4) Yes

(a) On 8 September 1982

(b) Two lieutenant-generals and two major-generals from Head Office

Anti-smoking campaign

*10 Dr M S BARNARD asked the Minister of Health and Welfare

Whether his Department intends to hold an anti-smoking campaign in 1985, if not, why not, if so, what is the nature of these plans?

The MINISTER OF HEALTH AND WELFARE

Since smoking is a cause of death, disability and ill-health, the Department's anti-smoking Health Education and Activities is on-going, not merely a series of campaigns

The Department as a matter of course participates in all anti-smoking campaigns.

Prevention is of prime importance and thus the Department concentrates its at-

HQA

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Midweek 20/2/85 (140A)

Striking bus drivers back at work after talks

Labour Reporter

STRIKING Putco bus drivers in Umlazi returned to work yesterday after talks between management representatives and the Transport and General Workers' Union

Mr Mike Gwamanda, union branch organiser, said Putco had agreed to hold further meetings with the union to discuss workers' grievances regarding the implementation of a new time schedule

'The drivers agreed to resume their duties on condition the problem was resolved within two weeks,' he said

Hundreds of Umlazi residents were late for work on Monday when 192 drivers went on strike protesting at the introduction of the new time schedule

They said the new schedule was, in effect, extending working hours on some of the shifts and not allowing drivers sufficient time for the runs and refuelling

Mr J Holmes, divisional manager of Putco, could not be reached for comment yesterday, but an official at the Umlazi depot confirmed that all the drivers had resumed their duties

~~E. Post~~
Naawu
wants
'shares
listed

140A
29/2/85
~~Post Reporter~~

THE National Allied and Automobile Workers Union (Naawu) has called for a list of companies in which Ford and Anglo American have interests or shares, with a view to finding jobs for retrenched employees

This is one of the proposals the union put to Ford management after a union meeting on February 14 to find a "just solution" to the threat of mass dismissals from the Neave plant as a result of the Ford/Amcar merger.

Mr Les Ketteldas, regional secretary of Naawu, said today that this proposal would be in line with the economic "safety net" presented by Samcor.

He said the union did not object to the Neave plant closing, providing the union's proposals were met

The union has also requested that:

- Ford workers affected by the merger be assured of placement in other positions within the Ford/Anglo American companies

- The period for phasing out of production at the Neave plant be extended to overlap with the upswing in the economic situation in South Africa generally, and the Eastern Province specifically.

RAM 27/2/85 (152)

THE National Automobile and Allied Workers' Union (Naawu) has put forward a unique set of proposals in a bid to lessen the effects of the Ford-Amcar merger on thousands of workers at Ford in Port Elizabeth who face retrenchment

Most of those under threat are from Ford's Neave plant and Naawu has proposed that these workers be assured of

(140A) (233)
They have asked for a list of all companies in which the Anglo American group and Ford have a shareholding or an interest, with a view to absorbing current employees affected

Naawu also wants the period for phasing out of production at the Neave Plant to be extended to overlap with the economic upswing in South Africa generally, and the Eastern Province specifically

300 at textile plant on strike

By EBRAHIM MOOSA

SEVERAL sections of the SA Nylon Spinners (Sans) main plant in Bellville were shut down yesterday after the first day of industrial action between the company and the National Union of Textile Workers (NUTW)

More than 300 workers belonging to the NUTW have joined the strike since it started late on Thursday night following a wage dispute between the company and the union

Negotiations with management reached a stalemate after the company — an AECI affiliate — stuck to its offer of 10,5 percent against the union's demand of 16,5 percent over 12 months

Mr Peter Boxall, manufacturing and technical director, said yesterday that the industrial action might have a serious effect on Sans' exports, which he said was a "major concern"

The strike definitely affected all production lines, he added, but in the current economic

conditions the domestic market supply of nylon fibre would not be affected in the short term

In an official statement, Sans admitted that the strike was "legal", after two conciliation board meetings had "mutually acknowledged" that a deadlock had been reached

The statement said Sans was one of the top payers in the Western Cape and that 840 workers out of a total workforce 1 126 earned in excess of R600 a month, including the increment

Fosatu

NUTW — a Federation of South African Trade Unions (Fosatu) affiliate — had 919 members at the plant and 50,5 percent of its membership favoured a strike after a ballot

Mrs Virginia Engel, Western Province branch secretary of NUTW, said they were open for negotiations with management. The union rejected management's offer because it was below the cost-of-living rate

1464
24/12/85

Unions trade short week for more jobs

By Amrit Manga

MAJOR emerging trade unions are prepared to work a shortened week to fight rising unemployment

The move to reduce the working week to 40 hours comes as both employer organisations and industrial councils are examining ways of fighting unemployment

The Transvaal building industry has banned overtime in an attempt to increase employment

Some metal factories are on a 43-hour working week after negotiations with the Metal and Allied Workers Union (MAWU)

Full pay

Geoff Schreiner, MAWU's Natal secretary, says "We succeeded in reducing the working week from 46 hours to 45 hours without any loss of pay. But attempts to trim an additional five hours failed. We have negotiated with members of the Iron and Steel Producers Association at plant level and some factories are working a 43-hour week."

A spokesman for the Council of Unions of South Africa says its affiliates will raise the 40-hour week proposal at national negotiations

Metal unions back their claim by using an argument put forward by West Germany's IG Metall. It says that if the working week is reduced by five hours to 35, unemployment

will be cut by 1.5-million. IG Metall succeeded in having three hours lopped off the working week

Transvaal garment workers have a 40-hour week compared with 43 hours in Cape factories

But labour experts are sceptical about the benefits of a shortened week. They recognise that trade unions have adopted a responsible attitude to unemployment, but say there are many problems

Brian Allen, industrial relations consultant at Andrew Levy & Associates, says "Trade unions will have to accept a rationalisation of wages and if the current climate in industrial relations is any guide, workers are unlikely to accept a reduction in pay. Shorter working weeks are likely to be inflationary."

Trade unions in industrialised nations have since the 19th century campaigned for a 40-hour week. Because of high unemployment, many want a 37-hour week. The 39-hour week is the norm in most UK industries

Laundry

Only a handful of SA industrial councils have set 40 hours in their agreements

The biggest cut in the working week has been made in the labour-intensive laundry industry which has slashed it from 54 to 46 hours

Transport workers in the Transvaal and Free State still work a 48-hour week

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Textile plant strike off: Union considers next step

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Staff/Reporter

four days on which it could call a legal strike. The first of these days had ended on Friday.

THE strike at SA Nylon Spinners' Bellville plant has ended while both sides consider their next move in the wage dispute.

Mrs Virginia Engel, branch secretary of the National Union of Textile Workers (NUTW), said today the first day of the legal strike had ended on Friday night.

NUTW — a Federation of South African Trade Unions affiliate — called the strike when negotiations over wage increases broke down. Management offered a 10,5 percent increase against the union's demand of 16,5 percent over 12 months.

Mrs Engel said the union would assess the situation to consider its next step.

She said that according to its recognition agreement with management the union had

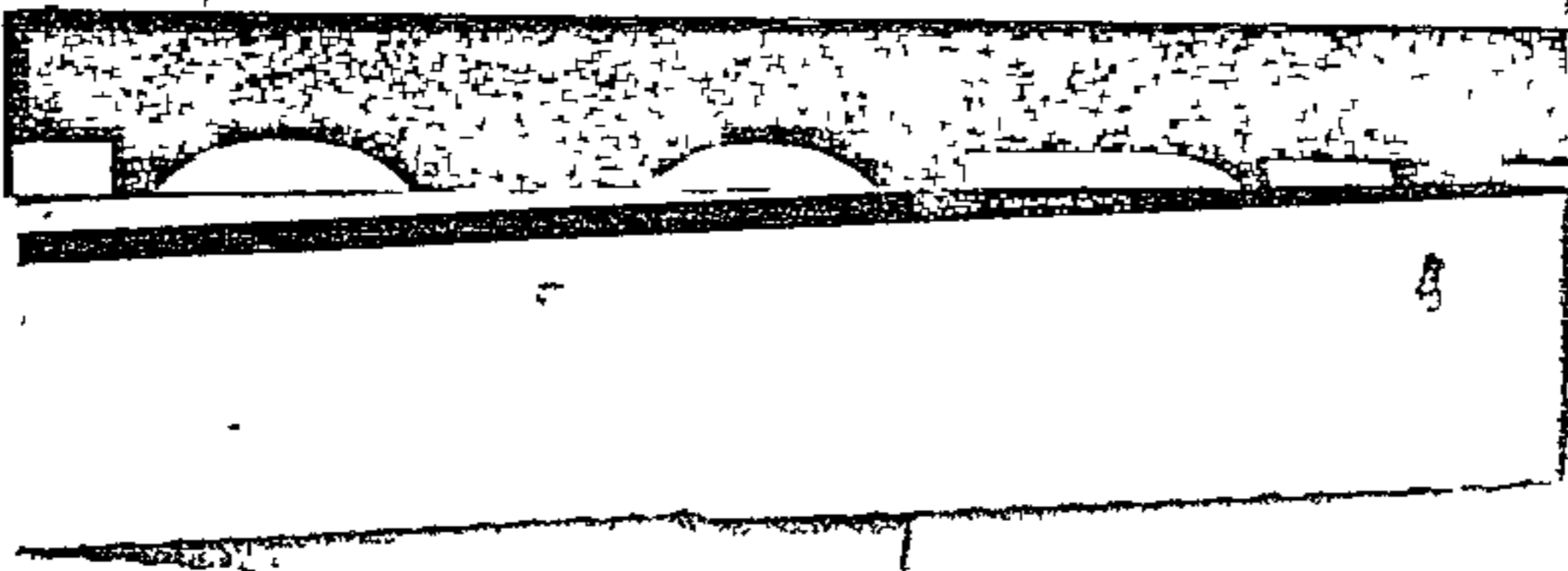
But Mr Peter Richardson, human resources manager for SA Nylon Spinners, said this was a misinterpretation of the agreement.

"Our interpretation is that we have agreed not to dismiss workers en masse for four days after a legal strike," he said.

He said 36,7 percent of hourly paid staff had joined the strike.

Ministers meet

BRUSSELS — European Community agriculture ministers are due in Brussels for the first round of their annual tussle over farm price support amid signs that they are headed for one of the fiercest confrontations in the group's history — Sapa-Reuter



Cal. Times 2/2/85

Pay talks stalled

STRIKING workers at the SA Nylon Spinners plant in Bellville have returned to work — with no strike settlement in sight.

The workers, members of the National Union of Textile Workers, remain deadlocked in their dispute with management over their 1985 wage agreement. NUTW, a Federation of South African Trade Unions affiliate, called the strike when pay talks broke down. The union demanded a 16,5 percent rise over 12 months, and management offered only 10,5.

The strikers, about 36 percent of the hourly-paid workforce, refused to start work on Thursday but returned to work at the weekend. A NUTW spokeswoman said the union is considering its next step — Sapa

140A

Policeman with gun threatened leaders — union

A meeting of Sasol workers was disrupted on Tuesday night when a policeman threatened union leaders with a gun, the Chemical Workers' Industrial Union (CWIU) claimed yesterday

In a statement the union said the man, dressed in civilian clothing, was disarmed and asked to identify himself. Union leaders then took him to the local police station to lay charges. There security police confirmed that he was a policeman.

The unionists were then allegedly subjected to abusive language and one of them was detained.

A CWIU spokesman said police had told its lawyers that the unionist was being held under the Criminal Procedure Act.

"CWIU condemns police interference in workers' freedom of association in view of the delicate stage reached in the settlement negotiations between Sasol and CWIU. We demand the immediate release of our leader," said the union.

The police public relations division said "In the light of the present unrest in the country, members of the South African Police attend meetings where and when necessary.

"In this instance a member of the South African Police attended the meeting, where he was identified by persons present as a member of the South African Police. He was then allegedly assaulted and robbed of his firearm.

"A charge of assault and robbery is being investigated and to date one person has been arrested."

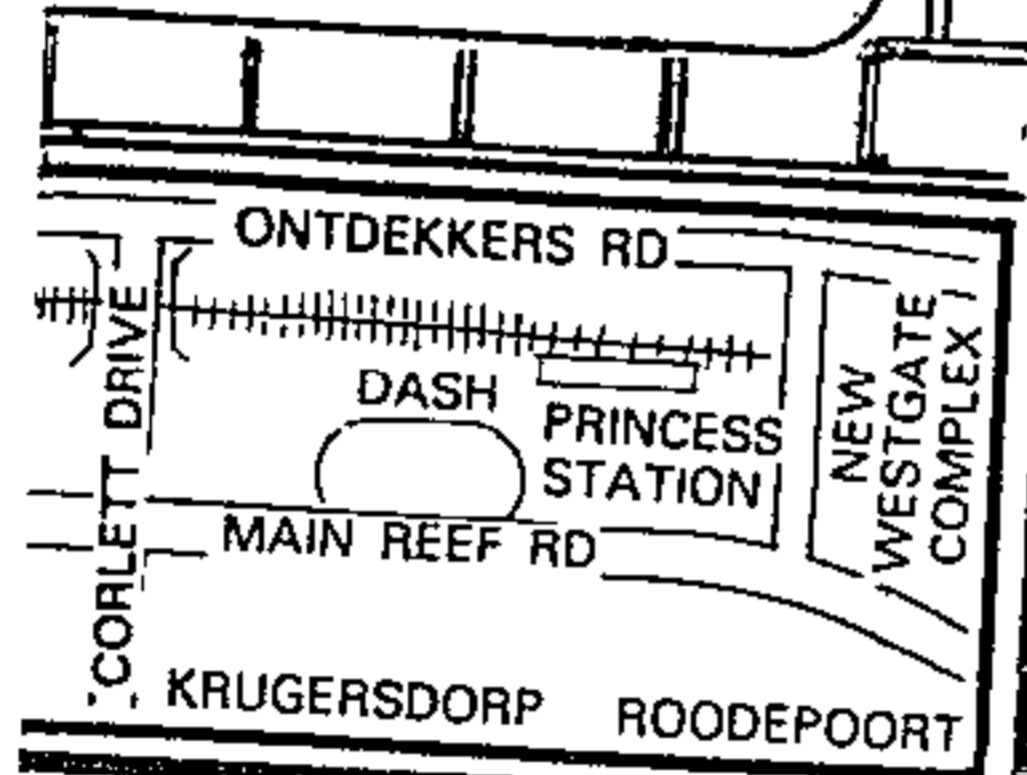
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28 2 1980 140A

Sasol peace hangs in the balance

By PHILLIP VAN NIEKERK

THE final deadline for a settlement of the Sasol dispute, which followed the mass dismissal of more than 5 000 workers for taking part in last year's stayaway, has been set for Monday

But settlement prospects are in jeopardy after an armed policeman was discovered at a mass meeting of the Chemical Workers' Industrial Union (CWIU) at Secunda on Tuesday night

Union representatives disarmed the man and took him to the local police station to lay charges, but instead Security Police arrested a union leader on charges of assault and theft of the firearm

"Union leaders were subjected to abusive language and interrogated and one union leader has been detained," the CWIU said in a Press release yesterday

The CWIU strongly condemned the "untimely intervention" of the police at a delicate stage in the settlement talks

Sasol has put forward its final offer — understood to involve the reinstatement of 70% of the workforce, including several shop stewards — and the union has until Monday to respond

If the offer is not accepted, strike action by several hundred thousand workers from 24 emerging unions is being considered

A spokesman for Police Public Relations in Pretoria said yesterday that "in the light of the present unrest, members of the SAP attend meetings where and when it is necessary

"In this instance a member of the SAP attended a meeting where he was identified as a policeman by people at the meeting. He was then allegedly assaulted and robbed of his firearm

"A charge of assault and robbery is being investigated"

Policeman 'robbed of gun by trade union leaders'

Mercury Reporter

A PLAINCLOTHES policeman who attended a Chemical Workers' Industrial Union meeting in Secunda on Tuesday night was identified as a member of the South African Police and allegedly attacked and robbed of his pistol by senior executives of the union.

A spokesman for Police Headquarters in Pretoria said a charge of assault and robbery was being investigated. A man had been arrested in connection with the incident.

In a statement the union alleged that 'an unidentified armed man threatened senior executive members of the CWIU with a gun in a general meeting of Sasol workers'

'The man was disarmed and asked to explain himself to the meeting. He was dressed in civilian clothing and could not produce any identification, but claimed to be a policeman looking for a dance,' the statement said.

'Union leaders took the man to the local police station to lay charges and the Security Police acknowledged the man was a policeman.

'Instead, union leaders were then subjected to abusive language and interrogated and one union leader has been detained.'

According to the statement, union lawyers had contacted the police who had confirmed that the man was being held in terms of the Criminal Procedure Act. Bail was refused.

'The CWIU utterly condemns, again, police interference in workers' right to freedom of association.

'The CWIU demands the immediate release of our leader,' the statement said.

A police spokesman said that in the light of unrest in the country, members of the S A P attended meetings when and wherever necessary

Union gun threat

Saxen 1/3/85 (140A)

THE CHEMICAL Workers' Industrial Union has told The SOWETAN that a policeman threatened its senior executive members with a gun in a general meeting of Sasol workers in Secunda on Tuesday night

A police spokesman said the man was dis-

armed and asked to explain himself to the meeting. At the time, the man was dressed in civilian clothes and could not produce any identification but claimed to be a policeman looking for a dance event.

He said union members took the man to the

local police station to lay charges. The police acknowledged the man was a policeman. Union leaders were then "subjected to abusive language and interrogated."

The spokesman said one union leader, Mr Thabo Mokoena, was arrested under the Criminal Procedure Act and

refused bail. The Police Public Relations Directorate in Pretoria said yesterday that in the light of the present unrest in the country, members of the South African Police attended meetings where and when necessary.

He confirmed that in this instance, a member of the SA Police attended the meeting where he was identified by persons present as a member of the police. He was then allegedly assaulted and robbed of his firearm. He said a charge of assault and robbery was being investigated.

RDM 713185 1404

Union settles with Sasol on 6 000 workers

By ANTON HARBER
Political Reporter

THE dispute between Sasol and the Chemical Workers' Industrial Union (CWIU), which had threatened to develop into a major fight, has been settled

The dispute arose from the dismissal of 6 000 Sasol workers who joined the two-day stayaway in November last year

In a joint statement yesterday, Sa-

sol and the union said an agreement had finally been reached and the CWIU had undertaken to withdraw its application for a conciliation board

Sasol has given an undertaking to guarantee the re-employment of at least 70% of those ex-employees who applied for jobs and to "consider the further employment of ex-Sasol employees"

The two parties said the meetings were held to try to settle differences

and achieve constructive cooperation
The agreement includes

- The setting up of a committee to negotiate relative procedures and codes of conduct.
- Existing arrangements between Sasol and the CWIU will continue. A negotiating committee has been established
- An agreement on the rights, duties, responsibilities and accreditation of shop stewards has been concluded

and Industry the power to retroactively wind up or sequester revolving schemes. Indications are that it will have an untroubled passage through the three Houses of Parliament within the next few weeks.

The amendment describes a revolving scheme as any scheme which at any stage applies or follows "a method or practice which contains a risk of financial loss for any or all of the participants in that scheme in the event of a decline in the participation in that scheme."

Regulations outlawing the milk culture business were in fact published in last week's *Government Gazette* after a lengthy investigation into the business and various Supreme Court actions, some of which have already been running for more than three months. This process will, if the new legislation is passed, be dramatically short-circuited.

The effect of the proposed legislation will in fact be to protect people against their own stupidity. The Minister will be able to act immediately on the recommendation of the Trade Practices Advisory Committee to prevent public losses by sequestering or winding up a "revolving scheme." In this way, the assets of the company will be frozen, and any expensive court proceedings already in progress against the offending company will be stopped, with costs to date deemed as part

of the winding-up.

Independent liquidators will then be appointed in the normal way to trace and protect whatever assets remain. The fact that the proposed legislation is retroactive could mean that some of the milk culture "investors" will get at least some of their cash back.

SASOL FIRINGS

Compromise offer

The Chemical Workers' Industrial Union (CWIU) will decide at a special congress this weekend whether to accept a compromise offer from Sasol in the dispute over the firing of more than 5 000 workers after the November stayaway. Rejection could, in theory, lead to a general strike by black workers.

The two major black union federations, the Federation of SA Trade Unions (to which CWIU is affiliated) and the Council of Unions of SA, as well as a number of independent unions, have threatened strike action in support of the Sasol workers if a satisfactory agreement is not reached.

Both the union and the company have declined to elaborate on the contents of Sasol's "package deal", which was arrived at after a month of intensive bargaining. However, the *FM* understands that it in-

cludes a commitment by Sasol to rehire about 70% of those dismissed.

Since December, Sasol has been interviewing ex-employees who reapplied for employment. By about a month ago, 4 300 had reapplied, of whom more than 2 500 had been employed. The company had previously stated that it would not take back workers who it found had been involved in "intimidating" others during the stayaway.

A CWIU spokesman says the other organisations are likely to consider the possibilities of support action only if the congress rejects the offer.

The union has a tough decision to make. It would prefer to see a far larger proportion of its members reinstated. On the other hand, acceptance of the deal will mean that CWIU will again have substantial membership at the Sasol 2 and 3 plants and will avoid the dangers of strike action. Discretion may prove the better part of valour.

BLACK HOUSING

Profits are needed

Bureaucratic red tape is often cited as the reason for construction companies fighting shy of black housing projects. Some stalwarts who braved the difficulties subsequently withdrew in frustration over delays in getting the necessary approvals, confu-

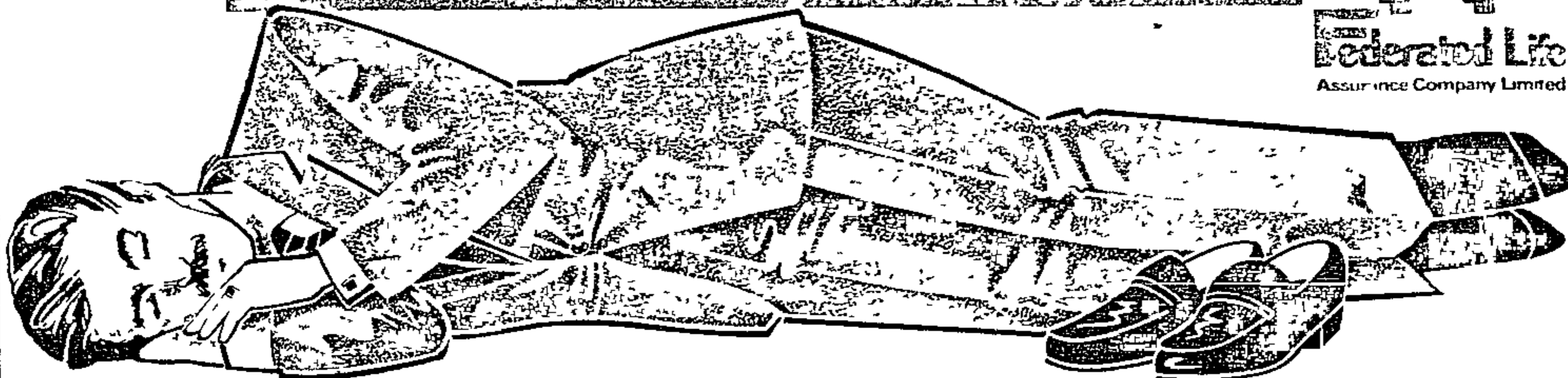
The wide-awake executive who wants to make a tax-free fortune should seriously consider a KIP. For the employer who wants a legal way in which to remunerate key members of his staff to the full, a KIP will solve the problem. The Key Man Incentive Programme is designed to provide key executives

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KIP AND MAKE A TAX-FREE FORTUNE.

Sasol and the Chemical Workers' Industrial Union (CWIU) yesterday announced that the dispute between the two had been settled

The dispute arose from the dismissal of more than 5 000 Sasol workers who participated in last year's two-day stayaway in November

A joint statement issued yesterday said Sasol had given an undertaking to guarantee to re-employ at least 70 percent of the ex-employees who had ap-

140A Sasol 7/3/85
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The statement added that Sasol would consider the further employment of ex-employees

The CWIU agreed to withdraw its application to the Minister of Manpower for the establishment of a conciliation board hearing

TRIALS
Staying away

(~~2/11~~) (140A) (~~1/11~~)

The Transvaal Attorney General's office seems uncertain about the future of the case in which five alleged organisers of last November's stayaway were due to be charged with subversion

The case, the State v Mali and four others, was postponed in January when four of the accused, Thami Mali, Oupa Monareng, Temba Nontlantane and Peter

Financial Mail March 1 1988

FM 1/3/88 (~~2/11~~) (140A) (~~1/11~~)

Makgoba, failed to appear in court

The only person who appeared was Metal and Allied Workers' Union (Mawu) official Moses Mayekiso, who is due to appear again on April 3. Warrants of arrest have been issued for the others and their bail of R2 000 each has been estreated

A source in the Department of Justice says the disappearance of Mali and the other three has changed the complexion of the case and further investigations are being carried out. He declined to say whether this meant the charges against Mayekiso could be withdrawn

He says a draft of the charge sheet relating to the five had been completed before the scheduled January appearance. However, if Mayekiso is charged alone, the new circumstances may require that the section dealing with him be redrafted. Whatever the final decision, it will have been made by April 3

with any future problems

For employers a resolution of the dispute cannot come too soon. The temporary transport service they are providing is costly and they have appealed to commuters to resume using the buses pending the resolution of the dispute. A spokesman for the local branch of the Natal Chamber of Industries says companies made individual recommendations to Nicsh but he declined to elaborate on their contents.

Some employers remain sympathetic to the boycotters. A spokesman for Mondi, which employs 450 workers at Richards Bay, says "We are not in favour of the monopolistic transport situation and for the time being will continue to transport our employees at any cost, until the matter is satisfactorily resolved." He adds that Mondi is against the setting of a deadline for a return to the buses, as proposed by some employers, as this would heighten tension.

LABOUR LAW

Court's about face

There is consternation among labour lawyers over a recent Industrial Court judgment which appears to overturn a key principle established in some of the court's earlier judgments. The case, involving the Building, Construction and Allied Workers' Union (BCAWU) and Johnson Tiles, involves the question whether the court can order employers and trade unions to negotiate in good faith. Johnson is a subsidiary of Norcross International in the UK.

The union approached the court on behalf of two shop stewards who were dismissed early last year and five others who were retrenched on February 24 1984. All alleged they were unfairly dealt with and, among other requests, asked the court for orders to

- Reinstate them on terms no less favourable than those applying before they were dismissed or retrenched, and
- Compel the company to negotiate in good faith with the union.

Two previous Industrial Court judgments have been widely interpreted as imposing an obligation on parties to negotiate in good faith.

In weighing up the union's request in this case, J A Erasmus, an *ad hoc* member of the court, said "It is difficult to see where the duty to negotiate in good faith is derived from." He held that the Industrial Court cannot be expected to make an order that parties must negotiate in good faith.

The court did order Johnson to reinstate the five workers who had been retrenched. The union alleged that Johnson had not abided by the retrenchment agreement it had concluded with the company. Johnson claimed that it had in fact followed its provisions as far as it was able.

The court found that the union had been

Financial Mail March 8 1985

THE P-E REMUNERATION SERVICE
MODELLING PACKAGES

informed beforehand that Johnson intended to retrench but had not taken any steps about the proposed retrenchments until the company informed the workers that they would be retrenched four days later. "It seems, *prima facie*, that (the union) shirked its duty towards its members in not taking up the matter timeously by never responding to (Johnson's) letter," the court stated. However, in terms of the retrenchment agreement, Johnson had undertaken to give a minimum of two weeks' notice that it intended to retrench. "In this sense it breached its agreement with (the union)."

The full implications of the court's finding with regard to negotiating in good faith will only become apparent in future Industrial Court cases. For the present, however, confusion reigns in both union and employer sectors about their obligations to each other.

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SASOL

Settlement at last

FM 8/3/81
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Four months after the November stayaway and the mass dismissal of 5 100 employees at Sasol 2 and 3, the company and the Chemical Workers' Industrial Union (CWIU) have reached a compromise agreement on the re-employment of the dismissed workers

According to a joint statement on Tuesday, "at least 70% of the ex-employees who applied for jobs" will be taken back Sasol has also undertaken to consider "the further employment of ex-Sasol employees" The FM understands that about 4 500 workers have applied, which means that a total of more than 3 100 will be re-employed. Many are already back at work

In addition, an attempt has been made to normalise the relationship between the company and the union, with a commit-

-46

ment to bargaining in good faith in future Existing procedural agreements will remain in force, an agreement relating to the status of shop stewards has been negotiated and a negotiating committee has been established The CWIU has agreed to withdraw its application for a conciliation board to settle the dispute.

The settlement has also averted the possibility of a general strike by members of 24 unions which had threatened the action in the event of a deadlock.

ANGER AT

PLAN TO MOVE

A multi-million rand plan to move the Natalia Development Board — formerly the Port Natal Administration Board — from Durban to Maritzburg has been confirmed by Co-operation and Development Minister Gerrit Viljoen

The plan, involving at least R18-million, now has Government approval — and residents of Durban townships are furious about it

It is a "removal scheme" with a difference.

The administration boards in Maritzburg and Durban were recently merged into one — the Natalia Development Board.

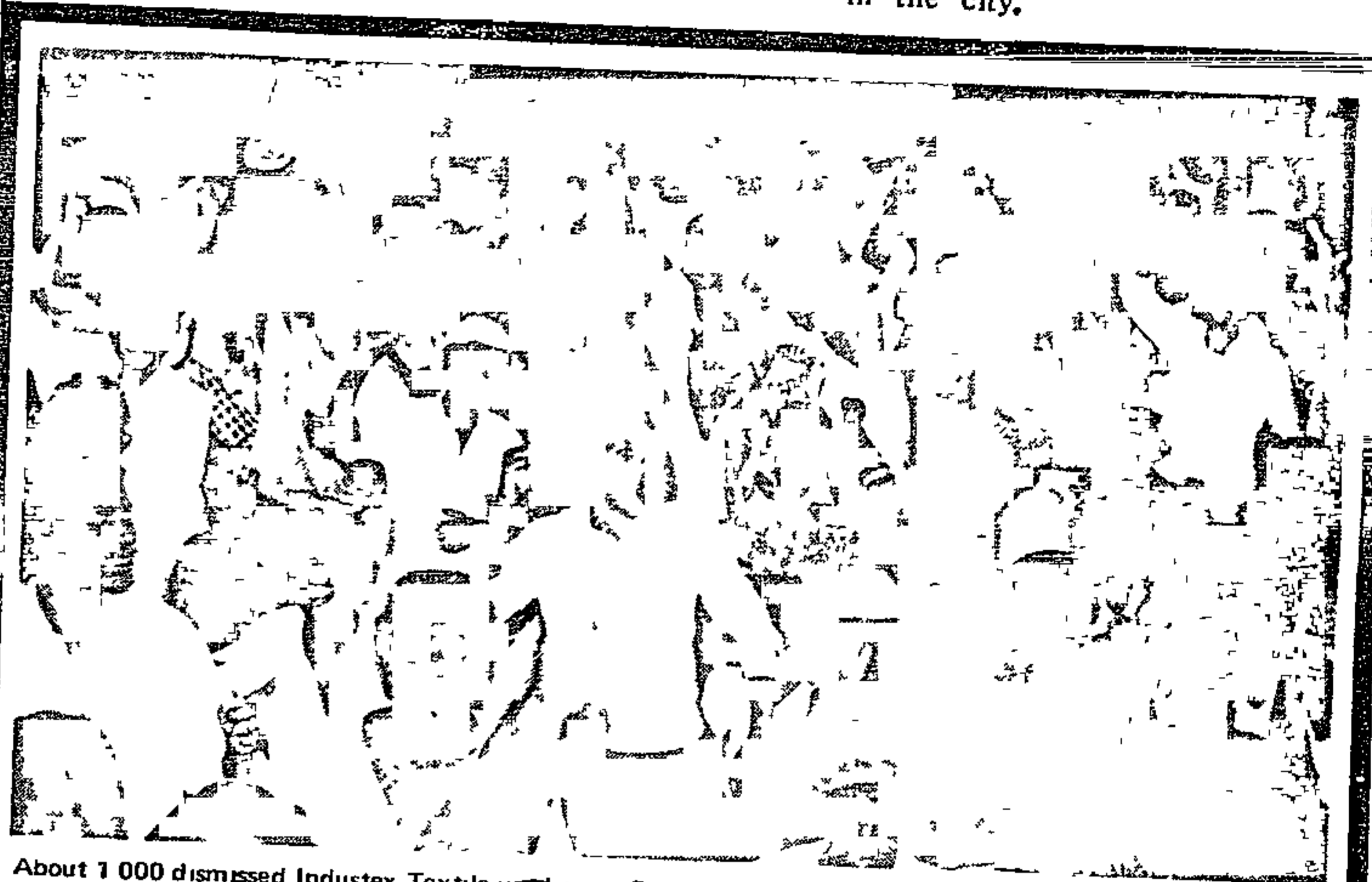
Now, virtually the entire operation of the Durban branch is to be moved to Maritzburg

Although most of the details are being kept

under wraps, it is known that vast sums will have to be spent on buying and equipping the new premises in Maritzburg

Staff in Durban will commute daily — at the board's expense — to Maritzburg.

If they eventually decide they don't want to move they will be given a "golden handshake"



About 1 000 dismissed Industex Textile workers in Port Elizabeth resolved in New Brighton this week to continue their fight for reinstatement

The dispute between the workers and management this week entered its fourth month. Angry workers — mostly women — claimed they had been given a raw deal and that they had been dismissed unfairly by management.

Although management had replaced them with new workers, they urged their union, the National Union of Textile Workers to reopen talks with management on the dispute. The meeting was told that attempts to end the dispute failed in November after lengthy talks between the union and management when the latter declared it was only prepared to rehire 280 of the dismissed workers

Treason: Botha 'no' to plea

STATE President P W Botha has rejected a written request by Edward Kennedy and 26 other US senators to release treason trialists.

The senators had written to Mr Botha to express "our very deep concern."

2 AGs will study Biko inquiry

THE TRANSVAAL and Eastern Cape Attorneys-General will study the SA Medical and Dental Council's inquiry into the conduct of the two doctors who attended to Steve Biko before his death



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The planned protest follows growing discontent in the townships over a recent 40 percent petrol price increase resulting in increases in consumer goods and bus and railway fares
People have been asked not to show up in the city.

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Deadlock in strike enters its third day

Pietermaritzburg
Bureau

THE deadlock between BTR Sarmcol and more than 1 000 striking workers entered its third day yesterday with no sign of a breakthrough.

The strike at the rubber manufacturing plant in Howick started on Tuesday following a 'go slow' last week over Sarmcol management's alleged delay in signing an agreement with the Metal and Allied Workers' Union.

The agreement, which had taken nearly two years to negotiate, concerned the company's formal recognition of the trade union.

Workers became dis-

gruntled when the planned signing of the settlement on March 8 was postponed until this week when management said a new draft proposal would be drawn up.

Mr John Sampson, Sarmcol's administrative director, said the workers had arrived at the plant yesterday but were not working and would therefore not be paid.

He said he was not in a position to elaborate on the 'sensitive details' of the proposed agreement until the matter had been resolved with the trade union.

The Metal and Allied Workers' Union was not available for comment.

LITIGATION IC overturned

The Cape Town Supreme Court has overturned an Industrial Court (IC) ruling. The IC had upheld an industrial council ruling which refused to allow the National Union of Textile Workers (NUTW) to deduct union dues by stop order at factory level. The dispute now returns to the IC for fresh consideration.

NUTW, an affiliate of the Federation of SA Trade Unions, is trying to gain a foothold in the Cape textile industry where it has a strong rival — the Trade Union Council of SA-affiliated Textile Workers' Industrial Union (TWIU).

Last year NUTW applied to the Industrial Council for the Cotton Textile Manufacturing Industry (Cape) for an exemption so that union dues could be deducted from its members at Table Bay Spinners.

The council, of which TWIU is a member, refused the application. NUTW then took the matter to the Industrial Court where it lost. The union then appealed to the Supreme Court to review the IC decision.

In the Supreme Court, Mr Justice Wesley Vos considered the provisions in the Labour Relations Act (LRA) for exemptions from industrial council agreements. The Act says exemptions may be granted if the

Financial Mail March 15 1985

terms and conditions of employment of persons affected will not be less favourable than under the agreement or if special circumstances exist which justify an exemption.

The IC had held that NUTW had "failed to prove that the averred special circumstances do in fact constitute special circumstances." Judge Vos, however, said it appeared from the Industrial Court's files that the proceedings before it had been confined to oral argument. NUTW had in fact also submitted written reasons in which it argued that the terms and conditions of employment at the company would not be substantially less favourable than those prescribed in the industrial council agreement because

□ The industrial council agreement made provision for the deduction of trade union subscriptions,

□ NUTW's subscriptions would only be deducted with the written authorisation of the employees concerned, and

□ NUTW's subscriptions are 30c a week which is less than that prescribed by the TWIU.

The judge said "In my opinion it appears from the proceedings that the written averments in regard to 'not less favourable' were not contested. Therefore the Industrial Court should have considered them as possibly amounting to good grounds. However, I can find no such consideration and (the industrial council's counsel) could refer me to none. Hence the Industrial Court has in my view overlooked facts which could have secured a verdict in favour of (NUTW) before it. Hence, in concluding that it had to find 'special circumstances' the Industrial Court unduly fettered its discretion and therefore failed

to appreciate the nature of the discretion conferred on it by the (Labour Relations) Act, that is also to consider the ground 'not less favourable'."

The industrial council contended that there was no point in sending the matter back to the IC as its decision would be a foregone conclusion.

The judge disagreed, saying "The Industrial Court may decide in (NUTW's) favour — in fact I rather think it will — but it may not. I cannot say that (NUTW) has an answerable case, and therefore I do not propose to give a decision on the merits. Hence the matter must be remitted to the Industrial Court."

The Supreme Court ordered the industrial council to pay NUTW's costs.

NUTW was, however, ordered to pay its own wasted costs from the Industrial Court hearing.

Sweeten 1/4/87

Union men lash Sullivan Code

140A

THE Sullivan Code of Employment is over-rated, say two top unionists.

The code, which lays down standards for United States corporations operating in South Africa, is probably the most highly publicised tenet of foreign investment in the country.

Hardly a month goes by without the media headlining it. This month its author, the Rev Leon Sullivan of General Motors, gave the opening address to the Leeds Castle conference of all the major multinationals operating in South Africa.

The code is a weapon in the disinvestment campaign. Mr Sullivan has appeared before US Congress to urge disinvestment by those companies that do not comply with his principles.

The code has made, he claims, almost unbelievable progress in advancing the well-being of the black people of South Africa.

The 140 US companies that subscribe to the code point to the R190 million they have invested in the training, education, health care

and housing of their South African workers. They also point to their desegregated eating facilities and their policy of equal pay for equal work.

But people on the ground, people who watch the interface between labour and capital in South Africa, have a different view of the code's worth.

Vague

Bernie Fanaroff, national organiser of the Metal and Allied Workers Union (Mawu), and Alex Irwin, national education secretary of the Federation of SA Trade Unions (Fosatu), said the code never went far enough and though it had a certain relevance when introduced in 1977, it had now been superseded by union-bargaining.

They both said the less-publicised EEC code of employment practices was more influential at the time.

"The Sullivan Code was vague on wage levels at first and didn't deal with union recognition," said Mr Irwin. "The EEC code was relatively explicit in

dealing with those matters."

The South African attempt to set standards for local companies, the Urban Foundation-Saccola Code, was useless.

"It was toothless," said Irwin. "We have never heard of anyone trying to apply it."

But none of the codes had made the sort of reverberations that Mr Sullivan claimed.

"The EEC code had a certain amount of moral force, but not so much as to make a difference," said Mr Fanaroff. "Those who claim otherwise fail to explain why South African companies — which were not answerable to Sullivan or the EEC — progressed at the same rate as foreign corporations."

A combination of pressure from South African unions, from brotherly overseas unions and a general recognition that companies were going to have to deal with unions and they might as well do it now, was making foreign and local firms improve their conditions, said Mr Fanaroff.

October launch for union federation

RDM 2/04/85 (140A)

By STEVEN FRIEDMAN
Labour Correspondent

A NEW super-federation of emerging trade unions which represent about 400 000 workers is likely to be launched in October, according to the Federation of SA Trade Unions (Fosatu)

Fosatu is one of the key union groups involved in efforts to create the new federation, which would bring together the biggest, mainly black unions in all the key sectors of the economy

Its prediction comes amid suggestions by union sources that unity talks aimed at creating the new body have become becalmed

unions which belong to the Council of Unions of SA (Cusa) are against joining the new federation and that some have taken formal decisions not to join it. However, Cusa's biggest union, the National Union of Mineworkers is committed to joining the new body

Other unions involved in the unity move are the African Food and Canning Workers Union, the Food and Canning Workers Union, the Cape Town Municipal Workers Association, the Commercial, Catering and Allied Workers Union

KOM 3/4/85
370 000 metal
workers move
into pay dispute

By PHILLIP VAN NIEKERK
PAY talks on the country's largest bargaining forum, the steel and engineering industrial council, headed straight into dispute yesterday when employers proposed an effective wage freeze for a year.

All 14 unions on the council, ranging from all-white artisan unions to emerging, predominantly-black unions, have declared a dispute with the Steel and Engineering Industries Federation (Seifsa)

The wages and working conditions of some 370 000 metalworkers are determined by negotiations on the council

Two blocs of unions on the council — the Confederation of Metal and Building Unions (CMBU), representing skilled and semi-skilled workers, and the local coordinating council of the International Metalworkers' Federation (IMF) — tabled separate sets of demands yesterday

Seifsa responded by proposing that the current industrial council agreement including minimum wage rates be extended for a year, with the only exception being a willingness to negotiate an improved holi-

day bonus.

A spokesman for the CMBU said the parties were unable to reach agreement and a dispute was declared by all 14 unions which are party to the council.

These include the all-white Amalgamated Engineering Union, nine affiliates of the CMBU, Fosatu's Metal and Allied Workers' Union (Mawu) and Cusa's Steel and Engineering Workers' Union of SA (Seawusa).

An official of one of the unions said they were "shocked" to hear the employer proposal, and responded by saying "no thank you".

Mr Sam van Coller, the executive director of Seifsa, said the employers were concerned that a dispute had been declared and said they would be drafting a statement today.

The agreement is determined by the industrial council, so the unions do not apply for an official conciliation board in the event of a dispute as the council itself operates as a conciliation board

An executive meeting of the council is to be held on April 10

RDM 314185
140A

Union gains claimed

By STEVEN FRIEDMAN
Labour Correspondent

FOSATU'S Transport and General Workers Union says it has made major recruiting gains in the Transvaal goods transport industry — the stronghold of one of the country's last surviving "parallel" unions.

"Parallel" unions are separate unions for black workers set up and run by established non-black unions.

Before the Government allowed African workers to join registered unions, several Trade Union Council of SA members set up "parallels" but since 1979 most have been absorbed into registered unions.

However, Tucsa's African Transport Workers Union has continued to operate as a separate "parallel" union and one of its chief sources of membership has been Transvaal goods transport companies.

Now TGWU says that, in four months, it has recruited most workers at eight of these companies and is discussing recognition with five of them. It says workers are "flocking" to join it.

In the latest issue of Fosatu's journal, Fosatu Worker News, it hails its advances in the industry as a "breakthrough".

Senetom 3/4/85

'Apply pressure on racist SA Govt'

By JOSHUA
RABOROKO

THE vice-president of the National Automobile and Allied Workers' Union, Mr John Gomomo, has urged Americans to continue to demonstrate against the racist policies of the South African Government.

Speaking at a church service in Detroit, the heart of the American car industry in the United States, Mr Gomomo, said international pressure was a means of challenging apartheid's racism

In an article in the latest newsletter, Fosatu Workers News, Mr Gomomo, who also joined American demonstrators outside the SA Embassy, said black and white Americans should continue what they were doing

He said the anti-apartheid demonstrations had heartened apartheid opponents in SA and surprised them, because they had thought that the American protest movement had died or grown impotent.

He added that these demonstrations had begun to pay dividends by focusing the spotlight on the South Afri-

can Government, forcing it to explain its indefensible policies to the world

"The goal of my opinion and other opponents of apartheid is an end to all apartheid laws and the establishment of a constitution that protects people irrespective of sex, colour or creed" he said

During his visit to the US, Mr Gomomo met with leaders and shop stewards of the United Auto Workers

Meanwhile Naawu has made a scathing attack on Ford Motor Company for its closure in Port Elizabeth of the plant which is likely to affect about 200 workers

The union says the closure reveals the multinationals have absolutely no interest in the welfare of workers and the communities in countries where they operate

The plant closures which are to take place over the next 18 months, are a result of the merger of Ford and Amcar to form Samcor (South African Motor Corporation)

The union said the communities of PE and Uitenhage were already "reeling" under the effects of high unemployment and the serious recession Ford has a notorious record of plant closure worldwide, the union added

Unionists march singing in Jo'burg

3/4/25
About 60 supporters of the Federation of South African Trade Unions (Fosatu) and United Democratic Front (UDF) marched, singing freedom songs, through the streets of central Johannesburg today

A Johannesburg magistrate had just provisionally withdrawn subversion charges against one of Fosatu's members.

The crowd was confronted by riot police on the corners of Kerk and Harrison streets and after a heated exchange with a warrant officer was allowed to continue to the Fosatu offices in Harrison Street.

The march started at the Magistrate's Courts at lunchtime after Mr Moses Mayekiso (36) of Alexandra was provisionally released.

Mr Mayekiso, a Metal and Allied Workers' Union (Mawu) official, was alleged to have committed subversion by helping to organise last year's two-day stayaway.

Supporters sang freedom songs in the courtroom for more than two hours before the hearing while a strong contingent of riot policemen armed with concealed batons and teargas canisters watched.

After the hearing the crowd streamed into West Street bearing Mr Mayekiso aloft and marched to the Fosatu offices, escorted by two uniformed policemen.

The crowd swelled to several hundred outside the offices where plain-clothed policemen with shotguns were seen.



SOME OF the workers who went on strike at VTC over the dismissal of a
Sowetan 3/4/85 colleague last week.

Siemens workers down tools

ALMOST the entire labour force at a German company operating in South Africa, Siemens Cable Company in Pretoria, yesterday downed tools after management had refused shop-stewards transport to go to the Industrial Council wage negotiations in Germiston.

The workers, members of the Metal and Allied Workers Union (Mawu) have also claimed that a white supervisor referred to them as "bloody kaffirs who steal property" after he had lost his keys on the plant.

Siemens' senior personnel, including the company's director, Mr J Krotsie, were not available for comment. They were said to have gone to the IC where they were having talks with union members.

The unions are demanding the reduction of the working week by five hours to help ease unemployment, high wages and maternity leave in the metal and engineering industry.

This is the second time this year that Siemens has been hit by a strike —

during February some 1 500 workers downed tools protesting the dismissal of colleagues.

Meanwhile more than 100 Vaal Transport Corporation (VTC) workers near Vereeniging have returned to work after going on strike over the dismissal of a co-worker. The workers downed tools last Friday.

(140A) (140B) (140C) Stan 3/4/85

Sasol: new industrial milestone hailed

When Sasol fired 6 000 workers last November a world-wide ripple of reaction threatened South Africa. Now Sasol and the Chemical Workers Industrial Union have buried the hatchet. Their settlement was this week hailed in labour circles as a milestone. The trouble began with a worker stayaway which resulted in the firings. On February 1 negotiations reopened with Sasol over the Chemical Workers Industrial Union demand for re-instatement of the sacked workers. In mid-February the union was presented with a final take-it-or-leave-it offer from Sasol, there were many who anxiously awaited the union's response. It could have resulted in a world war of labour relations. The union, affiliated to the Federation of South African Trade Unions, had already mobilised its international

By Sheryl Raine
connections. Anti-apartheid pressure was mounting in America. Sasol and South Africa did not need more bad publicity. Instead of a war the union took Sasol's offer back to its members. On March 2 at a union congress attended by all shop stewards it was decided to accept Sasol's offer. The official journal of the Federation of South African Trade Unions this week said the settlement, signed on March 5 between the union and Sasol, would surely go down as a milestone in South African labour history. It was, said the journal, remarkable that the union even survived this attempt by a semi-state company to crush worker organisation, let alone come out of it with better worker rights. Sasol is now re-employing 70 percent of the workers who were

sacked, including 16 of 48 shop stewards. *The South African Labour Bulletin* says early indications are that 75 percent of workers have already regained their jobs. *Fosatu Worker News* reports that Sasol has agreed in principle to hire a further 5 percent of the workers and has said the door is not closed on the other 25 percent. The union will continue to represent those not re-employed. Previous rights gained by the union are to be continued and new rights have been entrenched. These include unlimited access to hostels, notice boards, meetings with management on a regular and emergency basis, a full-time office in the hostels (as opposed to an office on only three days a week). Shop stewards will have the right to hold a monthly caucus meeting in working hours and have access to

telephones, facilities crucial to union organisers in plants the size of Sasol. Union shop stewards will be recognised and given letters of accreditation signed by the personnel department and initialled by individual foremen. These shop stewards will represent workers in grievance and disciplinary hearings and get time off for such tasks. A 10-day-a-year union training scheme has been approved, and Sasol has agreed to pay union trainees for five of those 10 days as well as grant additional unpaid time. In addition a union negotiating team of eight officials and shop stewards will be established to negotiate with Sasol management. Now the union is concentrating on rebuilding worker organisation within the Sasol II and III plants. To the uninitiated the about-turn in the Sasol saga may appear to have

been a curious exercise. What does it all mean? Johannesburg Industrial Relations consultant Mr Gavin Brown believes it has revealed a significant degree of sophistication on the part of the union. Rather than get involved in an external labour war, the union chose to settle and live to fight another day from within the company. Apart from Mr Brown, other labour experts are still pondering who gave the original mass sacking order. Did it come from the Sasol boardroom... or direct from the Government? Many would be surprised, given Sasol's relatively informed position in the field of labour relations, if the order came from the boardroom. Labour experts believe that once the situation had got out of hand the reins may once again have landed in the hands of the board, which then engineered the present milestone settlement.

UK

firm 'is
4/4/85 dodging
7407 unions

By STEVEN FRIEDMAN
Labour Correspondent

A MAJOR British textile company has been accused of closing its two Randfontein plants so that it can move to Bophuthatswana and avoid unionism

The National Union of Textile Workers claims that the company, Coats Patons, will be able to pay workers in Bophuthatswana "a quarter" of what its workers earn now and will be able to take advantage of tough anti-union laws in the territory

Unionists fear other companies will also begin moving to homelands, most of which oppose unions, to avoid unionism in the cities

Attempts to obtain comment from the company have been unsuccessful, but it is understood that it denies that it is closing the plants to avoid the union and reduce its wage bill

Union sources say the new Bophuthatswana operation will not be directly run by Coats Paton. But they add that the plant will be producing its products and allege that it has arranged that another company will run the plant so that it can avoid accusations that it is moving to the homeland.

A labour law passed by Bophuthatswana last year forbids all South African unions from operating in the territory and imposes tough controls on unions

Zealand soldiers killed in the second world war. Mrs. Timonah was in Singapore on

140A RDM 10/4/85
Major meeting on pay freeze

By PHILLIP VAN NIEKERK

THE crucial steel and engineering industrial council dispute over an employer proposal to freeze the wages of more than 350 000 workers for a year enters a new phase today

The council's executive committee meets this morning to decide whether to continue talking or to proclaim a deadlock between the Steel and Engineering Industries Federation (Seifsa) and the 14 unions in dispute with it

Council sources said it was likely that the parties would continue negotiations in the short term, but

in the long term there was little hope of a settlement

A Seifsa statement last week said the decision to suspend the agreement — to expire in June — for a year, was due to the "prevailing severe recessionary conditions and rapidly escalating costs

"The key objective should be to retain employees in employment insofar as this is practicable. The number of employees in the metal industries has declined by more than 80 000 over the past three years"

However, the Metal and Allied Workers' Union (Mawu) said in a statement after a meeting of union

leaders that members would not accept the wage freeze, and indicated they would approach companies who could afford increases individually

Mawu blamed the "crisis in South Africa" on a system which caused the majority of the population to be unemployed or underemployed, and left them to be supported by workers

"But management refuses to pay a living wage to these workers, who are now supporting not only their own families but the families of the unemployed. Inflation has further ravaged worker's standards of living"

"engineered to excite"

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LITIGATION ~~(140A)~~ ~~(17/1/85)~~

Curbing the Minister

FM 5/4/85

The Natal Supreme Court has delivered a far-reaching judgment severely limiting the powers of the Minister of Manpower to decide on the scope of labour disputes. In the case of *Zuke and others v the Minister of Manpower and Consolidated Frame Cotton Corporation*, the applicants, who are members of the National Union of Textile Workers (NUTW), disputed a ministerial decision over the appointment of a conciliation board.

The workers applied for a board to consider a dispute over retrenchments, alleging that Frame management had committed an unfair labour practice. Minister Pietie du Plessis decided to appoint the board. But he excluded the consideration of a possible unfair labour practice from its terms of reference. This was a setback for the workers as it meant they could then not apply to the Industrial Court for a *status quo* order for temporary reinstatement. It also meant that if the matter went back to the court for a final determination, the court would not be able to consider an unfair labour practice.

Mr Justice K J Kriek decided on Tuesday this week that the Minister is "not empowered to purport to exclude from the terms of reference of a conciliation board the consideration of an unfair labour practice." The judgment means that the Minister now has to choose between appointing a board on the terms of the applicants, or refusing to appoint one at all. If he does so, however, the applicants will be entitled to go on a legal strike.

~~(140A)~~ ~~(17/1/85)~~
The Supreme Court's decision will be welcomed in union circles. Last year there were a number of complaints from labour lawyers that the Minister was using his powers to limit the scope of conciliation boards and thus the Industrial Court. The Department of Manpower, however, responded to this

FM 5/4/85

~~(140A)~~ ~~(17/1/85)~~ FM 5/4/85
criticism by stating that the Minister's decisions were taken in accordance with the provisions of the Labour Relations Act after consultation with the parties involved. ■

Dividing the cake

The annual wage talks at the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry, which started this week, will be the most difficult in years. Their outcome will affect the wages and working conditions of more than 350 000 employees.

In a novel move, four unions, representing about 120 000 workers, are negotiating under the banner of the International Metalworkers' Federation (IMF). They are the SA Boilermakers' Society, the Engineering Industrial Workers' Union (EIWU), the Metal and Allied Workers' Union (Mawu), and the Steel, Engineering and Allied Workers' Union (Seawu).

The IMF represents 14m workers worldwide and has 11 SA affiliates, of which four are members of the metal industrial council. Under the auspices of its SA Co-ordinating Council (SACC), the IMF has had a full-time office in SA since last year.

According to SACC secretary Brian Fre-

Financial Mail April 5 1985

FM 5/4/85

dericks, the grouping's key proposals are

- A R3,50/hour minimum wage and 50c/hour across-the-board increases. The present minimum is R1,78.
- That overtime should be curbed. The unions believe it is wrong for overtime to be worked when people are being retrenched.
- That companies be obliged to negotiate retrenchments with representative unions, and that retrenchment conditions should include a minimum severance payment of four weeks' wages per year of service.
- That the working week should be reduced by five hours to 40 hours without loss of earnings, and

- That Labour Day (May 1) should be declared a public holiday.

Although the proposed minimum wage is almost double the current one, Fredericks argues that it is not excessive. "Many employers are already paying a minimum of close to R3/hour," he says.

The motive behind the demand for a shorter working week is the belief that it will ease unemployment. Fredericks points out that in the international context a 40-hour week is not unreasonable.

Steel Engineering Industries Federation of SA (Seifsa) director Sam van Coller declined to comment to the *FM* on the union proposals, saying it was Seifsa policy not to talk to the press during negotiations. But, given the state of the economy, and the metal

industry in particular, it is unlikely that employers will find the unions' proposals acceptable. The stage seems set for a lengthy and heated negotiating season.

Fredericks is prepared to make some conciliatory noises. He says "Our proposals are negotiable. Much depends on employer attitudes. We hope that both sides will look at the other's situation and come to a compromise."

The other major union grouping involved in the talks is the Confederation of Metal and Building Unions (CMBU), which represents mainly skilled and semi-skilled workers in the metal industry. Major CMBU proposals are

- A reduction to a 42-hour week,
- A 20% increase in minimum wage rates in

all job categories, provided that the minimum for any category should be R2,50/hour. In addition, employees earning more than the minimum rates should receive increases amounting to 20% of the current minimum for their job category.

- Substantial increases in overtime rates and subsistence allowances and the creation of 10%-15% allowances for shift work, and
- Increased consultation over retrenchments. In addition, employers should be obliged to give at least 30 days' notice of retrenchments and to supply detailed information relating to them.

The SA Iron, Steel and Allied Industries' Union, an affiliate of the all-white rightwing SA Confederation of Labour, submitted identical proposals. As this would indicate,

the conflict in the negotiations may not be only between unions and employers. Until now, the union side on the industrial council has been dominated by the CMBU. Emerging unions like the Federation of SA Trade Unions' Mawu and the Council of Unions of SA's Seawu joined the council relatively recently and represent largely unskilled workers.

The time has come, says Fredericks, for a change in the balance of power on the union side. Although the IMF unions represent only about a third of the workforce, they are more powerful numerically than the other industrial council members, he argues, and therefore deserve a greater say in the council's affairs.

A CMBU source says that when one in-

cludes the Iron, Steel and Allied Industries' Union, that grouping has greater representation. Each union on the council is allocated one seat.

The situation is complicated by the fact that two of the CMBU unions — the Boilermakers and the EIWU — are also part of the IMF bloc, and any battle for influence may well depend on where they stand. Boilermakers' general secretary Ike van der Watt says his union will attend both the IMF and CMBU caucuses. He says his union had hoped for identical proposals from both sides.

CMBU general secretary Ben Nicholson tells the *FM* "We want to do all we can to avoid friction between unions." But some CMBU sources are unhappy about the situa-

tion, saying that the IMF bloc just wanted to go "one better" in its proposals.

They describe the IMF proposals as "unreasonable," and fear employers will use the differences to delay the talks. They acknowledge that much depends upon where the Boilermakers decide to throw their weight.

The IMF unions are proposing a higher minimum wage and an across-the-board increase, rather than the percentage increase proposed by the CMBU. The effect of each of the IMF proposals is to allocate a larger proportion of the total package to lower-paid workers. There is obviously a limited amount of money available for wage increases, so it can be assumed that much of the negotiations will be devoted to deciding how the cake should be divided.



ARGUS 10/4/85 (140A)

New union hopes to draw 300 000

Staff Reporter

PLANS are almost complete for the formation of a new trade union federation representing 300 000 workers

Copies of the draft constitution have been sent to all unions which have committed themselves to the federation for final comment, and a congress of national executive committees is planned for June in Johannesburg to discuss arrangements for the federation's launching congress

Twenty-four unions, including affiliates of the Federation of SA Trade Unions (Fosatu) and the Council of Unions of SA (Cusa), the Food and Canning Workers Union, the Cape Town Municipal Workers Association, the General Workers Union and the Commercial, Catering and Allied Workers' Union are expected to join forces to form the largest body representing workers in South Africa.

Negotiations to form the federation started in 1983 when, at a meeting of 13 unions, seven committed themselves to federation

Car prices this year — Naams:

The right deal right now
On Brand New **OPEL KAD**

PORT ELIZABETH — prices are set to rise by least 22 percent this year ahead of inflation. Adcock, (ator) out 'ca.



Please Name: Address: To:

Professor Erasmus said a "large number" of witnesses whose auspices the undertaken th

(1022)

Steelmen

Return to wage talks

140A slow
10/4/85

Another round of tough bargaining is expected today when Industrial Council wage talks resume for more than 300 000 workers in the steel and metal industry.

The talks broke down last week when the Steel and Engineering Industries' Federation of South Africa (Seifsa) — representing 45 employer associations — rejected union demands

Two union groupings submitted separate but related pay proposals. The groups are the South African Council of the International Metalworkers' Federation (IMF) and the Confederation of Metal and Building Unions (CMBU)

The IMF key demands were pay rises for members and the adoption of measures by employers to minimise further loss of jobs. The industry has lost 80 000 jobs in the past three years.

Employers said their objective was to save as many jobs as possible. In line with this they suggested freezing wages for another year.

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(189) (140A) (2)
120M 10/4/85 (158)

Union welcomes officials' release

By STEVEN FRIEDMAN
Labour Correspondent

THE Metal and Allied Workers Union (Mawu) has welcomed the provisional withdrawal of subversion charges against its Transvaal branch secretary, Mr Moses Mayekiso, but has demanded that the charges be withdrawn unconditionally.

Mawu also accused "prominent employers" of "collaborating" with the State in probing charges against Mr Mayekiso. This, it added, "only confirms in workers' minds the identification between employers and the State".

It also thanked foreign unions, particularly in the United States, for supporting demands for the release of unionists and added that arrests of unionists undermined Government claims that unions were allowed to

operate freely.

Mr Mayekiso was one of five people charged with subversion for their role in planning the stay-away by about 800 000 workers in the Transvaal last November. He was the Federation of SA Trade Unions' (Fosatu) representative on the committee which organised the stay-away.


Last week, the State "provisionally" withdrew charges against him after the other four accused failed to appear in court for the second time.

Unionists greeted this decision with a "celebration march" through Johannesburg.

In a statement yesterday, Mawu condemned the fact that the charges were only withdrawn provisionally. It said Mr Mayekiso had acted "at all times" as a Mawu and Fosatu representative.

Sowetan 10/4/85

Black and white workers unite in wage talks



COLOUR will take the back seat when black and white trade unions representing over 320 000 metal workers present a united front in demanding pay rises and better working conditions at the industrial council meeting which resumes in Johannesburg today.

The united front, the International Metal Workers Federation (IMF), which represents black and white trade unions had presented a proposal for wage increases which deadlocked last week.

The IMF has declared a dispute with 45 employers who belong to the Steel Engineering Industries Federation of SA (Seifsa). The dispute means that over 320 000 workers will be affected when it is not resolved.

The wage talks between employers and unions takes place amid a strike by over 400 workers at Siemens Cable Company, Pretoria — which is part of the Industrial Council — over wages and the company's refusal to allow Mawu members to travel to the hearing in Johannesburg.

A company spokesman said that the workers have been dismissed "We cannot allow workers to stop work at any time, just because we are a multinational company," Siemens' director, Mr J Krostkie, said yesterday.

The employers have called for a wage freeze in an attempt to preserve jobs. They argue that in the past three years more than 80 000 workers have been laid off in this sector. If they are forced to meet the unions' demands they will be forced to retrench more workers.

The steel and engineering sector is one of the hardest hit by the present economic recession.

The unions are demanding a minimum wage of R3,50 an hour which would mean doubling the remuneration received by less skilled workers. Artisans want their minimum to be raised by 36 percent to R6,53 an hour.

Other demands include request that employers increase workers' contribution to the pension fund to 12 percent and that this money be invested in family housing.

Because of retrenchments, the unions have demanded that the severance benefits be increased to one month's pay for every year of service.

Also party to the negotiations, but acting independently of the other bodies, is the right-wing Confederation of Metal and Building Unions (CMBU) made up of about 10 unions. It is demanding increases of between 10 and 45 percent.

EL car
plant
shut by
walk-out

Post Reporter

EAST LONDON — Workers downed tools at Car Distributors Assembly (CDA) in East London yesterday, bringing all plants to a standstill by 2pm.

CDA's 3,800 workers walked out peacefully after a wage dispute and all plants remained closed today.

The dispute apparently arose after pay rises had been granted to salaried staff while increases had not yet been given to weekly paid workers.

CDA's head of public relations, Mrs Delene Macfarlane, today denied there was a strike "It was a peaceful walk-out and part of normal wage negotiations.

"The general manager, Mr Gunter Kamuf, is meeting trade union leaders from Port Elizabeth today in an effort to resolve the matter," she added.

Naawu
wants
40-hour
week

By Sheryl Raine

The National Automobile and Allied Workers' Union (Naawu) has appealed to employers for a 40-hour week.

It says cutting working hours could create more than 148 000 extra jobs and reduce unemployment by 7,5 percent.

Naawu argues in a pamphlet issued this week that two million people are now unemployed in South Africa, and in the next few years even more will be without jobs because of the recession and automation.

Most South African workers at present spend about 45 to 46 hours a week at the factory, and up to four hours a day travelling to and from work.

Naawu's policy is to cut the maximum working week to 40 hours without loss of pay.

Naawu said that, apart from the need for more leisure time "If we cut down on the number of hours that are worked we will then need more people to produce the same amount of goods. In South Africa, if we went on to a 40-hour week an additional 148 491 jobs would be created, thereby cutting unemployment by 7,5 percent."

Naawu believes that if the work week is reduced people will have more time to spend their money, and this in itself could create jobs in the service sector.

CDA shutdown wage talks continue

140A
D. Dispatch 11/4/85

EAST LONDON — The Car Distributors Assembly plant on the West Bank here remained shut yesterday as management met trade union leaders to try to sort out a pay dispute.

The dispute, which involves the firm's 3 400 hourly-paid workers, led to a walk-out earlier this week.

The head of the plant, Mr Gunter Kamuf, was involved in yesterday's talks.

A "new look" pay deal, put to a mass meeting of employees, failed to win acceptance.

CDA's head of public relations, Mrs Delene Macfarlane, said last night that the offer to employees was that

● They be given an immediate 21 per cent increase from the minimum rate of pay upwards.

● Increases be back-dated to January 1

● An across-the-board increase scheduled for August be brought forward to take effect from February 1, and

● The across-the-board increases vary between 14c and 24c an hour depending on the skill level of the employee.

The regional secretary of the National Automobile and Allied Workers Union, Mr Les Kettledas, came from Port Elizabeth for yesterday's talks — DDR

Car plant workers to end stoppage

S. Post
11/4/85 (140A)

Post Reporter

EAST LONDON — Workers at Car Distributors Assembly (CDA) in East London today accepted a package offer from management and the company's plants will go back into production soon

The plants have been at a standstill since CDA's 3 800 workers downed tools on Tuesday over a wage dispute

The company yesterday offered wage increases of between 21% and 27% depending on the skills of the workers

The offer was initially rejected by the workers, even though it was considered reasonable by the National Automobile and Allied Workers Union

The workers today changed their minds and the offer was accepted by both union representatives and shop stewards

This afternoon the management and worker's representatives will discuss the scheduled re-opening of the plants

interests of more than 350 000 employees working for about 10 000 employers

Metal industry employers, represented by the Steel, Engineering Industries Federation of SA (Seifsa), shocked unionists last week by proposing that almost all wages and working conditions be frozen until June next year. The unions, which are in two main camps — the Confederation of Metal and Building Unions (CMBU) and the SA Co-ordinating Council of the International Metalworkers' Federation — had tabled demands for a shorter working week, wage increases ranging from 20% to 102% and other improvements.

The only concessions employers offered were to improve holiday bonuses for employees with more than four years' service and to renegotiate the "security of employment" clause in the main industrial council agreement. This could lead to greater consultation between employers and unions on retrenchments.

Five options

Five options are open to the council's executive. It can recommend that

- Negotiations should recommence,
- A subcommittee be appointed to consider the matter further,
- The dispute be referred to mediation,
- The parties go to arbitration, or
- The Minister of Manpower be informed of the dispute which would then be dealt with by the official dispute-settling procedures of the Labour Relations Act.

The key objective of the employer offer, says a statement by Seifsa, is "to retain employees in employment insofar as this is practicable." The federation points out that the metal industry workforce has shrunk by 80 000 in the last three years.

The unions are not impressed. The general secretary of the International Metalworkers' Federation's SA Co-ordinating Committee, Brian Fredericks, says the employers' proposal is unacceptable given the soaring rate of inflation.

He accuses employers of failing to take cognisance of the fact that many workers now have to support family members who are out of work. He says management has also failed to offer proof that it cannot afford to pay increased wages.

The CMBU's general secretary, Ben Nicholson, interprets the situation differently. He says "Employers are using the severe economic conditions to open negotiations with an extreme stance. But we don't believe this is the end of the road, it is only the beginning."

At this stage the possibility of the metal unions taking industry-wide strike action is remote. But if industrial council wage rates remain static or are increased only marginally — as seems likely — individual employers will be placed under unprecedented pressure to conclude factory-level agreements and break ranks with Seifsa which has long held that wages should only be negotiated at industrial council level. ■

WAGE TALKS

Impasse in metals

The Executive Committee of the Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry was to meet this week to decide on action to take as a result of the dispute in the first round of the 1985 wage talks. The council's decisions affect the

22019
21418
152
140A

Pay increase approved
AGREEMENT between management and the National Automobile and Allied Workers' Union over a 21% increase in the minimum rate of pay for unskilled workers, has been reached at the CDA plant in East London.

(307) ROM (1407)
225 12/4/85

Unemployment insurance 'too low'

By STEVEN FRIEDMAN
Labour Correspondent

THE Federation of SA Trade Unions (Fosatu) has asked its members to draw up demands for wide-ranging changes to the Unemployment Insurance Fund — and is likely to begin a campaign for UIF changes when these are framed.

Fosatu has compiled a booklet on the UIF which criticises it sharply and charges that employer and Government contributions to it are too low. This, it says, means that the Government "has allowed the UIF to run down to the

point where it simply cannot cope with the demands made upon it"

The booklet, "UIF — A Battle For Benefits", notes that the State's contribution to the UIF is now pegged to a maximum of R7-million a year. This, it says, means the fund "cannot fulfill the functions it was originally designed to perform"

It says the booklet aims "to start discussion that will lead to demands". It adds that "at the very least" employers should pay more into the UIF than workers.

NM 12/4/85
**Daimler-Benz S A unit in
pay agreement** (140A)

EAST LONDON— Car Distributors Assembly (Pty) Ltd said workers at its assembly plant in East London had accepted a pay deal agreed between management and the National Automobile and Allied Workers' Union which included a 21 percent rise in minimum pay to 2 60 rand per hour

It said in a statement that work had halted at the plant, which assembles Mercedes Benz cars and trucks and Honda cars, for three days during the pay talks and it was intended to resume operations as soon as possible

Car distributors is a wholly-owned subsidiary of Mercedes Benz of South Africa (Pty) Ltd which is a unit of Daimler-Benz Ag — (Reuter)

Unions NM 13/4/85 campaign 140A to change UIF rules

Mercury Correspondent

JOHANNESBURG—The Federation of S A Trade Unions (Fosatu) has asked its members to draw up demands for wide-ranging changes to the Unemployment Insurance Fund and is likely to begin a campaign for UIF changes when these are framed

Fosatu has compiled a booklet on the UIF which criticises it sharply and charges that employer and Government contributions to it are far too low. This, it says, means that the Government 'has allowed the UIF to run down to the point where it simply cannot cope with the demands made upon it'

It says the booklet aims 'to start discussion that will lead to demands' It adds that, 'at the very least, employers should pay more into the UIF than workers

This move comes amid mounting criticism of the fund from unions and worker advice groups — and as an official inquiry into the UIF is expected to recommend important changes to it.

Framework

The inquiry was undertaken by a sub-committee of the Unemployment Insurance Board It has completed its work and its report is expected to be released soon

It is understood that the report recommends a new framework for the fund which would lead to major changes if the Government adopts it

The Fosatu booklet, *UIF — A Battle For Benefits*, notes that the State's contribution to the UIF is now pegged to a maximum of R7 000 000 a year This, it says, means the fund 'cannot fulfil the functions it was originally designed to perform'

'Indeed, in terms of the needs which must be met in South Africa today, the fund is virtually bankrupt,' it alleges The booklet charges that the

its obligations to the UIF'

The booklet also criticises the system which forces workers from 'independent homelands' to receive UIF benefits from separate funds in these areas

Dropped

This means workers must return to these areas to claim their money This, the booklet charges, 'is allowing people to starve unseen in the rural areas rather than perish visibly in the cities'

The booklet also notes that the portion of money in the fund contributed by employers has dropped over the past 40 years While employers originally paid in more than workers, they now contribute less

It charges that employers have aimed 'to set (UIF) benefits so low that the unemployed would be forced to accept any work no matter how low the pay rather than depend on the UIF to stay alive'

Govt. has 'escaped'

Car Workers' Union drives for R3,50 minimum

April 1985

The National Automobile and Allied Workers Union is driving a hard bargain for a R3,50-an-hour minimum wage for members in the current round of strike-torn negotiations with manufacturers.

So far this year Mercedes Benz and Volkswagen have been closed by strikes and nationwide negotiations have only just begun.

On the one hand, the motor manufacturing industry says it is going through the worst recession ever experienced

Industry sources say sales figures tell the sad story.

● In 1984 sales of new cars totalled 268 751. Projected sales for 1985

By Sheryl Raine

are 230 000. ● Last year 117 271 light commercial vehicles were sold. Projected sales for this year are 105 000.

● Last year 19 784 trucks and buses were sold. Projected sales for this year are 17 000

And, say industry sources, if the first four months of 1985 are anything to go by the projected sales figures are optimistic.

Union demands at a time when the industry is fighting for survival are viewed as unrealistic. The industry says its absolute wage level is one of the highest in South Africa and

compares favourably with any other manufacturing industry sector

There is no doubt in employers' minds that at some point there is a trade-off between retrenchment and pay rises.

Industry sources warn that the union may be pricing itself out of the market and that it should take care not to make it attractive for employers to explore automation.

The feelings of employers are that so far they have retrenched as little as possible and across the full range of job categories. Virtually all plants are working shorter hours to save jobs.

The union tactic of striking first and negotiating later is unpopular.

Union members see things differently. Their purchasing power has been ravaged by increased GST, inflation and a merry-go-round of price hikes.

In the Transvaal the union has declared a dispute with Alfa Romeo (Wynberg, Transvaal) and is still to negotiate with the Brits branch of Alfa.

The minimum hourly wage paid by Alfa, says the union, is R2,20 an hour, which is way below the union demand for a living wage of R3,50. Talks with Amcar (formerly Sigma) began

in Pretoria this week. BMW, whose base rate is R2,73 an hour, start negotiations with the union soon.

Elsewhere in the country the union has so far achieved a R3-an-hour minimum wage at Toyota in Durban which will become effective on July 1.

Further negotiations with Toyota for a January 1986 increase will begin in October.

During negotiations with Mercedes Benz in East London, 3 000 workers went on strike for three days before being given a 21 percent increase in the minimum wage. The Eastern Cape is at present a hotbed of dispute.

The Eastern Province Automobile Manufacturers Association, representing Ford, Volkswagen and General Motors, brought negotiations with the union forward this week to discuss wages and a strike by 3 500 workers at Volkswagen.

Workers walked out at Volkswagen in Uitenhage last Friday. A report-back meeting to tell workers what happened at the industrial council session yesterday is scheduled for today.

Part of the dispute centres around a suggestion by management that the union accept an annual pay rise instead of the six-monthly rise which it has obtained for

members during the past two years.

Mr Taffy Adler, formerly regional secretary of the union in the Transvaal and now its national education officer, said feelings were running high among union members about deferred rises.

The issue of deferment was likely to crop up in several of the talks. The union has tabled four national demands at each of the negotiations held to date. The demands include:

- A minimum wage of R3,50 an hour
- A 40-hour week
- A retrenchment procedure which provides for payment of one month's pay for every year's service.
- Paid maternity leave.

... ..

Metal workers demand cuts in bosses' perks

140A ~~140A~~ By Mike Silum ~~140A~~ ~~140A~~ ~~140A~~

In an ironic twist to the current Industrial Council wage negotiations for the metal industry, workers have asked employers to severely cut down on management perks

The Metal and Allied Workers' Union (Mawu), representing more than 35 000 workers, says in a statement that it has demanded a cut in perks to test employer sincerity in reducing costs. Employers have said they could not afford wage increments for workers because of the weak economy, precipitated mainly by escalating production costs.

Among union demands taken to the negotiating table were a minimum hourly rate of R3,50 rising to R6,50 for artisans. Workers also demanded an across-the-board pay rise of 50c an hour.

TALKS TO RESUME

Mawu and other unions declared a dispute when employers, negotiating under the Steel and Engineering Industries Federation of South Africa (Seifsa), rejected these demands.

The talks are to resume on April 30.

According to the Mawu statement, the union demanded that

- All management perks be ended immediately
- All company cars be paid for
- There be no free petrol for company cars
- No "large, cheap housing loans" be given to management and directors
- Directors' emoluments be cut "so that their standard of living approaches closer to that of the rest of the population"

Mawu also called for cuts in expenditure on the South African Defence Force and South African Police and for the money to be spent on creating jobs.

A Seifsa spokesman would not comment on the Mawu statement.

Cut management perks, Mawu says in pay talks

Argus Correspondent

JOHANNESBURG — In an ironic twist to the Industrial Council wage negotiations for the metal industry, workers demanding fatter pay packets have asked employers to cut down severely on management perks

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● All company cars be paid for;

● There be no free petrol for company cars,

● No "large, cheap" housing loans be given to management and directors, and that

Directors' emoluments be cut "so that their standard of living approaches closer to that of the rest of the population".

Mawu also called for cuts in expenditure on the South African Defence Force and South African Police and for the money be spent on creating jobs

A Seifsa spokesman would not comment on the Mawu statement



Spar boycott spreads to Tvl

By PHILLIP VAN NIEKERK

THE consumer boycott of Spar supermarkets has been extended from Natal to the Transvaal, it was announced at a Press conference in Johannesburg yesterday

The boycott began after the alleged unfair dismissal of about 150 workers, all members of the Commercial, Catering and Allied Workers' Union from eight Spar shops in Natal in December last year

The workers were protesting against the company's alleged refusal to recognise the union, the low wages of Spar workers and alleged harassment of workers who joined the union

The boycott has already been supported by a large number of trade unions and community organisations in the Transvaal.

These include affiliates of the UDF, and the National Forum Committee, the Federation of SA Trade Unions and the Council of Unions of SA.

The Mail was unable to obtain comment from management yesterday

brecht, 10, one
ol term today.
ature: DANIEL SIMON.

Handwritten notes in circles: 23, 143, 140A, 133

SOWETAN

THURSDAY, APRIL 18, 1985

22c + 3c GST (SA) Elsewhere 25c

By JOSHUA RABOROKO

MAJOR trade unions in Johannesburg meet today to demand that June 16 be regarded as a public holiday and workers stay at home as the situation in townships threatens to take a turn for the worse.

Already at least three townships have been affected by violence since Monday, with the Eastern Cape still burning

The demand that June 16 be a public holiday is seen as a move by unionists to ensure that workers officially stay at home, thus minimising assaults on people who defy stay-at-home calls

Although trade unionists interviewed have refused to give more details, information received is that the unionists fear that June 16 1985 could be very violent, with this year's unrest already having claimed more than 120 lives

The unions will also make plans for May 1, observed by workers throughout the world as Labour Day.

One unionist also stated that in the past thousands of workers have stayed away from work to observe the day, and this year the same numbers may stay away

"We also have to avoid the victimisation of our members who will stay away from work. Many employers wanting to retrench workers may take advantage of a June 16 stayaway at home to fire workers and avoid paying retrenchment benefits

Pupil shot

The unions that will be meeting include the Federation of South African Trade Unions (Fosatu), Council of Unions of South Africa (Cusa), the Commercial Catering and Allied Workers' Union of South Africa (Ccaawusa), the Alliance of Unregistered Trade Union and unions affiliated to the United Democratic Front (UDF)

Meanwhile a pupil was allegedly shot in the leg by a trader and police fired rubber bullets and tearsmoke canisters into the Alexandra High School yard in another confrontation with pupils yesterday, writes Mojalefa Moseki.

The chairman of the Indian Traders' Associa-

SAFETY

JUNE 16

Sowetan 18/4/85

HOLIDAY

DEMAND

tion in Wynberg, Mr A "Buddha" Rajah, confirmed the incident and said he was investigating after a complaint by pupil leaders over the shooting

It was also alleged that four scholars were taken from the schoolyard by police in a Hippo armoured police van during chaos

A spokesman of the police public relations in Pretoria confirmed the use of rubber bullets and tearsmoke but said he had no report of arrested pupils

Two photographers on the scene had to run for their lives when chased by pupils. They were escorted by police out of the township

An unknown number of vehicles were stoned and shops belonging to Mr Richard Maponya and Mr Ephraim Tshabalala were reported to have been looted by a group of youths in Soweto last night

No official confirmation could be obtained on the matter

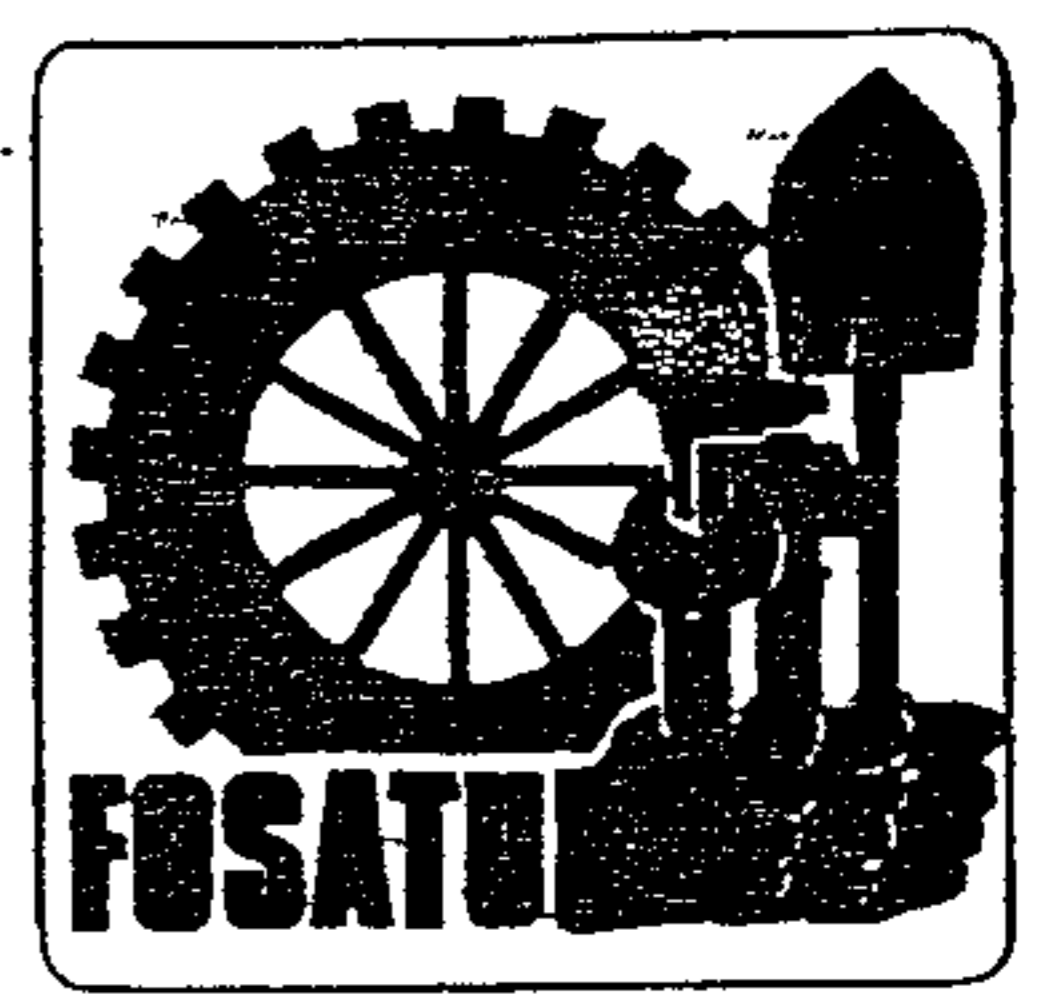
K-Mart WEEK SPECIAL

YVONNE CHAKI



(scribble) 140A (scribble)

PRESS STATEMENTS



Pinetown's largest employer in the chemical industry, NCS Plastics (Pty) Ltd, is proposing to decimate its workforce by retrenching 212 of the 270 workers NCS are shutting down the packaging division and running away to the cheap labour of Gazankulu

It must surely be nonsensical for a country to follow a decentralisation policy where the taxpayer faces a double burden. Firstly the taxpayer is financing the luxurious incentives offered to industries which relocate (R500 million for 1985) and secondly the cost of providing new infrastructure and housing in the new decentralisation area

At the same time the urban areas with established infrastructure and settled communities like Pinetown have their jobs ripped out of them leaving only the black scars of unsolvable unemployment

At the end of the day the taxpayer (the majority of whom are disenfranchised workers) are left with exactly the same number of jobs only paying much lower wages – and a correspondingly eroded national tax base (Apartheid laws make it impossible for workers to follow their jobs)

The only ones who benefit are profiteers like NCS Plastics who exploit the apartheid system and who are not prepared to face their social responsibilities

NCS must now be marked as one of apartheid backers and a full supporter of the Bantustanisation of our country

Chemical Workers Industrial Union
18 April 1985

FOSATU RESOLVES TO VISIT LANGA'S BEARVAED



UITENHAGE — In the wake of the Langa shootings three weeks ago in which at least 19

By Jon Qwelane

African Students

At a meeting attended by several hundred workers crammed inside the Jubilee Park hall, Fosatu charged that

● A senior official of the United Democratic Front had hoodwinked many workers about the true position of funerals

● The United Democratic Front and other organisations in the black community had a dictatorial attitude towards workers.

The Federation of South African Trade Unions (Fosatu) also levelled serious charges against the United Democratic Front and its affiliate student group, the Congress of South

particular organisations were students against workers

● Those organisations deliberately ignored the reality that the liberation struggle would be won by the working class.

● It was usually a few people in certain political organisations who imposed their will on the majority after taking decisions alone

The meeting decided to drop from the agenda an item on wage negotiations with Eastern Cape managements because the pay increases which they

failed to get today could always be negotiated and secured tomorrow, but the lives of their brothers and sisters could not

For three hours the meeting discussed the role of political organisations

Two resolutions were unanimously adopted and will be carried out immediately

The first was that the Federation of South African Trade Unions should hold rallies in the Uitenhage townships of Langa, kwaNobuhle and Rosedale and invite organisations such as the

United Democratic Front and the Congress of South African Students to publicly sort out differences and spell out their standpoints to the community.

The first rally will be held in kwaNobuhle on Sunday

The second resolution was that pamphlets should be printed in Xhosa, English and Afrikaans clearly explaining the role the workers had played during and after the tragedy at Langa. The pamphlets will be distributed all over Uitenhage

The meeting heard that the Federation of South African Trade Unions had collected money for the bereaved families but it had been refused by organisations handling the funeral arrangements.

“When we decided to take it ourselves to the families we found that many needed it desperately,” said Mr John Gomomo,

vice-president of the National Automobile and Allied Workers Union. “It is such things which we will tell the public at our rallies”

E Post 19/4/85
Motor plant walkout

~~Post~~ ~~Reporter~~ *140A*

PRODUCTION at Volkswagen, Uitenhage, shut down at 10am today when 3 500 black workers walked out following a shop stewards' report-back meeting on pay. The shop stewards gave details of wage negotiations taking place through the industrial council. After this, the men decided to walk out. They collected their pay and left the plant peacefully, a spokesman told Evening Post. The plant reopens on Tuesday.

212 affected

NM 19/4/85

by closure

140 A
(Labour Reporter)

ABOUT 212 employees at a Pinetown plastics factory, NCS Plastics (Pty) Ltd, would be affected by the proposed closure of a packaging division, a spokesman for the Chemical Workers' Industrial Union said yesterday

The union added the company, which was the largest employer in the chemical industry in Pinetown, was planning to reduce its present workforce of 270 by more than 90 percent. The company intended moving to Gazankulu where labour was 'cheap'

2014/25 (140)

The ugly mood in

—by—
Jon Qwelane

Almost everybody took it for granted that the mass burials last weekend of victims of the police shootings on "Bloody Thursday" would be the beginning of the end of tensions in the townships of Langa and kwaNobuhle in Uitenhage

The funerals ushered in a new phase instead. The wave of rioting, burning and looting has now spread to the coloured townships of Rosedale and Blikkiesdorp where vehicles have been attacked throughout the week

To say the mood of the people is frightening is no exaggeration

Where it would have been expected that weeks of strife would by now have sapped the community's resolve, the opposite seems to be happening

An immediate underlying cause is the high rate of unemployment

The continuing army and police presence in the townships is another reason for the ugly mood. Even though the people may not all be literate enough to secure jobs that pay well, black communities in the Eastern Cape are highly politicised and readily associate any state institutions with their hapless lot

The daily sessions of the Kanne-meyer Commission of Inquiry into the shootings of March 21 are closely followed and each day's

evidence is "many of the"

The resi- make it quite a better deal and a walk shows that "point

Langa, when shook the work kind of place slum must be

It literally of dirty water Houses here water, and Residents in supply from streets and houses

Each yard

Race war spectre

—by—
David Braun,
Political Correspondent

CAPE TOWN — The spiral of violence in the Eastern Cape took an ugly and ominous twist this week when a mob of blacks attacked a young white civilian, doused him with petrol and set him alight

The incident followed previous attacks on white motorists and came in the same week that a patrol of the SA Defence Force, repulsing an attack by a stone-throwing crowd, fired and fatally wounded a 22-year-old black

Events such as these raise fears that the near-anarchy in the region's riot-torn black townships may ignite a local race war

If black unrest manifests a pattern of indiscriminate attacks on white life and property, the inevitable result will be a sharp backlash from whites

A consequence must be sharp polarisation between black and white with the moderates in both camps being made irrelevant

The immediate impact of this week's violence will

almost certainly be reflected in parliamentary and provincial by-elections held in 11 days

Most observers now believe that the Progressive Federal Party's seat have been blown away because the electorate in the Eastern Cape is near

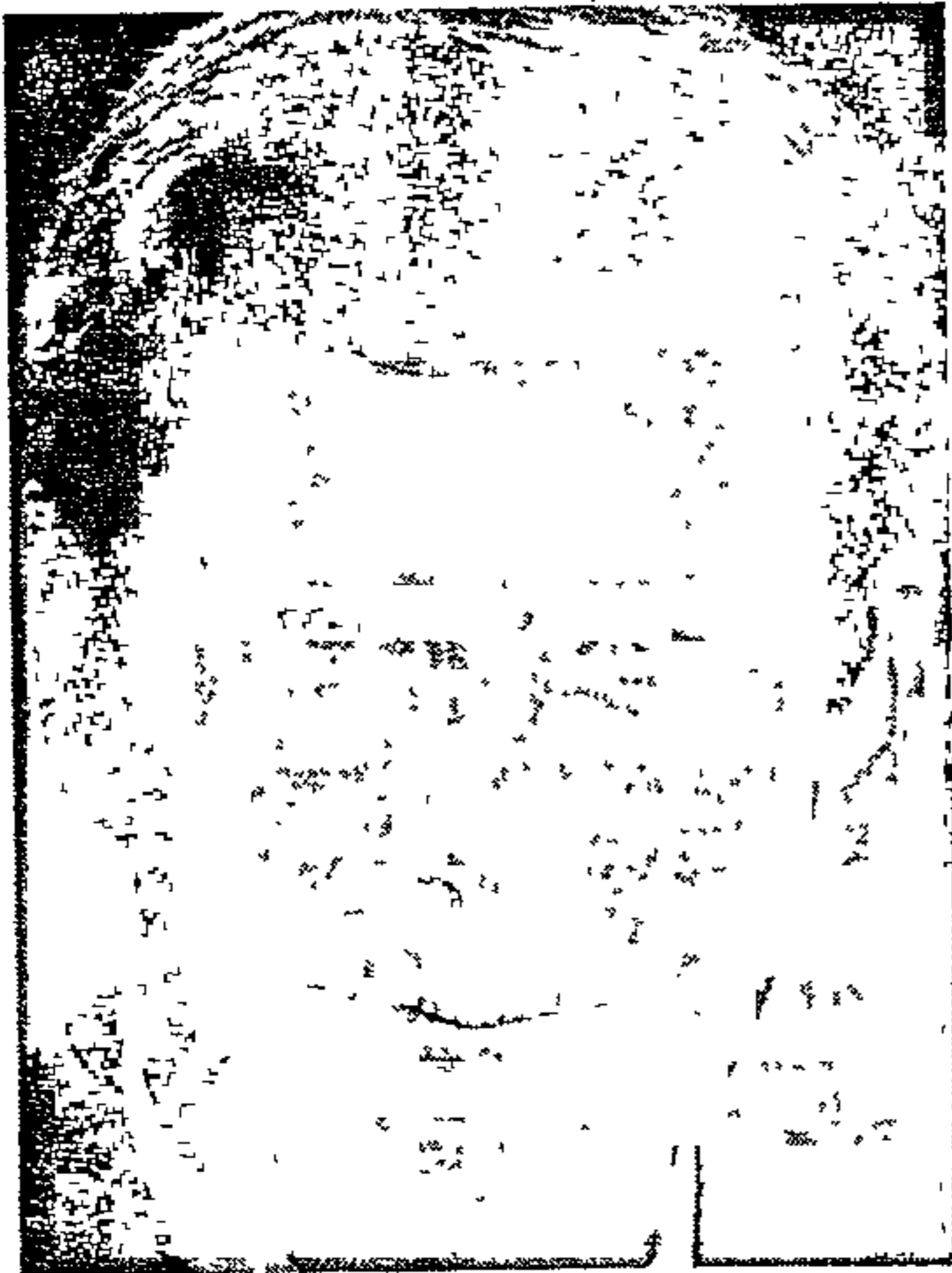
When the election campaign months ago it seemed that the PFP spect of winning the seat from the the grounds of the Government's of the depressed economy

Now its prospects evaporate violence and jittery voters turn National Party which is seen as image of being the best party to

The longer-term repercussions violence in the Eastern Cape are

In the words of Opposition leader Slabbert "It is intolerable that we our cities in which we are reduced society can tolerate that"

The Government is of the same Botha has consistently said that



Opposition leader Dr Van Zyl Slabbert 'A situation in which the mob rules is intolerable'

140A (2) (3) (4) (5) Star 20/4/85

Uitenhage townships persists

is thoroughly analysed by the people one meets residents of the townships quite clear that they want deal for their townships, walk around the locations that they at least have a

where the shootings that the world took place, is the place for which the word have been coined ally reeks with the stench y water, a lot of it stagnant here have no running and there are no drains draw their fresh water from communal taps in the and in the backyards of yard has a narrow furrow

into which dirty water — from that used to wash people to dishes and linen — is thrown The furrows have to be unclogged at least once a week and the muddy slime carted in barrows to dumps not far off

The bucket system is the only toilet system

Nightsoil removal is sometimes done in daylight as happened at least three times in the past fortnight when plastic buckets piled with waste lined the streets and were collected well after breakfast

There is no street lighting worth mentioning in Langa, and the streets themselves are gravel paths Maduna Road, where the shootings took place, is the only

tarred road in the township

Almost every house in Langa has a number of backyard shacks, and a great part of the township is nothing but corrugated iron and wood dwellings One foreign newsman asked as he stood at the entrance of the township "Oh, hell! What sort of people live here?"

The ugly mood reared its head remarkably this week when members of trade unions under the banner of the Federation of South African Trade Unions (Fosatu) met in the Jubilee Park Hall to pick up the pieces in the aftermath of the shootings

Workers angrily blamed certain organisations in the community while not losing sight of who had fired the fatal shots One got the

impression that the three meetings scheduled by Fosatu, at which the organisations concerned will be asked to explain their stand to the community, will be very heated

The first gathering is due to take place tomorrow in kwaNobuhle and a week later another in Langa and the last in the coloured township of Rosedale The workers made it clear that they were sick and tired of being dictated to by political organisations

Whatever the outcome of the planned meetings and however the rioting gets resolved in the end, the foreign newsman is best answered by saying people are living there — no matter what sort they are

Violence haunts the Eastern Cape

ated in the Newton Park tal by-election which is to

ive that whatever chances party had of winning the y because the white elec- is nervous

ampaign started several the PFP had a good pros- on the National Party on ent's poor management

ate with each incident of turn increasingly to the cessfully projecting the ty to maintain order

ssions of the increasing are disturbing

leader Dr Van Zyl Slab- we can have a situation in reduced to mob rule — no

same mind and President that nothing would stop

him from maintaining law and order

To this end, the Defence Force was called in to help the hard-pressed police with their duties Officially, the soldiers are supposed only to support the police by taking over the burden of non-confrontationist duties, such as manning road blocks

This week's incident showed the danger of this when an SADF patrol was caught in a situation in which they had to shoot to save their lives

The effect of this will be to turn much of the black community against the SADF

Yet the Government has no choice but to use the forces at its disposal if it is to restore law and order in the townships

The spiral winds ever higher

The argument in favour of the use of the SADF in such a role is that, if the police have insufficient manpower to restore order to the townships, then the Defence Force must be used in what is, after all, one of the roles defined for it in the Defence Act.

The case against the use of soldiers is that it politicises the SADF and signals that the country is in a state of virtual civil war

Dr Slabbert said in Parliament yesterday that the

result of a situation in which violence, either to change or maintain the status quo, becomes the only means of political activity is a totally polarised society Such a society begins to destroy the resources that it needs to build and develop

Dr Slabbert said that, in the view of a leading Sovietologist, the recipe for a revolutionary society had two ingredients

The first was polarisation between those who were governed and those who govern The second was a loss of intellectual conviction on the part of those who govern — governors who do not know where they are going and do not know what their plan is

The problem for the South African Government is that, although it may know what its plan is and where it is going, in getting there it may have to sacrifice more to the polarisation of society

The Government may have to tighten its control of the situation in the Eastern Cape by implementing Draconian methods — and the possibility of a curfew or even martial law cannot be excluded

That will prevent innocent bloodshed and may buy some time, But the Government will need to move fast to implement its plan and reconcile society.

Motor workers put squeeze on employers

By Don Robertson (140A)

FLUSHED with its success in wage negotiations with Mercedes-Benz, the National Automobile and Allied Workers Union (Naawu) is to press for similar increases from other motor manufacturers in the Eastern Cape.

To present a national stand negotiations were started this week with Samcor in Pretoria.

The union has also won an increase in minimum wages at Toyota to R3 an hour from July.

Unhappy

But Naawu is unhappy with the attitude of the motor manufacturers. During negotiations with Mercedes-Benz in East London, 3 000 workers went on strike for three days.

Les Kettleidas regional secretary of the Eastern Cape division of Naawu, says: "Unless we are able to come to an agreement, the manufacturers could face similar problems."

The next round of talks between the Eastern Province Automobile Manufacturers Association, which represents Ford, General Motors and Volkswagen, and the union is due to begin on Friday.

It is expected that the

S. Times
union will push for the same increases granted to Mercedes workers. These include a 21% increase in minimum wages and rises of between 14c and 24c an hour.

21/4/85 Hard bargain

Mr Kettleidas: "Motor manufacturers should be aware that workers are dissatisfied with the deferment of salary increases."

Naawu has been negotiating with Eastern Province manufacturers since last November and "will not tolerate" a postponement of increases which are negotiated half yearly. The manufacturers have asked the unions to wait until August for the next wage review.

However, the motor industry is facing the most difficult period in its history and will drive a hard bargain.

An industry spokesman says: "Negotiation implies give and take and both parties need to adopt a responsible attitude, taking into account the economic circumstances facing the employers."

"Employers in the industry are known to remunerate employees at rates which compare favourably with other sectors in the manufacturing industry."

"The last thing the union should do is to price itself out of the market."

FRIDAY
21/4/85

Bawu supports May Day unity

Sowetan 22/4/85

By JOSHUA
RABOROKO

THE Black Allied Workers Union yesterday came out in full support of a call by most trade unions representing the majority of South Africa's workers to hold this year's May Day celebrations together.

Bawu's Transvaal general secretary Mr Cosmos Thokoa said they supported the call in view of the fact that it was a "historic day" for workers throughout the world

The unions called for far-reaching political and economic demands, which included the granting of full demo-

cratic rights for all and the lifting of bans on people and organisations

The unions include the Federation of South African Trade Unions (Fosatu) Council of Unions of South Africa (Cusa), the Alliance of Unregistered Trade Unions and others affiliated to the United Democratic Front (UDF)

In a statement the unions called for

- May Day to be recognised as paid public holiday,
- Adequate housing for all at reasonable rental rates
- A social security pro-

viding for free unemployment and medical benefits.

- Free compulsory education for all
- The scrapping of "racist legislation including influx control, the Group Areas Act and the existing parliamentary system"

A spokesman for the unions also said that they have disassociated themselves from earlier reports that they called for June 16 to be a public holiday

The spokesman added that there unions have expressed support for "the struggle being waged abroad in the interest of South Africa's working class

VW: 3 500 down tools ^{22/4/85}

PORT ELIZABETH — About ~~3 500~~ ^{(40A) Sfa} workers at Volkswagen in Port Elizabeth resolved at a meeting today to down tools indefinitely

The men halted production when they walked out last Friday morning and decided today they would not return without an interim wage increase

Friday's walkout followed wage awards made by Mercedes-Benz and Toyota

Negotiations are continuing between unions and management. The Industrial Council will meet tomorrow — Sapa

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Workers continue strike at VW's Uitenhage plant

AKC as 22/4/85
Argus Bureau

1409

Volkswagen make an offer acceptable to them," Mr Gomomo said

PORT ELIZABETH — There was no production at Volkswagen's Uitenhage plant today as workers who walked out on Friday continued their strike in support of a demand for increased wages

Several thousand workers belonging to the National Automobile and Allied Workers' Union (NAAWU) gathered on lawns outside the plant for a report-back from union officials today

The chairman of the Volkswagen branch of NAAWU, Mr John Gomomo, said today the workers went home after he told them that management was not prepared to negotiate on the premises

MERCEDES

He said Volkswagen insisted on negotiating through the Industrial Council and that the company was trying to bring forward to tomorrow an Industrial Council hearing on the matter scheduled for April 26

"But the workers are not prepared to take tools until

He refused to elaborate on what kind of increase the NAAWU workers were seeking but admitted that a recent increase won by some Mercedes Benz workers in East London had affected the workers' demands

PRICES

"Our last increase was in August last year and since then prices have continued to climb," he said

"My feeling is that the workers are prepared to go in for a long strike if necessary to back their demands"

A Volkswagen spokesman, Mr Graham Hardy, confirmed that wage increases were the primary cause of the strike

He said the company was committed to continuing negotiation with the Industrial Council but that NAAWU were opting for direct negotiation

He said the company was "hoping for a speedy resolution of the matter"

Union ^{Kym} 22/4/85 accuses ^{KAT} VW of ^{KAT} stalling ^{KAT}

Mail Correspondent

PORT ELIZABETH — The National Automobile and Allied Workers' Union (NAAWU) has accused Volkswagen South Africa of stalling in recent wage negotiations by insisting that talks continue at Industrial Council level.

However, Mr Brian Robinson, VW's industrial relations director, said the union and the company were both parties to the council.

As a result of worker dissatisfaction with a decision to postpone wage increases until August, 3 500 VW workers walked out on Friday last week, bringing production at the Uitenhage plant to a halt.

The walkout came in the wake of wage increases granted this year by Mercedes Benz and Toyota.

In the past two years, workers in the motor manufacturing sector have been given six-monthly increases. NAAWU's last increase was in mid-1984.

Mr Robinson said that in light of the serious economic situation and problems besetting the motor industry, a 12-month interval between increases had been considered.

But Mr Les Kettledas, regional secretary of NAAWU, argued that a six-monthly increase has never been more necessary.

VW workers are to attend a reportback meeting at the plant today and management is hopeful that workers will then return to work.

Tuesday, April 23, 1985

Union hits at loophole

By STEVEN FRIEDMAN
Labour Correspondent

A CLASH is looming between the Metal and Allied Workers Union and employers at Ezakheni, one of the country's fastest-growing "decentralisation areas"

MAWU is recruiting workers at Ezakheni, near Ladysmith, but, like other areas in or near black "homelands" it is not covered by the Labour Relations Act and unions have no official bargaining rights there.

One firm, Mitco Tools, has refused to recognise MAWU and a Mitco spokesman said yesterday that other employers had also decided not to recognise unions.

This comes less than a fortnight after Bophutatswana police entered a MAWU gathering in Garankuwa, outside Pretoria, and ordered workers to stop the meeting. "South African" unions are banned in Bophutatswana.

Unionists fear companies are increasingly moving to "decentralisation areas" in or near homelands where unions have no official rights and wages are far lower than in the cities. MAWU recently accused companies of moving to these areas "to escape worker organisation".

Ezakheni is not yet part of KwaZulu, but because it is sited on land owned by the Government's SA Bantu Trust, it is not covered by labour law. MAWU says employers have set wages there at R23 a week.

It says it recently approached Mitco for recognition, but that the company said it would not deal with it anyway "because its workers are happy and the liaison committee works well".

A MAWU statement said this was "the sort of nonsense which was propagated by employers in 1975", and a union spokesman said he feared Mitco's attitude would be followed by other employers.

SANDTON 23/1/85

Volkswagen under attack

A GERMAN multi-national company, Volkswagen South Africa has been accused of stalling wage negotiations in the wake of a strike by over 3 500 workers at its Port Elizabeth plant.

A spokesman for the National Automobile and Allied Workers Union (Naawu) said the company was delaying the negotiations by insisting that they continue talks at the Industrial Council.

As a result of the stall over 3 500 workers downed tools for the second time yesterday bringing production at the plant to a halt. The first walk-out was last Friday.

The workers have said they will not return to work until an interim wage increase was granted — the stoppage may last for an "indeterminate period of time"

The Friday walk-out followed wage awards made by Mercedes-Benz and Toyota motor companies. In the past workers in the motor industry have been given six-monthly increases — Naawu's last increase was in mid-1984.

VW's spokesman said Naawu and the company were members of the IC. Due to the country's economic climate that was prevailing in the motor industry they had problems and considered a 12-month interval between increases.

However, Naawu's spokesman said the six-month increase has been more necessary.

Sactu lashes at 'unity talks'

THE South African Congress of Trade Unions (Sactu) has lashed out at the current unity talks by emerging trade unions.

The talks aimed at forming a giant federation in South Africa have culminated in the formation of a feasibility committee mandated to consult individual unions and persuade them to unite

In a statement, Sactu says unless and until all the oppressed and exploited workers are involved in these talks with unity in mind, trade union unity would not be easy to achieve

Majority

"The desire by the majority of the unions to form a trade union federation cannot be doubted, but what we are doubting is whether all the unions share a common objective"

Sactu poses the following questions to the participants in the committee

- what is the basis of these unity talks we are talking about?
- what is the role of the feasibility committee vis-a-vis the industrialisation of the general workers' unions?
- if the six unions go ahead with the federation without the rest of

the unions who are not ready, what will they have achieved?

- why are other unions not invited to the talks?
- who determines that other unions deserve an observer status?
- now that a draft constitution is being circulated, will the other unions be given a chance to have an input in this constitution?
- what is the future of this federation in relation to international unions and what is the relationship between the trade unions and the United Democratic Front (UDF)

The statement says the trade union struggle cuts across ideological differences and racial prejudice. Only a united powerful trade union movement, together with other democratic forces can challenge the ruling class and the multinationals

Poor

No trade union, whether general or industrialised should be precluded from participating in the formation of the proposed federation on the grounds of poor financial standing and membership

The congress lists various suggestions which the feasibility committee should remove and these include

- a mandate to consult with individual unions

By JOSHUA RABOROKO

confined at all levels
• there should be no deadline for the forma-

tion of the federation

- all unions outside the talks including those who have been accorded observer status must be invited as full participants and international

affiliation must not be an obstacle to unity

Sactu shall be happy with the formation of one democratic trade union federation the statement says

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Shop-floor talks on Naawu agreement

140A

PORT ELIZABETH — An interim wage adjustment for workers affiliated to the National Automobile and Allied Workers' Union (Naawu) is to be discussed at shop-floor level, following an agreement reached at an Industrial Council meeting yesterday between the trade union and the Eastern Province Automobile Manufacturers Association.

The rescheduled meeting was convened after about 3500 workers at the Volkswagen plant in Uitenhage

downed tools last Friday in protest against a wage increase postponement until August.

According to Mr Fred Sauls, national secretary of Naawu, the Industrial Council agreement is a "dramatic change of attitude by employers." However, it is not a guarantee that the VW workers will return to work today.

"I expect the workers will return only once an interim wage agreement is reached," Mr Sauls said.

Earlier workers at VW

threatened to down tools indefinitely and strike if necessary unless interim wage demands were met. A VW spokesman said at the time that the company was hopeful that normal production would be resumed while negotiations were being finalised.

Naawu is believed to be pushing for increases similar to those granted to Mercedes-Benz workers earlier this month — a 21 per cent increase in the minimum wage and hourly rate increases of between 14c and 24c an hour — DDC

30000 at GM out on strike

25/1/85
140A
S. Post

By CATHY SCHNELL

ABOUT 3000 workers at the General Motors plant in Port Elizabeth came out on strike today.

This meant there was no production at two Eastern Cape motor companies today. Workers at Volkswagen stood outside the plant this morning listening to reports-back on wage talks from union leaders

General Motors workers downed tools and walked out of the plant after hearing about the interim wage increase granted to Volkswagen workers yesterday

Mr Lou Wilking, managing director of GM, confirmed the strike at his plant today.

He said work stoppage at the plant had occurred at 10am over interim wage demands.

"Discussions on the matter have been in progress and are continuing," he said

According to Mr Les Ketteldas, regional secretary of the National Automobile and Allied Workers Union, the GM strikers were unhappy with manage-

ment's attitude over the interim wage negotiations
They felt management was stalling in granting an interim increase

Mr Ketteldas said feelings were also running high among workers at Ford Interim wage negotiations are scheduled to begin at Ford tomorrow

All three motor companies are represented on the Industrial Council, which agreed last week to discuss interim wage increases at plant level

Production at Volkswagen began briefly today, but then stopped for the meetings.

There would be no point in starting production tomorrow for one day only, the communications manager of Volkswagen, Mr Graham Hardy, said today
Production would probably re-start on Monday

The Volkswagen stoppage, originally declared "indefinite", lasted three days

Volkswagen management agreed to grant the 3500 striking Uitenhage workers a wage increase of up to 14c for unskilled workers and up to 24c an hour for skilled workers.

This increase is in line with the rise in the consumer price index and the increase granted to workers at Mercedes Benz in East London earlier this month.

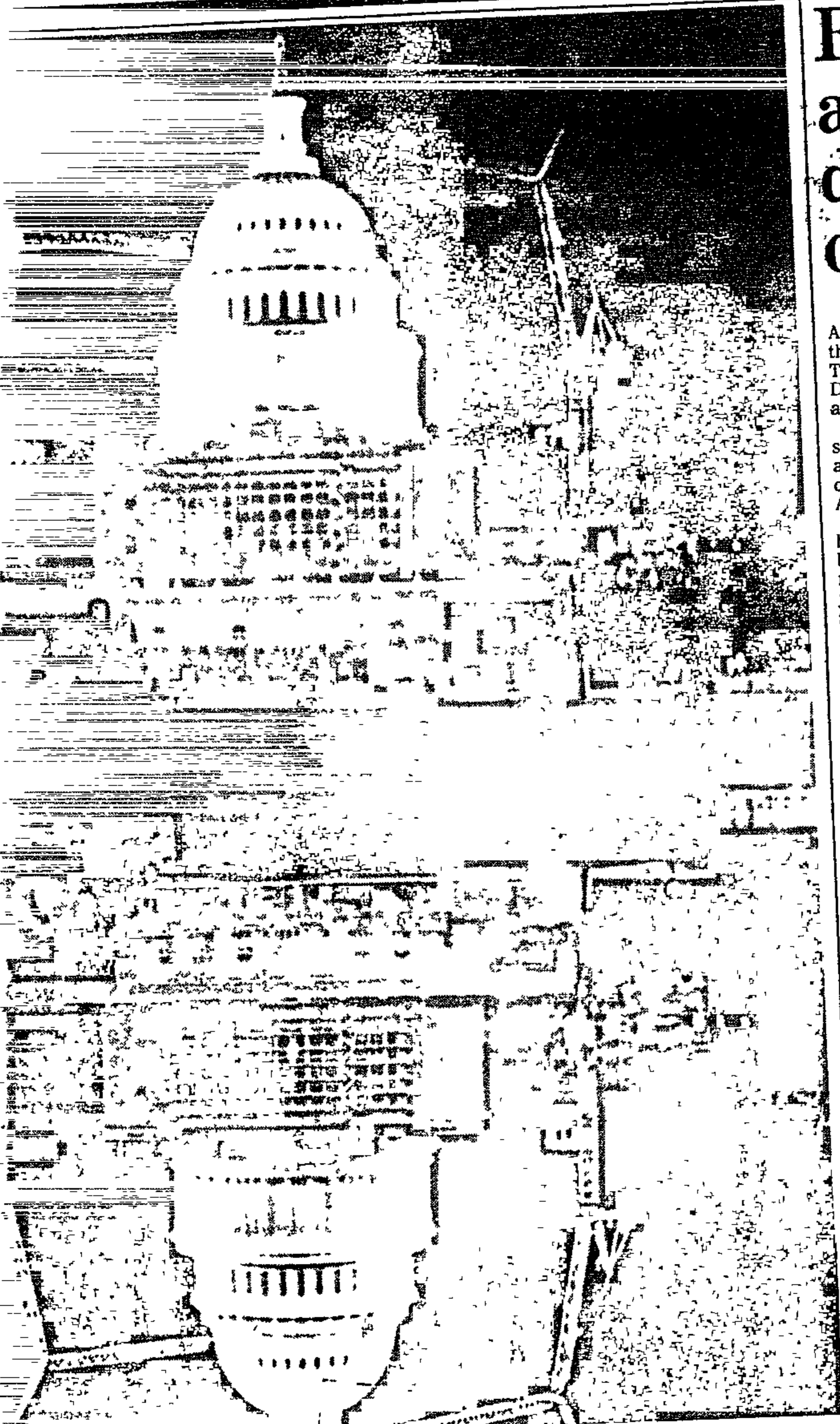
It's All Happening... Monday World... 17... Show 18, 19... Finance 21, 23... Classified 24-27... Race

(140A) Star
VW pay rise stops GM

25/4/85
PORT ELIZABETH — More than 3000 General Motors workers downed tools today after hearing that Volkswagen employees were granted pay increases yesterday.

Though production started up again at the Volkswagen plant this morning, it stopped after a few hours because workers said they wanted to be told of their increase officially.

A company spokesman said there would probably be no more production today — nor tomorrow. "Starting production at a plant this size is not like starting a car."



Undergoing a major exterior facelift, is captured at night by a mirror reflection in the Capitol
Picture: REUTERS

Fosatu attacks detentions of UDF 3

140A
HHA
329

By STEVEN FRIEDMAN
Labour Correspondent

AN UNPRECEDENTED meeting between the executives of the Federation of SA Trade Unions (Fosatu) and the United Democratic Front was cancelled this week after police detained key UDF leaders

In a statement to Sapa yesterday, Fosatu sharply attacked the detentions and announced that it had joined the growing opposition by black groups to the planned All Blacks rugby tour of South Africa

Fosatu like some key emerging unions has refused to join the UDF and there has been tension between it and UDF affiliates in the Eastern Cape. The decision to hold a joint executive meeting was, therefore, a significant step

A statement by Fosatu said the meeting had been called to discuss 'national issues of mutual concern' and was scheduled to be held on Tuesday — the day three leading UDF officials were detained

Fosatu said it wished to express its "shock and utter dismay at the police action" and called on the authorities to release the detainees

Plans to hold a meeting came as Fosatu unions were engaged in a vigorous debate on whether to co-operate with the UDF and its affiliates

ANTON HARBER reports that the UDF said in a statement yesterday the detention of three of its leading members this week was counter-productive and would only add fuel to an already volatile situation

The UDF statement described the detentions as "mindless"

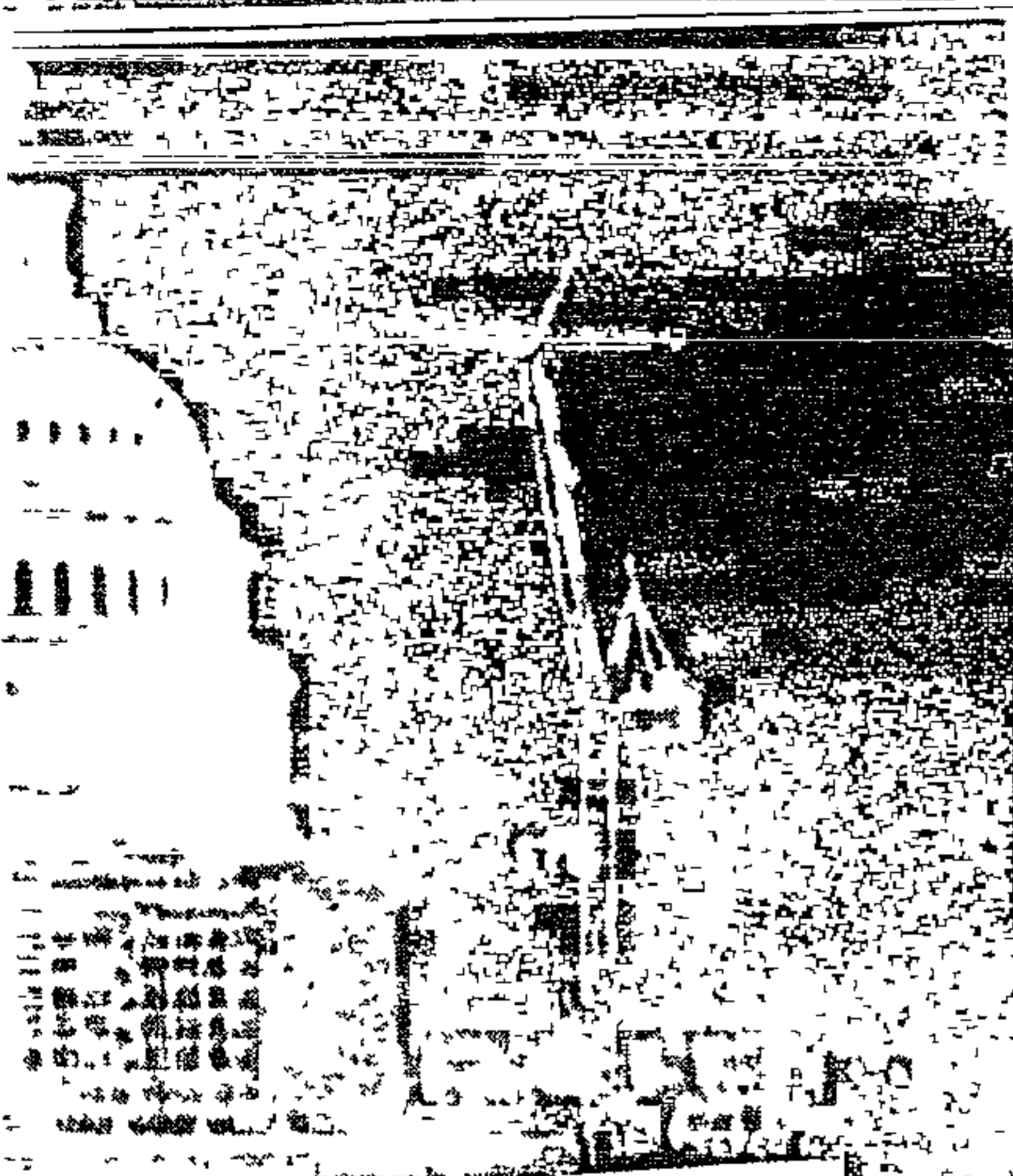
The three include two UDF leaders, Mr Patrick "Terror" Lekota and Mr Popo Molefe. Also held is a UDF activist, Mr Moss Chikane

"If they are calculated, amongst other things, to make way for puppet leaders, they are bound to fail. There is no way the community councillors, Bantustan leaders and the tricameral stooges are going to get any more acceptance from our communities than they have"

This measure would not ensure the law and order which the Government "sanctionously claims it seeks to keep"

The Johannesburg Democratic Action Committee (Jodac), a UDF affiliate, said in a statement that the removal of popular and recognised leaders could only lead to an intensification of conflict

It confirmed once again that the Government had no intention of defusing conflict, but "is rather intent on viciously silencing democratic and non-violent opposition", the Jodac statement said



Fosatu attacks detentions of UDF 3

(140A)
RDM 25/4/85

By STEVEN FRIEDMAN
Labour Correspondent

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the Capitol

REUTERS

Unions get go-ahead to hold rally

Labour Reporter

TRADE union movements organising a workers' rally at Curries Fountain in Durban on May 1 had been granted permission by the Chief Magistrate to hold the meeting, Mr Mike Morris, spokesman for the planning committee, said yesterday **NM**

He said more than 5 000 workers were expected to attend the meeting at which plays depicting workers' struggles would be staged in addition to choir singing and speeches by worker representatives

25/4/85
Similar programmes would be held at the Edendale Lay Ecumenical Centre in Pietermaritzburg and at other venues in Estcourt and Ladysmith. The Durban meeting starts at 2 p m

Time off 140A
The rally is being organised by the Federation of South African Trade Unions, the Food and Canning Workers' Union and the General Workers' Union

Mr Morris said the union had written to a number of companies asking for workers to be given time off to enable them to attend

'Some companies agreed to grant workers time off with full pay, but others said workers could take leave without pay,' he said

Mr Ron Phillips, a spokesman for the Tongaat Hulett group, which owns Tongaat Oil and Foods in Jacobs, yesterday confirmed that the company had received a written request for time off, but added that no decision had been taken 'at this stage'

Fosatu-UDF meeting called off

1407
Sowetan 20/11/85

By Sello Rabothata

A MEETING of the national executive committees of the Federation of South African Trade Unions (Fosatu) and the United Democratic Front (UDF), which was to discuss national issues of mutual interest, had to be cancelled yesterday when three UDF officials were detained.

Mr Joe Foster, general secretary of Fosatu, said he wished to express the organisation's shock and utter dismay at the police action and calls on the authorities to release all those detained.

Fosatu's central committee also expressed its opposition to the proposed New Zealand Rugby tour and directed Mr Foster to inform New Zealand workers through their labour centre of the decision.

The three detained UDF officials are Mr Mosuoca "Terror" Lekota, publicity secretary, Mr Simon Popo Molefe, general secretary and former Transvaal secretary Mr Moses Chikane. They are being held in connection with unrest in Transvaal townships last year.

A statement released by the UDF also viewed the detentions as an attempt by the State to ensure that the All Blacks tour goes ahead despite worldwide opposition by peace-loving democrats.

The UDF also held that the New Zealand Rugby Union "and all those that welcome its decision to tour this land of terror, are accomplices to this act."

Striking workers arrested

THE worsening recession has culminated in work stoppages over wages and the arrest of striking workers at two factories — one a British multinational — in Brakpan and Meyerton this week.

More than 300 workers at Townsend Brothers in Brakpan yesterday entered their second day of strike over wages after discussions between the Metal and Allied Workers Union (Mawu) and management deadlocked.

The workers are demanding a R3,50 increase in their pay packets and management cannot meet the demand on grounds that they are in a recessionary period, according to the company's managing director, Mr I Humphrey.

Meanwhile the Building and Construction Workers Union has applied for legal action against Pilkington Tiles, a British multinational near Meyerton, for the reinstatement of sacked workers arrested and charged for trespass on Tuesday.

The workers will appear again in the Meyerton Magistrate's Court on different dates starting from Monday, according to a union spokesman yesterday.

They went on strike over the dismissal of a colleague and shop steward who were organising workers at the plant.

This is the fourth time the company has been hit by a strike within six months. The first strike occurred in November over retrenchments, the second and third in March over wages, trade union recognition and short-time.

Pilkington's managing director Mr D C Currin was not available for comment.

In another labour move, a total of 150 slaughtermen and unskilled workers at the East London abattoir were sacked this week after a strike over pay increase.

The SA Abattoir Corporation's development manager, Mr R Fourie, confirmed the sacking from his Pretoria office.

More than 3 500 workers at Volkswagen in Uitenhage yesterday entered their seventh day of strike over wages. Management hoped they will return, but the National Automobile and Allied Workers Union (Naawu) was still negotiating with the company.

Somehow
26/4/88

(40A)

The Phoenix also rises

~~111A~~ ~~139A~~ 140A ~~138A~~

The unprecedented publicity surrounding the Langa killings and the Kannemeyer commission of inquiry into the tragic events of March 21 have focused the world's attention on the eastern Cape — and the Port Elizabeth/Uitenhage metropole in particular

The east Cape has long been regarded as a major SA trouble spot — with justification. Opposition movements have always found fertile ground there. The reasons for this are historic and are closely tied into the economics of the region. The current unrest is but a continuation of the events of last year which was marked by school boycotts, protests against the tricameral elections and strenuous opposition to the new deal for local government in the black townships.

Wide-scale retrenchments have added to already alarmingly high structural unemployment in the region and have fuelled discontent. There have been two work stayaways in the area.

One, a protest against price increases, was confined mainly to PE, called by the Port Elizabeth Black Civic Organisation and linked to 30th anniversary celebrations of the SA Congress of Trade Unions. Significantly, unions like the Fosatu and Council of Unions of SA affiliates and several other independents did not back the stayaway, although the UDF-affiliated Motor Assembly and Component Workers' Union (Macwusa) did. But Fosatu unions became involved in the stayaway that occurred in Uitenhage soon afterwards on the day of the Langa shootings and the day after that. Nevertheless, there appear to be unresolved tensions between these unions and the more overtly political unions and community organisations linked to the UDF.

When the gap between rising expectations and gratification grows too wide, people revolt. Business and industry in PE are determined to grow out of their problems. At last government has given them the incentive to do so.

Brian Matthew of the Midlands Chamber of Industries says that one in four out-of-work is a conservative estimate of the unemployment problem in the area. Matthew says the unrest is closely linked to unemployment, although not in its entirety. Roux van der Merwe, professor of industrial relations at the University of Port Elizabeth, gave his

view in a recent article. "The warnings, sounded over a considerable period, that continued unemployment in the east Cape will have disastrous consequences for the stability of the area, are proving true. The continuing and growing presence of thousands of retrenched and fired jobless, together with disaffected youths who have never worked and have little hope of doing so, is no less than explosive."

In PE and nearby Uitenhage the fortunes of the population are inextricably bound up with the motor and related industries which account for about 60% of the region's industrial product.

Two major motor assemblers — Ford and General Motors — are situated in PE. A third — Volkswagen — has its plant at Uitenhage. In December 1982 the three companies had a combined workforce of 17 048. In March this year the figure had dropped to 11 334. Most of these jobs — but certainly not all — were lost through retrenchment. Since July last year all three have also worked intermittent periods of short-time. There have also been periods of temporary lay-off at the plants.

More retrenchments — at least at Ford — are in the pipeline. The big crunch for Ford workers will probably come at the end of the year when, in terms of the US multinational's plan to merge with Amcar to form Samcor, the Neave plant will cease production. Originally it was thought that this would claim 2 000 jobs. But, according to Samcor human resources executive director Fred Ferreira, the non-replacement of people who have left Ford's service and the absorption of the maximum number of others into other company activities means



Uitenhage's Catholic church . . . a community centre for Langa residents

that the figure will be significantly lower. This strategy forms part of a remarkable agreement Ford has reached with two of the unions operating its plants — Fosatu's National Automobile and Allied Workers' Union (Naawu) and the conservative Yster-en-Staal Unie. Other aspects of the agreement include an undertaking by Ford to help people find alternative employment and a benefit programme which provides that retrenched workers are paid a certain assured income for up to 18 months after they become unemployed. Ferreira says Samcor is hoping that the Neave closure will coincide with the expected economic upturn so that its impact

will be diminished.

Why has the recession hit the Port Elizabeth nexus harder than other areas in SA? The answer is to be found in the economic history of the region. Ford and GM established themselves in PE about 60 years ago for the simple reason that the harbour was a perfect conduit for car parts which arrived from abroad. In those days the car business consisted primarily of taking parts out of boxes and assembling them. VW set up shop after World War 2. The Japanese began to enter the car market, but consumer resistance to their products ensured that eastern Cape companies kept ahead. Many component fac-

tories were attracted to the area. Times were good.

But the local content programme, introduced in 1960, spelt trouble — mainly because it coincided with several other factors. The most significant was the tremendous population growth in the PWV area and the development of Durban as an industrial centre. This meant that when several other car assemblers came to SA the newcomers had the advantage of knowing that the major car market had shifted to the Johannesburg-Durban axis. Then there were high costs involved in transporting steel from Pretoria and getting cars up to the Highveld. The coloured labour preference policy interfered with normal labour patterns until it was lifted in the late Sixties.

Another problem, as PE and Uitenhage industrialists see it, is that their area has always been accorded "poor cousin" status in government's economic planning. There are bitter complaints that until November last year, when government markedly upgraded the terms of the decentralisation incentives in the area, its package had always been less attractive than those in other regions.

Says Roux van der Merwe: "The coloured labour preference policy, combined with the decentralisation package, represented double interference with normal economic growth in PE."

Reviewing the past, Matthew says: "We should have been talking to government about the area in the mid-Sixties. But our technical leadership still kept us ahead. However, as the other car companies developed the PE/Uitenhage share of the market grew smaller and smaller. All the chickens came home to roost about three years ago. There was a dramatic drop in car sales from about 32 000 units sold in June last year to 17 000 in July after the gst hike. The motor industry cannot adjust to such sudden swings in the market. The brakes should have been on sooner."

Government's decision to upgrade the region's decentralisation incentives has been greeted with widespread relief — and it seems to be having the desired effect. Louis Koch, chairman of the Regional Development Advisory Committee for region "D" which covers PE/Uitenhage, says 1 800 new jobs have been created since the new incentives were approved. This includes expansions to existing industry and new industry. Says Koch: "We believe the new incentive package will go a considerable way towards improving the competitiveness of this region. What is necessary now is to make quite sure that all industrialists here are totally informed about what they are entitled to. Many businessmen were unaware that they qualify for benefits." Koch says there is a new, aggressive mood among businessmen.

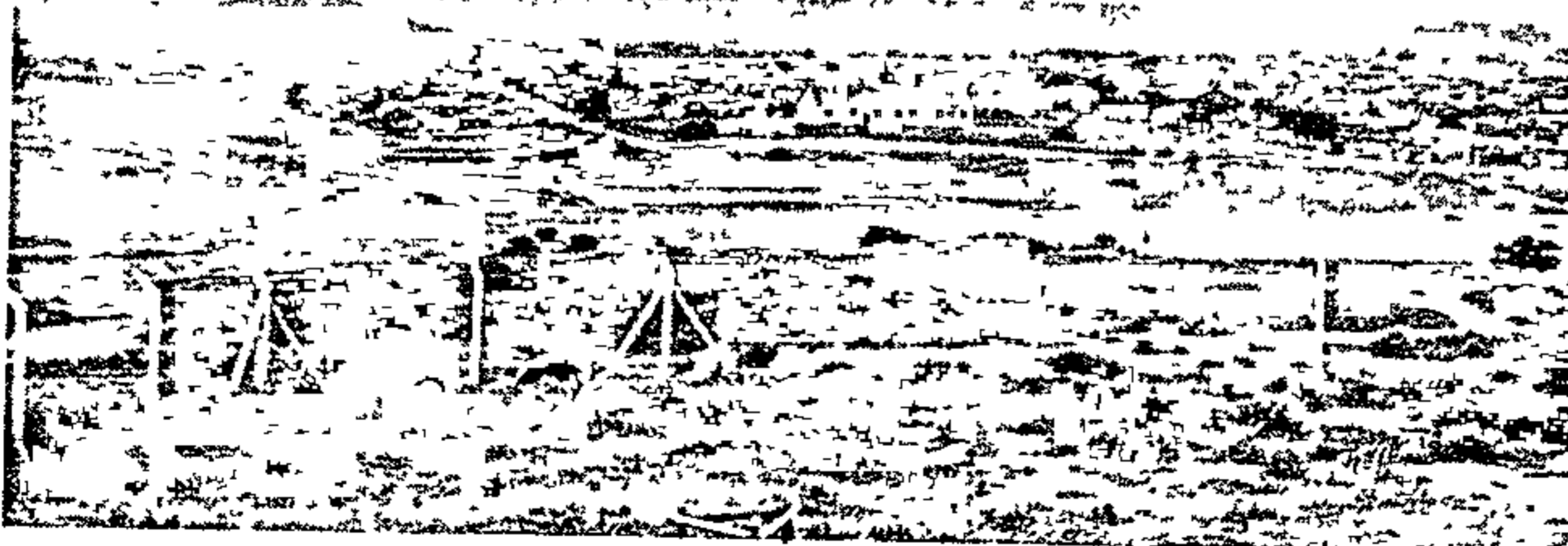
And it seems he is right. A local newspaper, the *Eastern Province Herald*, in conjunction with commerce and industry, is sponsoring a one-day symposium "Focus on Opportunity" which will take place in June to formulate a plan to stimulate economic devel-



Funeral for Langa victims . . . the community mourns



Macwusa's Dennis Neer . . . tensions with the more mainstream unions



Langa township . . . the scene of the March 21 shootings

~~(25) (100) (29) (118) (100)~~ FM 26/4/85

opment in the area
 Several industrialists indicated to the *FM* that they are optimistic, despite the gloom created by the unrest. They point to several factors

- Contrary to popular perception, the east Cape is not really strike-prone. Employers say wildcat strikes are fading very quickly and unions are using dispute settling machinery more frequently,
- The region has an excellent transport infrastructure,
- The labour force is relatively well trained and contains a high percentage of skilled workers,
- Multinational companies like Goodyear, Ford, Firestone, GM and VW pursue enlightened industrial relations practices and are

committed to working with SA trade unions.

- Mainstream unions like Naawu and Yster-en-Staal are not shirking their responsibility in trying to resolve difficulties, and
- The region now has a low labour turnover. According to UPE research, turnover for all blue-collar workers was 70% a year during the Seventies. Now it is 14% with black males recording a rate of 10%.

Industrialists say there are several things government should be doing to alleviate the stresses the region is facing

- Modifications should be made to fiscal policies relating to HP and gst,
- The petrol price should be lowered,
- The local content programme must be abolished, and
- Government should cushion the blow that

the introduction of perks tax will bring

Roux Van der Merwe believes there can be improvement if changes are made even if in the short term — and the long term — the chances of creating full employment in the region are slim. "We have got to try to create more employment opportunities. That has a spin-off effect in the rest of the community. Government totally ignored PE all these years. Perhaps it is unfortunate justice that it took one of the most serious blows to the eastern Cape for government to initiate change at a crucial point."

Nevertheless, Art Tragensa, GM director of personnel, goes to the heart of the problem when he says "Until there is franchise to provide for representation of blacks we will continue to have difficulties."

SAMANCOR

Swings and roundabouts

There is a touch of frustration in Samancor MD Colin Officer's voice. "This is one of the most difficult businesses to manage that I know," he says. That may seem a somewhat peevish comment right now. The world's largest integrated producer of ferro-alloys this week announced hugely increased profits for the year to end-February. It is a sterling performance — the best in the group's history, which stretches back to the establishment of SA Manganese in 1925.

Pre-tax profits were R118m after last year's loss of R485 000. Earnings a share, including the share of associates' earnings, made a quantum leap from 9,4c to 66,38c and the dividend is up 640% from 5c to 37c. Shareholders can justifiably be delighted with this performance.

None more so than

Samancor has reported the best results in its 60-year history. But it is locked into cyclical markets and the next downturn could again cause profits to collapse.

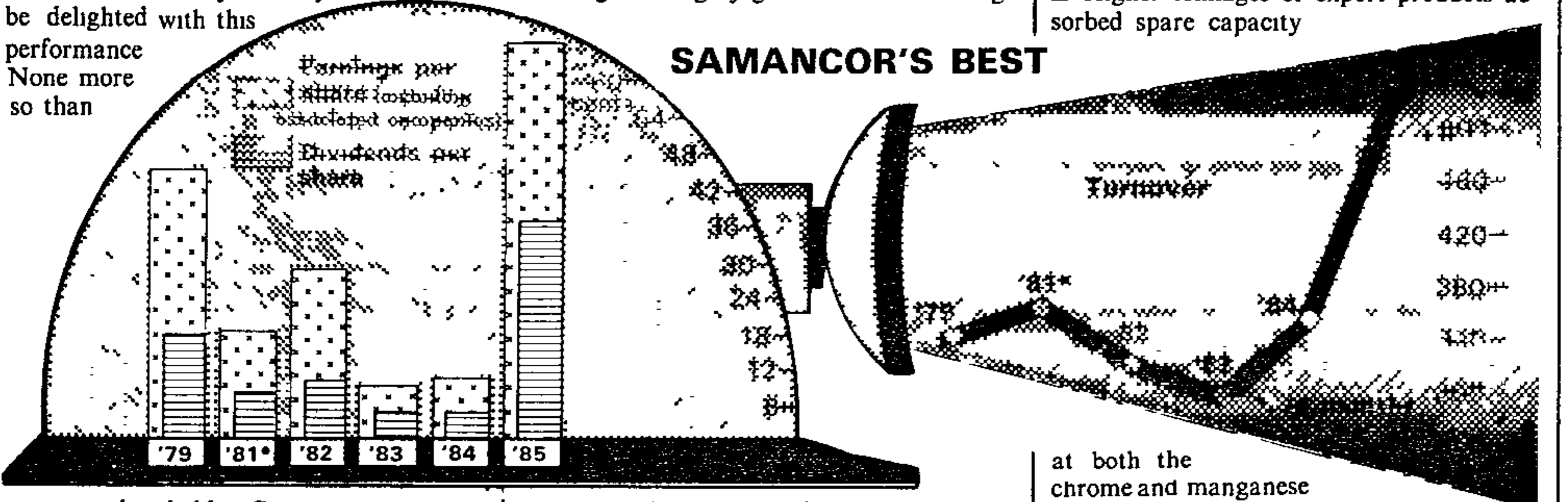
aging. Last year's turnaround was caused by a combination of factors which took a favourable turn at the same time. Some of these should be around for a year or two yet.

- About 70% of Samancor's turnover is normally earned in export markets, where prices are quoted in dollars. Therefore, its earnings are highly geared to the exchange

two sectors. First, the Western world production of crude steel — which consumes manganese ore and ferro-manganese — rose from 407 Mt in 1983 to an estimated 447 Mt in 1984. This sharply increased sales of manganese ore. Ferro-manganese sales remained static owing to the large over-capacity in this market.

Second, output of stainless steel — the main market for ferro-chrome — rose by 14% to a record 8 Mt of ingot production and this led to increased ferro-chrome sales. Prices also firmed, although they turned softer late last year. Because of the strong consumption of ferro-chrome, demand for metallurgical grade chrome ore also rose.

- Higher tonnages of export products absorbed spare capacity



majority shareholder Gencor, whose management can now comfortably say that this is one recent acquisition that has not gone sour.

The problem is that this recovery exemplifies the violent fluctuations in the earnings pattern. The last time that profits were anywhere near as good was 1979, when earnings a share were 46c. Investors must now ask how much more growth lies ahead before the next sharp downturn in profits?

In fact, the immediate outlook is encour-

rate. The devaluation of the rand had a potent effect on last year's profits.

- The economic revival overseas worked through to the long-depressed steel producers, whose activity rose for the second consecutive year. This industry is ultimately the main user of Samancor's basic products — chrome ore (used by ferro-chrome producers) and manganese ore, ferro-chrome and ferro-manganese.

Samancor splits steel-making activity into

at both the chrome and manganese mines and the metallurgical plants. "We have very little spare capacity at any of our facilities now," says Officer. A rationalisation programme at the mines further improved cost efficiencies.

The rationalisation of the chrome mines was announced when Gencor increased its holding in Samancor to 50% last June. Three chrome mines that were in Gencor's base metals division have been moved into Samancor, which has mothballed Ruighoek,

Belabouring politics

FEATURE

The apolitical union is a myth — at least in SA. Trade unions and their confederations, whatever their complexion, have always played the game of political leverage.

Rightwing unions' preoccupations date at least as far back as the 1922 Rand Revolt. Defence of white workers' privilege against the "cheap black tide" is still the theme, though the SA Confederation of Labour (Sacol) and its best-known member, the white Mineworkers' Union (MWU), no longer retain their privileged position *vis à vis* government.

The MWU is battling to retain the definition of a "scheduled person" in the Mines and Works Act — which excludes blacks from obtaining certificates to do skilled work — in the teeth of pressure from the Chamber of Mines and black unions. The 1979 O'okiep strike, which was seen by many as a warning to government not to accept the reformist recommendations of the Wiehahn Commission, was a crushing defeat for the MWU. Other white unions did not back it, and government, against expectations, did not step in to try to prevent the strike.

Sacol has tight links with the Herstigte Nasionale Party, and seems to be on good terms with Andries Treurnicht's Conservative Party as well. That's not all. MWU president Cor de Jager called for members to join Carel Boshoff's Afrikaner Volkswag at the union's congress this year. Clearly, organised rightwing white labour perceives its defensive battle as a political one, how far it will be prepared to go remains to be seen.

The Trade Union Council of SA (Tucsa), despite breakaways, remains SA's largest union federation. And since the decline of Sacol's intimacy with government at the end of the Sixties, the Tucsa lobby has carried considerable weight — indeed, it credits itself with a major role in bringing about the Wiehahn reforms.

Tucsa representatives sit on a number of government boards and committees, notably the National Manpower Commission — unlike representatives of the emerging union movement who, the *FM* understands, were never invited to join, perhaps because they would not have done so. The Economic Advisory Council, the National Co-ordinating Board, the Unemployment Insurance Board, and the Regional Development Advisory Council all have Tucsa representatives.

Tucsa also has a Parliamentary Liaison Committee. This body's task is made easier by the council's longstanding political connections, and the fact that several Tucsa personalities have served or are serving in Parliament. Anna Scheepers, for decades president of the Garment Workers' Union, was a New Republic Party Senator during the Seventies. Archie Poole, ex-general sec-

retary of the Engineering Industrial Workers' Union, now holds a seat in the House of Representatives. And Ronnie Webb, an ex-Tucsa president, was appointed to the President's Council at its inception.

As the history of black unionisation over the past 50 years indicates, groups barred from overt political activity will be forced to express all their aspirations through union structures. A salient instance of this use of leverage was last November's stayaway, when union members joined with a number of Transvaal community organisations in a two-day work stayaway to dramatise a series of political and economic demands.

Fosatu's participation — as the strongest and best-organised body — was the best evidence yet of its gradual shift from its earlier sedulous avoidance of overt political moves. Calls for a brief nationwide work stoppage in memory of unionist Neil Aggett's death in detention, and for non-partici-



MWU's Arrie Paulus ... ally of the far right

pation in the tricameral elections, were among Fosatu's few political moves prior to the stayaway.

Reason for the change? Certainly the federation has grown larger and more confident, but, Fosatu sources add, its constituency has also widened to include increasingly politically-concerned workers. The federation structure made it inevitable that workers concerned about the roots of township and educational unrest would pressure their leadership to act.

The stayaway experience, Fosatu sources say, provides practical lessons. First, the organising committee was too small, and its members did not have sufficiently clearly

defined ideas of their functions, responsibilities and limits. Fosatu will in future be wary of the terms on which it co-operates with organisations made up of activists who are not directly answerable to a constituency.

Participation in the stayaway, Fosatu sources say, was the first organisational manifestation of a trend. Recessionary conditions are limiting unions' ability to win concessions for membership on the factory floor, and in compensation there will be a tendency to respond to community problems such as transport, rents and education. These, also exacerbated by recession, increasingly preoccupy union members. However, the stayaway weapon is unlikely to be used by Fosatu again, it is conceded, except in the case of an "absolutely immediate, clear-cut objective."

This was clearly evident in the refusal by affiliates of Fosatu and Council of Unions of SA (Cusa) as well as the General Workers' Union, Commercial Catering and Allied Workers' Union and African Food and Canning Workers' Union to participate in the recent stayaway called by the Port Elizabeth Black Community Organisation.

Then there is the rise of United Democratic Front (UDF) and black consciousness unions. These can be seen as the outcome of unionisation undertaken by political movements, rather than an instance of unions becoming politicised. Their growth in the last five years is another factor which has pushed organisations like Cusa and Fosatu toward responding to political issues, despite their history of shopfloor orientation — which, ironically, has given them structures strong enough to implement and sustain such actions.

Recently there have been nationwide celebrations to mark the 30th anniversary of the SA Congress of Trade Unions (Sactu), the union body closely linked to the African National Congress during the Fifties and early Sixties. These are possibly indicative of a new drive to revive Sactu with all the political implications that this carries.

However, the single most significant lever and development in union strategy, will be the formation of a new federation of emerging unions later this year. Participants are Fosatu, Cusa, the General Workers' Union, the Food and Canning Workers' Union, the Commercial, Catering and Allied Workers' Union and the Cape Town Municipal Workers' Association. Once the federation is formed the balance of labour power in SA will be transformed. In the absence of a national black political party, the new federation may be forced, however reluctantly, to don that mantle. And in the leverage game, where the stakes are power and influence, this will put the right wing and the centre in the shade. ■

Workers end the General Motors strike

Own Correspondent

PORT ELIZABETH — The strike at General Motors is over

However, the production plant at Volkswagen closed again today after workers rejected management's interim wage offer yesterday

The workers have refused to return unless new demands are met

General Motors workers were told as they entered the plant today that they had been granted an interim wage increase, all resumed work

Yesterday they stopped after hearing that Volkswagen workers had been granted an interim wage increase

Mrs Gloria Barry, secretary of the General Motors branch of the National Automobile and Allied Workers' Union, said the workers were happy with the interim wage increase

Management confirmed they had offered workers an hourly increase of 14c for grade 1 employees up to 24c for top grade workers

The increase is to be backdated to February.

Volkswagen shut its production plant today.

Workers downed tools at 9am yesterday for a meeting at which they demanded that management's interim wage increase offer be reversed

Management offered an hourly increase of 14c for grade 1 workers and 24c for top grade workers, workers want the top grade to get 14c and grade 1 24c

2 000 on strike at Ford now

140A

E. Post 26/4/85

By CATHY SCHNELL
WORKERS at Ford's Neave plant, Port Elizabeth, downed tools today, completing a trio of strikes at the Eastern Cape motor plants in the last week.

About 2 000 workers quit Neave while wage negotiations were in progress.

The plants have succumbed in domino fashion to a series of strikes which started at Volkswagen last Friday. As one plant resumed work, another stopped.

General Motors was the next to have production halted, but workers there returned today — hours before Ford workers walked out.

A spokesman for Ford said wage talks which began this morning were due to resume at 2pm today. But the men walked out at 1 20pm.

Mr Freddie Sauls, general secretary of the National Automobile and Allied Workers' Union (Naawu), to which the men belonged, said work-

ers were awaiting a report from shop stewards.

Union leaders were on their way to Neave from talks at Ford's Struandale plant when the men struck. It was not immediately clear what the attitude of the Struandale men was.

Production at Volkswagen was shut down again today after workers rejected management's interim wage offer yesterday.

GM workers were told they had been granted an interim wage increase as they entered the plant today. They all resumed work.

Mrs Gloria Barry, secretary of the GM branch of Naawu, said the workers were happy with the interim wage increase.

Management confirmed they had offered workers an hourly interim wage increase of 14c for grade 1 employees up to 24c for top grade workers.

The increase is to be backdated to the first pay week in February.

Volkswagen workers downed tools after about an hour's work at 9am yesterday to attend a mass meeting.

After the mass meeting the workers demanded that management's interim wage increase offer be reversed before they would go back to work.

Management offered an hourly increase of 14c for grade 1 workers and 24c for top grade workers.

The workers want the top grade workers to get only 14c while the grade 1 workers get the 24c increase.

Mr Les Ketteldas, regional secretary of Naawu, said Ford management had made the workers an interim wage offer today.

This offer would now be passed on to the union for consideration, he said.

Mr Deon Ebersohn, Press relations officer of Ford, said today the interim increase they were offering the workers would be in line with the increase offered by Volkswagen.

Ford workers down tools

CAPE TOWN 27/4/85

Own Correspondent

PORT ELIZABETH — Ford yesterday became the third local motor manufacturer in a week to be affected by a stoppage over interim wage increases

About 2 000 workers at Ford's Neave plant in Port Elizabeth downed tools after refusing an interim wage increase offer by management

Meanwhile workers at Volkswagen in Uiten-

hage, affected by stoppages since last Friday, are set to return to work on Tuesday.

And about 3 000 General Motors workers returned to work yesterday after downing tools on Thursday. The workers accepted an interim wage increase between 14c and 24c an hour.

Industrial action at the three plants came after a deadlock was reached at Industrial Council level between the Eastern Province Automobile Manufacturers Association — representing the three companies — and the National Automobile and Allied Workers Union (Naawu).

As a result of the deadlock the companies agreed to negotiate interim wage adjustments at shop floor level.

Yesterday negotiations continued between Volkswagen and VW shop stewards Mr Fred Sauls, general secretary of Naawu — the trade union representing the majority of workers at Ford, GM and VW — said last night VW workers had decided to accept an increase offered by VW management of between 14c and 24c an hour.

A VW spokesman confirmed that the company had been advised of the workers' acceptance.

Mr Les Kettledas, regional secretary of Naawu, said workers at Neave walked out yesterday afternoon after wage talks began between the company and the union yesterday morning.

Mr Kettledas said talks would continue between the union and Ford on Monday.

Company moves to 'homeland'

By STEVEN FRIEDMAN
Labour Correspondent

YET another company which recognises an emerging trade union is to close down a plant in a city and move to a black "homeland"

The company is Pinetown's biggest chemical employer, NCS Plastics, which is closing down its packaging division and re-opening it in Gazankulu. Its move has been sharply attacked by the Chemical Workers Industrial Union, which is recognised at the Pinetown plant.

Last year, NCS and the CWIU negotiated the first agreement between an employer and an emerging union granting women workers paid maternity leave.

The union says 212 of NCS's 270 Pinetown workers will lose their jobs and charges that the company "must now be marked as one of apartheid's backers and a full supporter of the bantustanisation of our country".

The company says the move is part of "an overall re-organisation programme". It says it and CWIU have reached agreement on all aspects of the programme except severance pay for retrenched workers. The NCS says it has made a "generous" severance pay offer, but that

CWIU members have rejected it.

Unions fear a growing number of companies are moving from cities to homelands, where unions have no official bargaining rights and often face tough anti-union measures.

They charge that companies are moving to "escape unionisation", but the firms say they are taking advantage of the incentives which the Government offers if they move to "decentralisation areas".

In its statement, the union slams these incentives, saying that taxpayers, most of whom are black, are forced to finance measures which cost them jobs.

"At the same time the urban areas with established infrastructure and settled communities like Pinetown have their jobs ripped out of them, leaving only the black scars of unsolvable unemployment," it charges.

A company statement said it had a subsidiary which operated in Mkhulu, Gazankulu, and had decided to transfer its packaging operations to that area from the end of May. The Pinetown plant would be used immediately after the closure by the company's Resins Division.

It said it told the CWIU of its decision in January and has been negotiating with it since then.

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WEEKEND POST, APRIL 27, 1985

8 500 on strike in E Cape motor industry this week

By CATHY SCHNELL

MORE than 8 500 hourly paid motor industry workers downed tools this week — the first time employees at all three Eastern Cape motor manufacturers have joined in strike action in three years.

About 2 000 workers at Ford's Neave plant walked out on Thursday, completing a trio of strikes in the motor industry locally.

The plants have fallen in turn to a series of strikes which started at the Volkswagen plant last Friday. As one plant resumed work, another stopped.

In all three cases, workers struck over the same issue dissatisfaction over interim wage increases. Workers at VW were first to go out, followed by workers at General Motors and finally Ford.

Earlier last week the Industrial Council agreed that interim wage discussions should take place at plant level as it was felt this would shorten the length of negotiations.

The Industrial Council comprises management from all three motor industries and various unions, including the National Automobile and Allied Workers Union (Naawu).

At the time Mr Fred Sauls, national secretary of Naawu, hailed this move as a major turnaround in attitude by

management. Previously management were only prepared to discuss at industrial council level.

Last Friday about 3 500 hourly paid employees walked out at the VW factory at Uitenhage after hearing of wage increases granted to workers at Mercedes-Benz in East London and Toyota in Durban.

The workers threatened to down tools indefinitely unless an interim wage increase, based on the consumer price index, was granted.

Negotiations continued until late on Wednesday when management made an offer of an interim wage increase of 14c an hour for grade 1 workers and 24c for top grade workers.

Workers rejected the offer after a mass meeting at the plant on Thursday. They wanted the offer reversed to a 14c increase for top grade workers and 24c for grade 1 workers. They said they would strike indefinitely, unless this was granted.

VW management closed down the production plant on Friday while negotiations with Naawu continued. In effect, four days' production (about 800 cars) were lost.

On Thursday, workers at GM heard of the interim wage increase offer made to VW workers — and downed tools. About 3 000 GM workers went on strike on Thursday

morning, saying they were unhappy with management's attitude and accusing them of stalling with their interim wage increase.

Negotiations between GM shop stewards and management continued. Management made an interim wage offer of 14c an hour for grade 1 workers and 24c for top grade workers.

The workers were told of this offer on Friday morning as they entered the plant. They said they were happy with the offer and returned to work, ending the one-day strike.

About 2 000 workers at Ford's Neave plant went on strike at midday on Friday shortly after being offered an interim wage increase. Management said earlier the wage increase would be similar to the one offered at VW.

The workers were, however, annoyed with management's attitude and initial response to the interim wage increase. According to the regional secretary for Naawu, Mr Les Keteidas, they walked out of the factory later on Friday afternoon after telling management to "build their own cars".

Earlier during the week workers at Carborundum Universal went on strike while wage negotiations were underway. About 170 workers walked out of the plant and sat on the lawn.

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AGING DIRECTOR OF PERSKOR

Mail which comes in the program and

NM 27/4/85

Union against extended shop hours

Labour Reporter

THE National Union of Distributive and Allied Workers has come out strongly against extended trading hours and yesterday appealed to the Administrator of Natal to intervene

Miss Dulcie Hartwell, general secretary of the Trade Union Council of South Africa-affiliated

union, said in a 10-page memorandum to the Administrator that late night trading would bring with it a host of problems for women shop workers

'We emphasise that not only crimes of violence will increase, but there will be greater opportunity for shoplifting, something about which the employers have expressed great concern in

the past

'We feel compelled to ask whether those who talk of later trading being more convenient, would wish to have their husbands or wives, sons and daughters work in the shops at night, travel to and from work by public transport and walk the distances from the stations and bus stops to their homes'

140A
In winter, Saturday afternoon trading will also mean going home in the dark which is bad enough during the week but on Saturday nights will present far greater danger especially to women workers

'Public transport on Sundays, where it operates at all, is totally inadequate for workers,' she

said

Black workers were also opposed to extended hours because they have a limited amount to spend and have tremendous transport problems

Copies of the memorandum have also been sent to the Mayor of Durban, Councillor Neil MacLennan, and the Durban Chamber of Commerce

50 held at City Hall demo

Union leaders arrested in police swoop

By Michael Siluma

About 50 members of the Metal and Allied Workers' Union (MAAWU) were arrested today outside the Johannesburg City Hall where Industrial Council negotiations for the metal industry were being resumed.

The workers, including union leaders, were arrested after accompanying union negotiators to the talks which were being held with the Steel and Engineering Industries Federation of South Africa (Seifsa).

The chanting workers had marched peacefully from their union offices in Harrison Street carrying placards, some of which read "Stop retrenchments" and "MAAWU demands a living wage".

Police confrontation

As they were leaving the City Hall through the President Street exit, they were confronted by police. It is believed that Mr Moses Mayekiso, a MAAWU regional organiser, was among those arrested but this could not be confirmed.

No comment was available from the Seifsa representatives.

Those arrested were driven to John Vorster Square in two large police vans.

Some were forcibly loaded into the vans by large contingents of Riot Squad policemen carrying batons. But, according to witnesses, no batons were used during the arrests.

Multiracial crowds gathered on the pavement opposite the City Hall to watch the arrests.

Roads were patrolled by traffic officials and policemen. By 12.30 pm the situation had returned to normal and the convoy of police trucks drove away.



A MAAWU demonstrator struggles with police as he is loaded into one of several vans used to remove those arrested.



Part of the crowd of Metal and Allied Workers' Union marchers on their way to the City Hall today. About 50 were arrested.

Post Reporter

THE trio of strikes that halted production at the three East Cape motor giants last week has ended — with reports of normal worker attendance at all three plants today

Coupled with this is the news that General Motors has recalled 358 workers laid off in February

The only cloud over the industry today was the plight of 113 hourly-paid workers at Ford forced into early retirement

The workers — many of whom have worked at Ford all their lives — were preparing to leave the plant for the last time this afternoon.

Pleas to management failed. Most workers — some only just over 55 years old — could face a bleak future

Many voiced deep dissatisfaction with the company

They said management had not given them the retirement deal originally promised

Mr Bob Kernohan, press relations manager at Ford, confirming 113 hourly paid workers

Strikes end at three motor firms

would finish up at the plant today, said early retirement had been offered to those over the age of 55 with more than 10 years service

Management was boosting their pension fund

Meanwhile workers at all three motor industries appear to have accepted management's interim wage offer — of 14c an hour for the lowest grade workers up to 24c an hour for the top grade employees

Mr Graham Hardy, communications manager for Volkswagen, said

the non-productive staff (like canteen employees) returned to work yesterday and all the production staff reported to work today. Volkswagen is on a four-day week.

Mr Kernohan said workers at Ford had accepted management's interim wage increase offer at a meeting earlier today and were now all back at work

He said only about 15 to 20 workers on the body line had gone on strike last week. They had wanted to speak to shop stewards. Because the

line could not operate if broken, the rest of the workforce had been sent home

Mr Peter Sullivan, public relations manager of GM, said 358 hourly paid workers had been recalled over the past week. This had been done gradually

He said the possibility of others being recalled was reviewed on a daily basis

In February this year 447 workers were laid off

The recalling of most of the workers comes hand in hand with the launch of the new Kadett models

(40A)

Judge dismisses
 appeal application

Court Reporter

A DURBAN Judge yesterday dismissed an application by the acting Chief Magistrate, Mr P G Castel, for leave to appeal against a Supreme Court judgment relating to an open-air meeting of the Metal and Allied Workers Union last year

Mr Castel had applied for leave to appeal against Mr Justice Wilson's order last May setting aside the Magistrate's decision not to authorise the union to hold its annual meeting at Curries Fountain soccer stadium

In his judgment, the Judge had directed Mr Castel to authorise the union to hold the meeting

The basis of Mr Castel's application for leave to appeal was that the Judge had erred in holding that the union had a right to hold a meeting, especially in the light of the fact that open-air meetings had been prohibited by the Minister of Law and Order

It was also claimed the Judge had erred in holding that the union had not been given a hearing to make representation in support of its application for authority to hold the meeting, that the Judge had erred in finding that the Magistrate had misdirected himself, and that his decision not to authorise the holding of the meeting was one which no responsible man could reach in the light of the facts

Mr Castel's application claimed that another court might reasonably come to a different conclusion than that of the Judge

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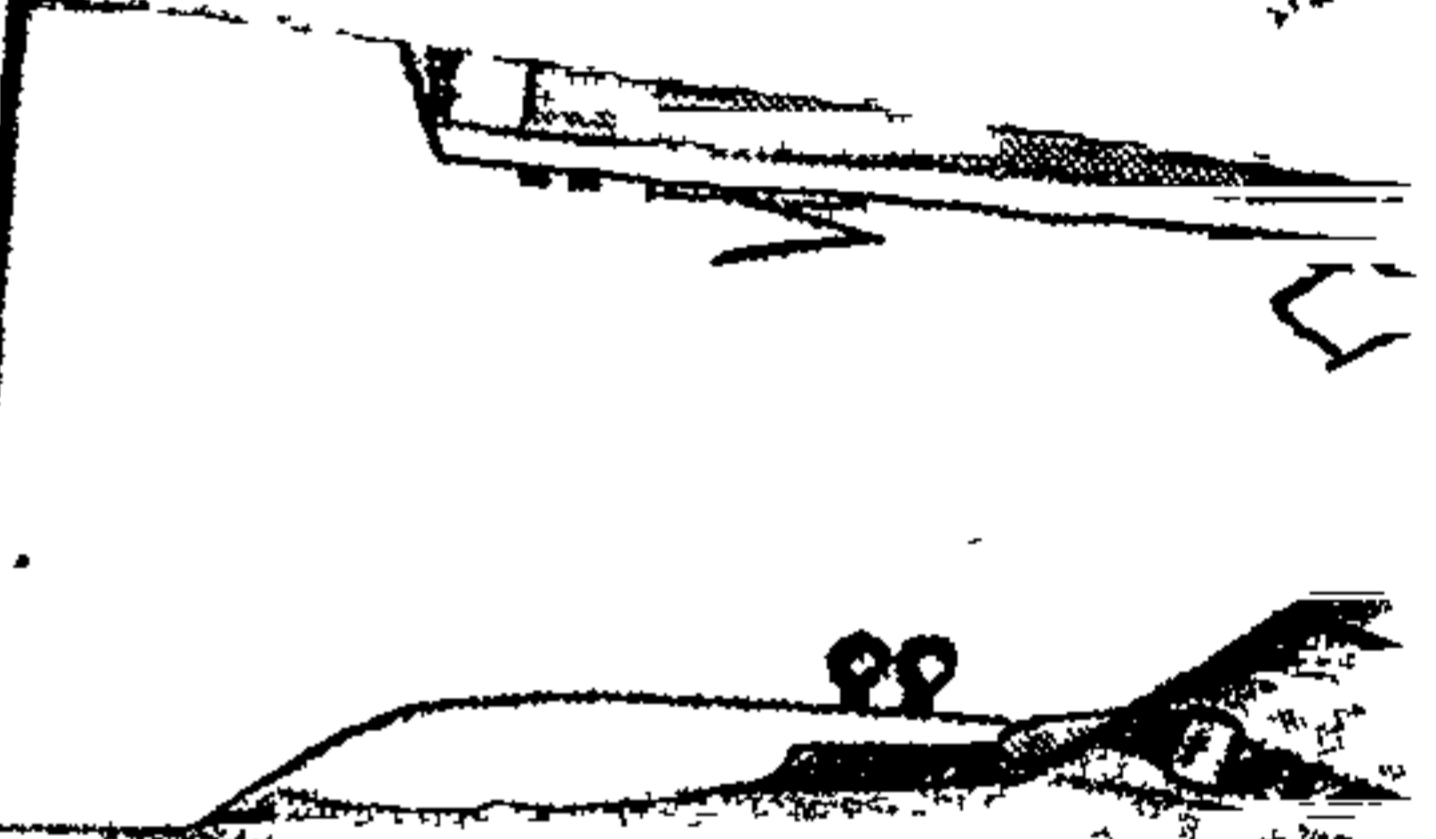
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Unions plan action against giant Anglo

By PHILLIP VAN NIEKERK

IN an unprecedented display of international trade union solidarity with South African workers, three of the leading union federations in the West have threatened action against Anglo American over the weekend sacking of more than 14 000 migrant workers.

They are the 32-million strong International Confederation of Free Trade Unions (ICFTU), the Miners' International Federation (MIF) and the British Trade Union Council (TUC).

And Mr Joe Foster, general secretary of the Federation of South African Trade Unions, said Fosatu was "completely and utterly dismayed" at the dismissals which could have "devastating consequences".

The International Metalworkers' Federation (IME) also sent a message of solidarity to the NUM yesterday and a telex to Anglo. The sackings have drawn

International anger over mine firings

widespread international interest and have come at a sensitive time in South Africa's battle against international moves to disinvest from the country.

The ICFTU has demanded that Anglo reinstate the workers and negotiate in good faith with the NUM and is considering targeting the company for international worker action.

In a strongly worded telex to Anglo headquarters yesterday, the ICFTU ap-

pealed for the workers to be immediately reinstated and condemned Anglo for victimising "those who were demanding genuine trade union rights".

Similar telexes deploring the dismissals were sent from the MIF and the TUC who warned that there was a great deal of sensitivity in Britain about developments in South Africa and British workers would

readily respond to calls for action.

Anglo action is deplored

readily respond to calls for action.

Mr Pierre Bernede, the international officer of the MIF which represents miners in 35 countries, said their affiliates would be prepared to take action against Anglo American if negotiations failed.

The workers were dismissed for striking at Anglo's Vaal Reefs gold mine and along with 3 000 workers fired at Anglovaal's nearby Hartebeesfontein mine at the weekend, bring the tally of fired miners to almost 18 000.

The Chamber of Mines' recruiting arm, the Employment Bureau of Africa (Teba) yesterday began recruiting replacements for the sacked workers though an Anglo spokesman said they would give preference to re-employing sacked workers.

A labour pool estimated at 300 000 unemployed workers in the rural areas of Southern Africa could be drawn on to replace the fired workers, though the period of acclimatisation and training could severely affect production.

Anglo American management was locked in negotiations yesterday with the NUM, who are demanding the reinstatement of the workers.

An Anglo statement last night denied the NUM allegations and claimed management said the work they had refused to do was in their contracts, was legal in terms of the Mines and Works Act and they had been trained for it.

The statement said 11 000

workers had left the mine by yesterday afternoon and the rest would be leaving in the evening. The situation at the mine was quiet.

MIKE PITSO reports from Maseru that several hundred Basotho migrant workers started arriving in Maseru from Vaal Reefs yesterday and some were being flown home to the remote mountain areas of the country.

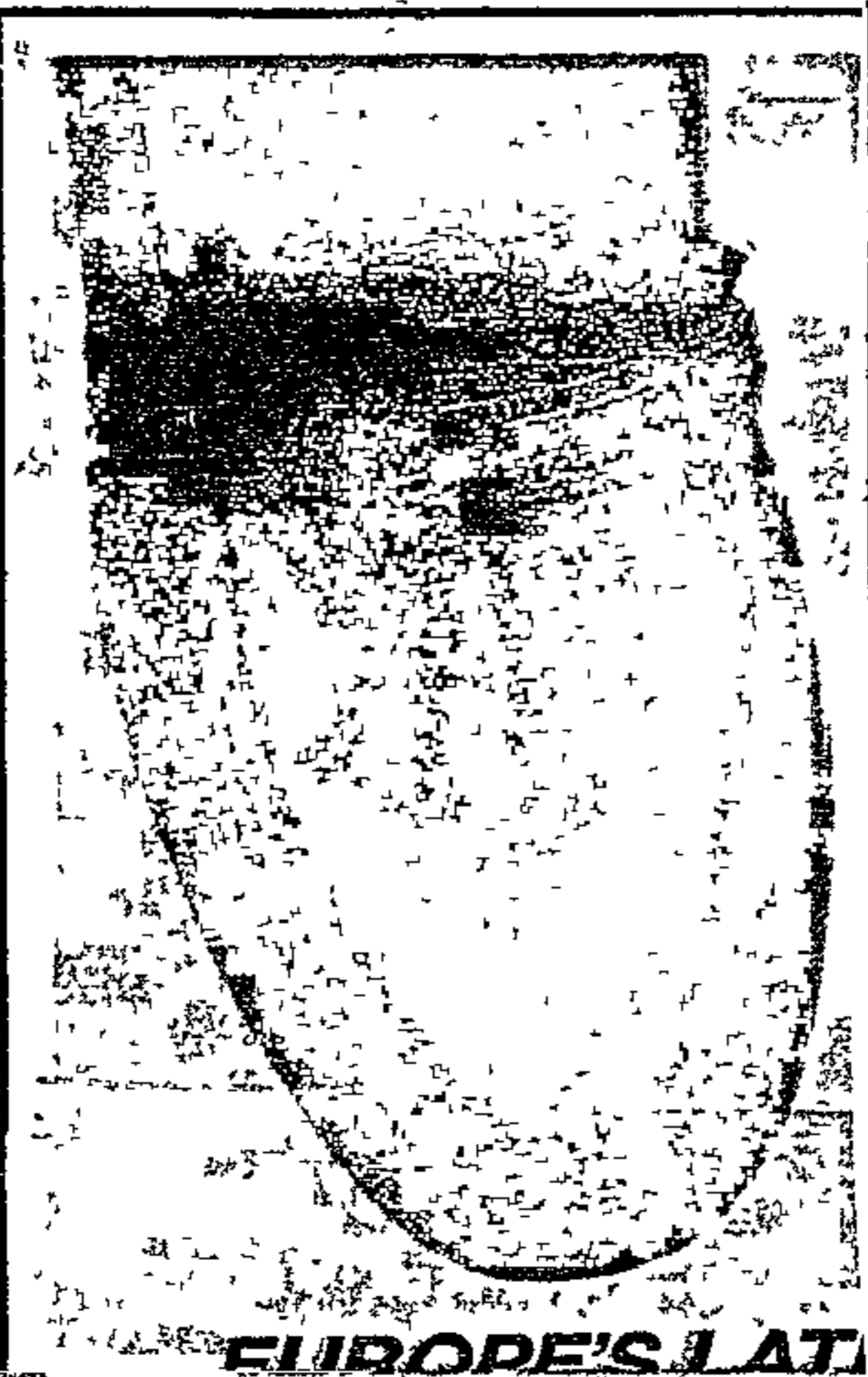
The Lesotho Minister of Agriculture Mr Peete Peete, said the expulsion of the mineworkers — of whom an estimated 3 000 were from Lesotho — would seriously aggravate the unemployment situation in his country.

● The Progressive Federal Party has described the sackings as an "extremely disturbing" move that would have far-reaching implications for the gold mining industry.

"Clearly, when labour problems result in disturbances and wholesale sacking, there can be no winners," Dr Alex Boraine, the PFP's spokesman on manpower, said in a statement yesterday.

"It is especially worrying that the differences between workers and management could not be resolved through normal industrial relations channels. This does not augur well for the future."

POLITICAL comment in this issue by R A Gibson newsbills by Patrick Carfax Paul Holroyd headlines and sub-editing by Bryan Pearson cartoons by David Anderson all of 171 Main Street, Johannesburg



EUROPE'S LAT

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Giant unions threaten Anglo over sackings

Own Correspondent
JOHANNESBURG —
Three of the leading
trade union federations
in the West have threat-
ened action against
Anglo American over the
sacking of more than
14 000 migrant gold min-
ers at the weekend

They are the 82-mil-
lion-strong International
Confederation of Free
Trade Unions (ICFTU),
the Miners' Internation-
al Federation (MIF) and
the British Trade Union
Council (TUC)

In a telex to Anglo
headquarters yesterday,
the ICFTU demanded
that Anglo reinstate the
workers and negotiate in
good faith with the NUM.
It said it was considering
targeting the company
for international worker
action and condemned it
for victimizing "those
who were demanding
genuine trade union
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Similar telexes deplor-
ing the dismissals were

sent from the MIF and
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British workers would
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Mr Joe Foster, general
secretary of the Feder-
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said Fosatu was "com-
pletely and utterly dis-
mayed" at the dismissals
which could have "dev-
astating consequences"

The Progressive Fed-
eral Party spokesman on
manpower, Dr Alex Bor-
aine, yesterday de-
scribed the sackings as
"extremely disturbing"

More than 14 000 work-
ers were dismissed for
striking at the Vaal Reefs
gold mine near Klerks-
dorp. Another 3 000
workers were fired at
Anglo Vaal's nearby Har-
tebeesfontein mine at
the weekend

● Sapa reports that the
situation at Vaal Reefs
and Hartbeesfontein was
"peaceful" yesterday

An Anglo American

spokesman said last
night that more than
11 000 sacked workers
had already left by bus
for their homes. The re-
maining 3 000 were also
expected to leave last
night

Re-employment

The spokesman said
that after seven hours of
talks with the NUM yester-
day, Vaal Reefs man-
agement had "agreed to
give preferential consid-
eration to employing
previous employees of
the mine"

"Management wishes
to re-establish normal
operations on the mine
as soon as possible and
asked the union for their
co-operation in the
elimination of intimidat-
ion, violence and law-
lessness"

An Anglovaal spokes-
man said the sacked
3 000 Hartbeesfontein
workers would also be
considered for re-em-
ployment

However, an NUM spokes-
woman said last night
that agreement had been
reached in talks with
Vaal Reefs management
that "all the dismissed
workers will be re-em-
ployed"

"The procedure of re-
employing them will be
discussed and finalized
between union and man-
agement at further meet-
ings," she said

The process of re-em-
ployment "will be speed-
ed up and those workers
living in mine married
quarters will not be
evicted, pending their
re-employment"

● Leading article, page
10

From page 1/401

as the Azanian People's Organization (Azapo) and the United Democratic Front (UDF) have united around the issue, and a number of courses of action have already been discussed

The Rev Peter Roman, shop steward of the South African Chemical Workers' Union (Sacwu), said last night that most unions in the Western Cape would gather tomorrow for an hour of prayer to mourn the death of Mr Raditsela

Mr Roman said the gathering would take place at the offices of Sacwu in Atlantic House, Corporation Street, Cape Town, at 11am

The funeral will most likely take place next Tuesday and many of his colleagues and co-workers are insisting that his funeral be held during the week so that the government and business community feel the impact of their anger

Police said in a statement yesterday that on May 4, Mr Raditsela was detained by police in terms of Section 50 of the Internal Security Act

"Shortly after his detention, Mr Raditsela was taken to hospital," the police statement said

"On Sunday, May 5, Mr Raditsela was exempted from the provisions of Section 50 and the guards at the hospital were withdrawn. On Monday, the SAP were informed that he had passed away"

Shock

Meanwhile, in a statement issued yesterday the Detention Action Committee described Mr Raditsela's death as "yet another shock to a society almost numbed by so many similar shocks"

And the Western Cape Detainee Parents Support Committee said:

"When the army enters the townships, when the rising civil war claims so many lives, when there are detentions and people die at the hands of the security police the abnormality of our society becomes clear and we can no longer afford to be complacent" — Own Correspondents, Sapa and Staff Reporter

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JOE GUWA

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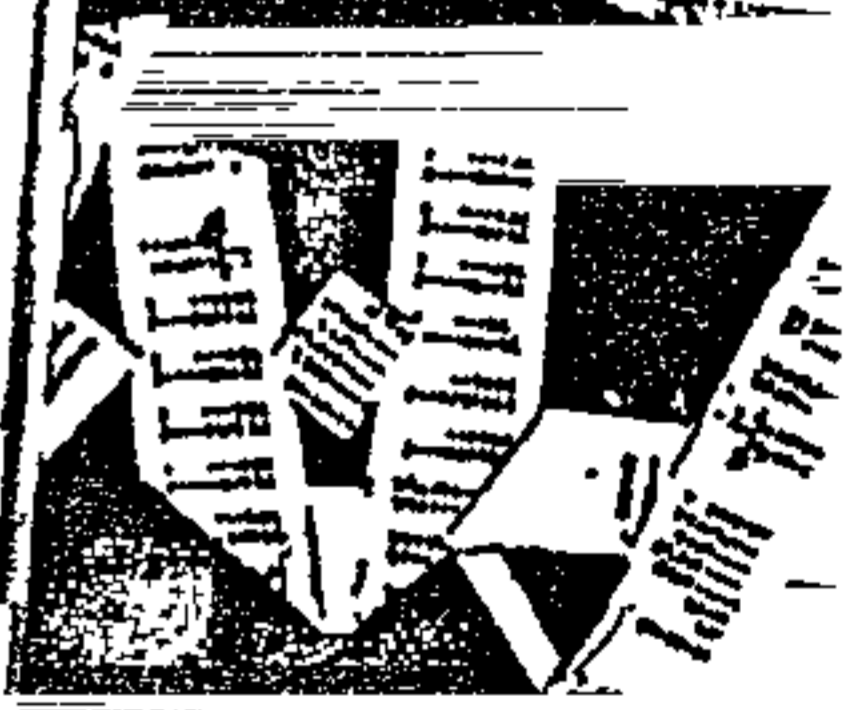
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Car plants working after stoppages

Own Correspondent

PORT ELIZABETH — All three Port Elizabeth-based motor manufacturers were back at work today after almost a week of stoppages

Ford public relations manager, Mr Bob Kernohan, said production was normal today after a stoppage by 20 men on Monday

He said the rest of the work force on the production line, nearly 2 000 men, had had to be sent home as the stoppage had disrupted the whole production line

Negotiations with unions for an interim wage increase had been concluded late on Monday night, he said, and an increase of between 14 cents and 24 cents an hour had been accepted

At Volkswagen, production was also back to normal today after the company had stood firmly by an offer of an interim increase of between 14 cents and 24 cents for its hourly-paid staff

After initially accepting this offer, workers had demanded that the figures be swapped around, so that lower paid workers would have received a 24 cents an hour increase

According to a spokesman for VW, the company stood by the original offer

Workers at General Motors resumed production on Monday after also accepting a 14 cents to 24 cents an hour interim increase

Unionists held during protest in city

By SELLO RABOTHATA

FORTY slogan-chanting members of the Metal and Allied Workers Union were yesterday arrested in the centre of Johannesburg after a march through the streets to an industrial council negotiation meeting.

Those arrested 36 men and four women, had marched to the City Hall where industrial council negotiations for the metal industry were taking place. They had accompanied union negotiators to the talks

with the Steel, Engineering Industry Federation of South Africa (Seifsa)

Lieutenant H J Beck, of the police directorate in Pretoria yesterday confirmed the arrests and said the Mawu members would be charged with illegal gathering. "An admission of guilt fine may be determined, but it will depend on them whether they want to pay it or not. If they do not they will all appear in court today," Lieutenant Beck said.

The chanting, plac-

ard-carrying workers, including union leaders, had marched peacefully from their offices in Harrison Street. Some of the placards read "Stop retrenchments" and "Mawu demands a living wage." The marchers were confronted by police who had arrived on the scene as they left the hall. Mawu's national organiser, Mr Moses Mayekiso, is believed to be among those who were arrested.

A large contingent of riot squad policemen, carrying batons, loaded some of the marchers into the vans before driving away to the John Vorster Square police station. No incidents were reported. Traffic officials and policemen patrolled the roads as crowds of people gathered on the pavements opposite the City Hall to watch the arrests.

Sowetan

1/5/85

140A

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276

By SELLO
RABOTHATA

A SERIES of meetings have been planned to celebrate May Day throughout the country with others scheduled for today and others set for Saturday, the May Day Co-ordinating Committee announced yesterday.

Soweto

A statement released by a spokesman for the committee said the committee experienced difficulties in securing venues in some areas. "Various authorities, both church and State, including the Johannesburg City Council, have refused permission for the use of halls for meetings connected with the celebrations. The committee condemns this action as interference with the rights of workers to organise," the statement said.

11/5/85
Today's meetings will be held at Khotso House, Johannesburg, at Morena Stores, Katlehong, both start at 1pm to 4pm. Other meetings will be held at Tembisa, Alexandra, Pretoria, Secunda and Pietersburg — venues for these meetings are still to be confirmed. On Saturday rallies will be held at Regna Mundi, Soweto, starting at 1pm,

Tembisa, Morena Stores, Katlehong, Klerksdorp, Vaal and Pretoria.

Speakers at the meetings will be from the Council of Unions of South Africa (Cusa), Federation of South African Trade Unions (Fosatu), unions affiliated to the United Democratic Front (UDF), Azanian Council of Trade Unions (Azactu) and independent unions. The committee made a special call on all workers to attend the May Day celebrations in all areas. "We need to unite now like never before," the statement said.

Demands

The May Day Co-ordinating Committee said it has formulated a number of demands which will be the focus of attention. The demands include: May Day be recognised as a paid holiday, the right to full employment at a living wage, 40 hours working week to reduce unemployment and create better working conditions, the unbanning of all banned organisations and individuals and the release of all political prisoners.

The Soweto branch of the Azanian People's

Organisation (Azapo) will hold a May Day meeting at the Dube YWCA at 7pm today. The Lenasia branch of Azapo will also hold a meeting on Sunday starting at 2pm at the Jiswa Centre. Lunch-hour addresses at companies where unions affiliated to Azapo have access will also be conducted today. Mr Zithulele Cindi, an Azapo official, said.

Meanwhile the Transvaal regional congress of Fosatu resolved to call on employers not to punish those who cannot go to work today because of township problems — workers should be allowed to celebrate May Day without any harassment from the employers and the State.

Fosatu also expressed its support to the people in the Vaal townships because "it supports the people's fight against suppression, repression and apartheid caused by an undemocratic government. Fosatu will do all it can to support the Vaal Triangle people and other South African township people's struggle."

Fosatu also called upon all progressive unions to attend a meeting at their offices in Germiston on May 18 to discuss the proposed new super federation and to iron out any possible differences that could impede other unions not to be involved in the federation.

Workers are under siege, says Azzapo

140A

By Michael Tissong

South African workers are under siege from the forces of capitalism and racism, a capacity audience of 800 was told at a May Day meeting yesterday

The message was given at Johannesburg's Khoiso House in a statement from the Azanian People's Organisation. The meeting was organised by the Joint May Day Co-ordinating Committee representing 31 trade unions to show solidarity with the world's working class in celebrating May 1.

Mr Zolile Mcelwane, representing unions affiliated to the United Democratic Front, said workers were not only oppressed at work. "When we leave work," he added, "we have to carry our dreaded passes

A speaker from the Azanian Confederation of Trade Unions said "We are fighting against the forces of capitalism

CME TIME 2/5/75 NDA

Unionists get bail, then held

Own Correspondent

JOHANNESBURG — Thirty-nine trade unionists of the Metal and Allied Workers' Union were rearrested soon after they had been released on bail yesterday by a Johannesburg magistrate

The arrests occurred when the 39 marched through the city soon after their release

The trade unionists all faced a charge under the Internal Security Act for attending an illegal gathering but were not asked to plead

They were released on R100 bail each and the hearing was adjourned to July 2

After leaving the court, friends and relatives of the unionists joined them in a march from Johannesburg Magistrate's Court building down Market Street.

About 30 security and uniformed police who had gathered outside the courtroom hours before the accused made their appearance followed the unionists, all wearing T-shirts bearing slogans, and then rearrested them two blocks from the court.

The appearance of the 39 in court was a sequel to an arrest on Monday at Johannesburg's Selbourne Hall following wage talks

At Khotso House, in De Villiers Street, Braamfontein, about 200 police — some with dogs — monitored a gathering by the Federation of South African Trade Unions from a street

After the gathering police made an attempt to move into the crowd which was chanting freedom songs but the crowd then moved back into the building

People then started moving out silently after an order was given to the police to allow the crowd to move out

Tearsmoke was used to disperse a group of people who had gathered in the street, waiting for the meeting to end

AWB

● Meanwhile in Pretoria, a police spokesman said yesterday that police had not acted against 1 000 supporters of the right-wing Afrikaner Weerstandsbeweging who marched on police headquarters in Pretoria on Tuesday because the crowd had dispersed on request.

The march, organized by the AWB leader, Mr Eugene TerreBlanche, set out from the city hall, where the supporters had attended a meeting to protest against the government's moves to scrap apartheid laws

The spokesman said police were unaware of the march until the crowd arrived at police headquarters, three blocks from the city hall

TRUCK loads of policemen yesterday surrounded Khotso House, headquarters of the South African Council of Churches in Johannesburg where a May Day celebration rally was being held.

About 500 people attended the meeting while many others stood outside as police arrived on the scene and kept a close watch and took photographs of those arriving and leaving. Riot squad and plainclothed police, some with dogs, formed a "roadblock" at both ends of De Villiers Street.

As the meeting ended, with people outside already numbering about 700, those who had attended the meeting came out singing and chanting slogans. Riot squad police formed a wall on the barrier line, facing the entrance to Khotso House. The police then steadily approached those who were leaving, forcing them to retreat back into the hall.

Police
An announcement, to the police, was made from inside the hall through a loud-hailer that the meeting was peaceful and those who attended were for peace. "If you policemen are here to keep peace, move away from here and hide your guns," the announcer said. After this announcement a police-

55 held after march to US Consulate

MANIA DAY

**By Ali Mphaki
Nkopane Makobane
and Sello Rabothata**

man also replied over a loud-hailer that people leaving the hall should do so quietly.

In another incident in the city about 55 people were arrested while demonstrating outside the American Consulate. They were arrested for gathering illegally — 41 for marching through the streets and at least 14 for staging a pro-disinvestment demonstration.

A spokesman for the demonstrators said they have also written a letter to the American President, Ronald Reagan, on the issue of disinvestment and urged him to reconsider it. Meanwhile, at Morena Stores in Katlehong, about 500 mem-

bers of Fosatu attended a May Day meeting. Speaker after speaker condemned the "racist" South African regime.

In the Vaal Triangle the situation was tense yesterday following rumours that there will be house-to-house raids in the area in connection with non-payment of rent arrears.

The rumours had been intensified by an announcement by the deputy Minister of Co-operation and Development, Mr Sam de Beer, last month, that residents "who are not in position to make those payments should make alternative arrangements" with the

town clerks of Lekoa and Evaton.

Many schools in the area were deserted or had their pupils sent home. Pupils spoken to said they had heard a day before that there may be trouble and as a result stayed away from school or returned earlier than the usual time. On Tuesday evening pamphlets were dropped from an airplane urging Vaal residents to ignore the call to stay away from work

DEFINITION



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C

140A B. Day 3/5/85
Multinationals urged to stay

Own Correspondent

MULTINATIONAL companies already established in South Africa should not be allowed to pull their investments out, a trade unionist urged yesterday.

Mr Alec Irwin, the education secretary of the Federation of South African Trade Unions (Fosatu), said they had become part of South Africa's social structure and should remain.

He was speaking at a lunchtime meeting at the University of Natal in Durban.

He did not believe the withdrawal of foreign investments would correct South Africa's problems

"The only way this can be done is by changing economic policies. The creation of homelands and the tri-

cameral parliament is costing South Africans money

"The move towards shifting taxation onto the black worker has got its limits

"There will be a backlash if further attempts are made to shift taxes onto blacks," he said

Referring to the growth of the trade union movement, he said the total number of unionised workers in South Africa was about 2 000 000 but many were "trapped in dormant unions".

The trade union movement would always be political and could not escape from the present problems facing the country, he said

Strike brings work at Howick factory to a halt

Pietermaritzburg
Bureau

A STRIKE at the BTR Sarmcol rubber factory in Howick has brought production at the plant to a halt and management and trade union officials have been locked in discussions for the past three days

Nearly 1 000 workers downed tools on Tuesday and have refused to return to work.

They are demanding the

company signs a recognition agreement with the Metal and Allied Workers' Union.

The dispute is over an agreement based on a draft proposal submitted by the company at a conciliation board meeting and amended by Mawu

It is understood the striking workers — 750 day-shift and 200 night-shift employees — have re-

fused to return to work until the company signs the agreement

Sarmcol's administration manager, Mr J Sampson, told the Mercury yesterday the strike was continuing but management was in touch with trade union officials and the workers

He said there had been a total shutdown at the plant

Strikes Shut Down Ford Plants

By CATHY SCHNELL

FORD has shut down its entire manufacturing operation in Port Elizabeth for a week because of a strike at a component supplier.

Workers at Borg-Warner at Uitenhage have downed tools over the same interim wage issue that halted production at the three motor manufacturing plants last week.

Mr. Bob Kernohan, Press relations manager at Ford, said the company was critically short of vital parts as the result of the Borg-Warner strike and by this morning the assembly lines were almost at a standstill.

Consequently Ford had no option but to close down its plants from noon today for the whole of next week.

Mr. Lou Wilking, managing director of General Motors said there would be no immediate effect on production at GM following the Borg-Warner stoppage. The situation was, however, dependent on how long the stoppage there continued.

The recently launched new Kadett range will not be affected as it is a front wheel drive design.

Borg-Warner manufactures rear driving axles for Ford and GM.

Mr. Graham Harding, communications manager at Volkswagen, said the Uitenhage plant had also not been affected.

Production at Borg-Warner ground to a halt yesterday when workers downed tools after putting their demands for an interim wage increase.

Mr. Bob Holcombe, treasurer controller at Borg-Warner, said the company had already suffered substantial losses. Management was negotiating with the shop stewards over the interim wage increase issue today.

● The 1 200 workers at Firestone who walked out of the plant at midday yesterday over the same pay issue are also still all on strike, but this poses no threat of stoppages at the Eastern Cape motor plants.

Mr. Peter Morum, managing director of Firestone, said the plant had not been closed. "The workers are free to come back whenever they want to," he said.

Mr. Morum said Firestone supplied all three Eastern Cape motor plants, but there was no danger of supplies running out.

● Mr. Les Ketteladas, regional secretary of the National Automobile and Allied Workers Union, said the workers at Borg-Warner and Firestone would strike until an interim wage increase was granted.

13: Women's World 15: It's All Happening 16: Finance 16, 17; Fun Page 18; Classified 19-23; Ra

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Fosatu official: Firms should stay

Own Correspondent

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DURBAN — Foreign multi-national companies already established in South Africa should not be allowed to pull out their investments, Mr Alec Irwin, education secretary of the Federation of the South African Trade Unions, told a lunchtime meeting at the University of Natal yesterday

Speaking at a well-attended meeting of students in the Shepstone Hall, Mr Irwin said they had become part of South Africa's social structure and should remain

"The workers helped build companies like Ford," he said

He did not believe that the withdrawal of foreign investments would "correct the problem" in South Africa

"The only way this can be done is by changing the country's economic policies. The creation of homelands and the tricameral parliament was costing South Africans money

"The move towards shifting taxation on the black worker has got its limits

"There will be a backlash against further attempts to shift taxes on blacks," he said, adding that the increase in general sales tax hit black people hardest

Referring to the growth of the trade union movement, Mr Irwin said the total number of unionized workers in South Africa was about 2 000 000 but many were "trapped in dormant unions"

The trade union movement would always be political and could not escape from the present problems facing the country, he said

A new federation of trade unions was emerging and was expected to be launched by the end of the year with a membership of 350 000 workers "This will be the largest and most powerful federation in South Africa," he added

Mr Irwin said workers here still needed the solidarity of American workers and there should be closer links with the Americans, British and German workers to strengthen the fight for better rights in the workplace for workers in South Africa

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The Day of the v

Soweto

3/5/85

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By SEFAKO NYAKA

ON Wednesday thousands of workers from the country's major trade unions came together to celebrate May Day in what was a massive show of strength and solidarity.

May Day is celebrated differently in each country. Workers organise around their own particular problems and struggles.

Workers Day, as the day is sometimes called, began over one hundred years ago with the struggle of workers for a shorter working day.

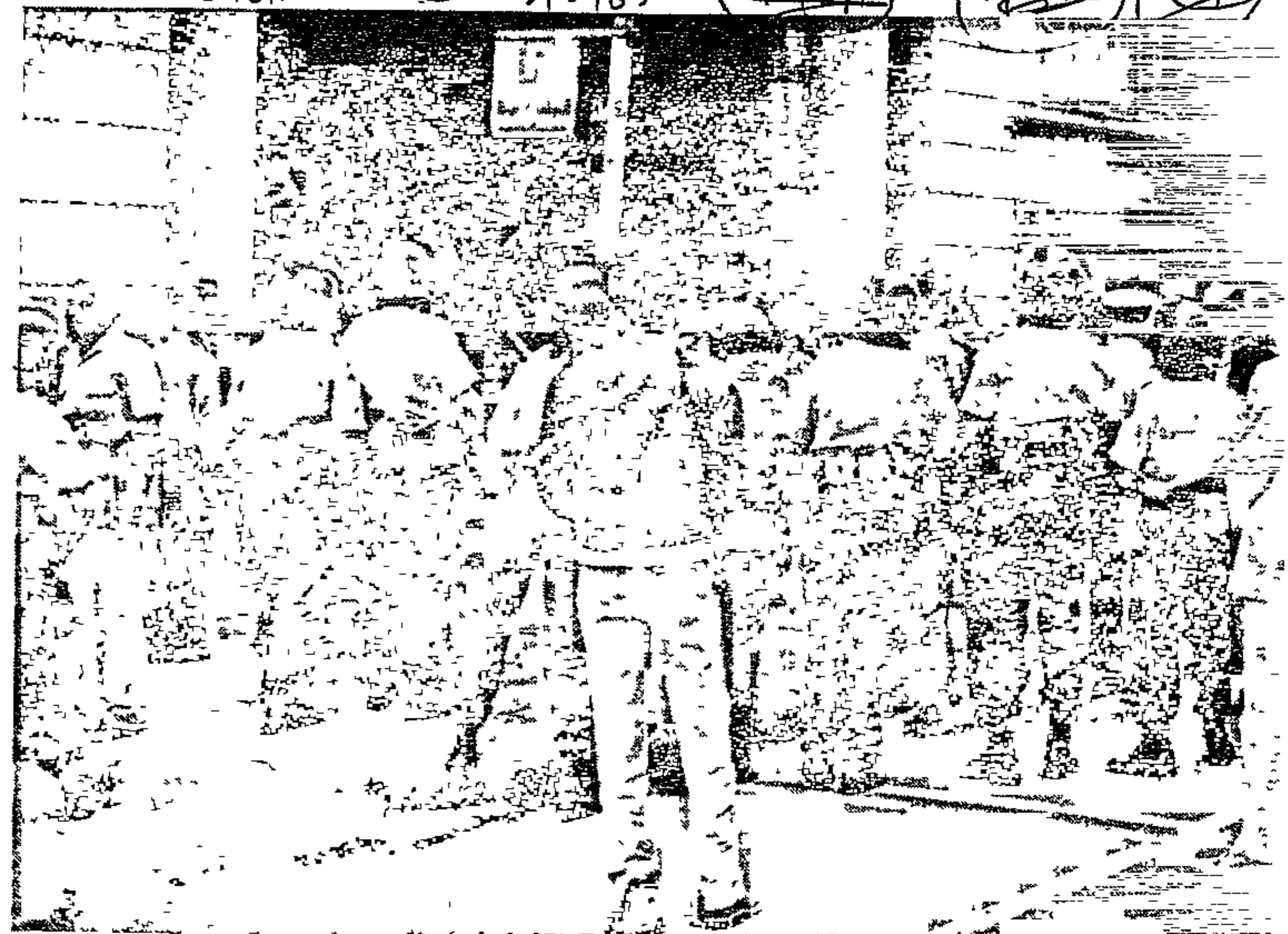
At that time, industry in the world was growing at an alarmingly rapid rate. Many new factories were built, employing thousands of unskilled workers.

These unskilled workers were employed under terrible conditions. They often worked for 12 or even 16 hours a day and they worked for very low wages.

Organise

Workers began to organise against their dreadful conditions. Unions began to wage a militant struggle against the bad working conditions.

The workers then started campaigning for an eight-hour working day. They said by forc-



RIOT SQUAD. Police approach chanting workers after a May Day meeting at Kholiso F-

ing workers to work long hours, the bosses could employ fewer workers. This, they argued, kept unemployment high and made it difficult for workers to organise.

In some places the struggle for a shorter working day was successful.

In South Africa May Day was celebrated for the first time in 1904. In these early days it was only White workers who were organised in trade

unions.

From 1919 meetings were held every year and soon workers won May Day as a recognised labour holiday.

Later some industrial council agreements allowed the workers to take the day off.

Whites

By the 1920's, black workers were also starting to organise in trade unions.

Some political parties joined the unions in or-

ganising both black and white workers in holding regular meetings on May Day.

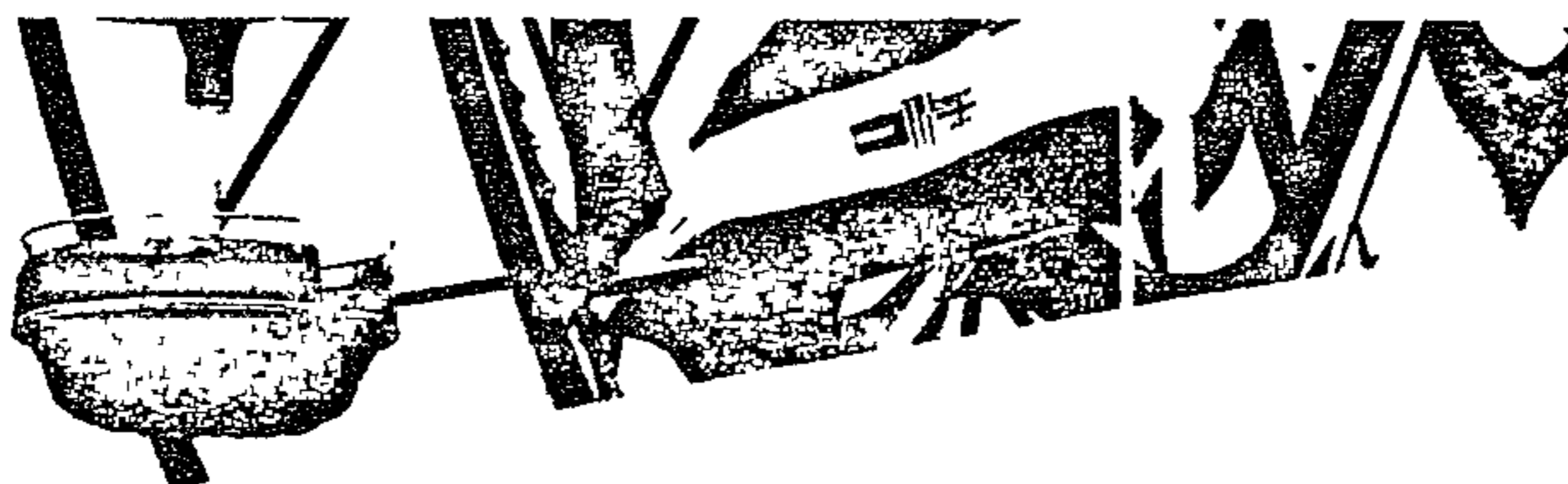
Meetings were organised on the Parade in Cape Town and in Marshall Square in Johannesburg.

During the Second World War (1939-45) the number of black workers in the towns and factories grew. The black trade union movement grew greatly in strength.

Meetings were held every year, but the unions of the more conservative White workers used to hold separate meetings where they would pass resolutions about international solidarity, but refusing to admit blacks to the meetings.

Sometimes the meetings would break up where black and white workers were gathering, but left white workers' meetings alone.

From now on it is fun and games
EVERY WEEKEND
at the Rand Show Amusementpark



Sactu

In 1948 the Nationalist Party came to power and tried to repress black trade unions and black political organisations. Then May Day became a symbol of struggle against apartheid.

In 1950, the African National Congress and the Communist Party organised a strike on May Day to oppose the government. Many workers stayed away from work. Factories were quiet and the streets were empty.

In Johannesburg

Day of the workers

JM

3/5/85

140A

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Police approach chanting workers after a May Day meeting at Khotso House on Wednesday.

From 1919 meetings were held every year and soon workers won May Day as a recognised labour holiday.

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Sactu

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In 1950, the African National Congress and the Communist Party organised a strike on May Day to oppose the government. Many workers stayed away from work. Factories were quiet and many streets were empty. In Johannesburg the

Pic ROBERT MAGWAZA

police fired on the workers and 18 workers were killed

After this date there were no more large May Day rallies. More and more the government cracked down on the trade unions and political organisations

In 1955 a new trade union federation, South African Council of Trade Unions, was established. For a while Sactu continued to organise meetings on May Day. But in 1964, Sactu was repressed, its leaders jailed, banned or exiled

By this time the white unions had become more conservative and most of them stopped holding May Day meetings

In the 1960s the right to celebrate May Day was removed from industrial council agreements.

For many years May Day was not celebrated by workers in South Africa

In the 70s black workers in South Africa be-

gan to build up their trade unions again

In 1982 and 1983 trade unions in several parts of the country began to hold meetings on May Day

In 1984, many independent unions held meetings and mass rallies on May Day

In Natal a May Day campaign was launched. Thousands of workers belonging to Federation of South African Trade Unions handed out pamphlets explaining the origin of May Day

Unity

In Cape Town unions involved in the unity talks organised a joint May Day meeting, which was attended by about 3 000 workers

Unions used May Day in 1984 to call on workers to boycott products of companies that had fired workers. The meeting was also used as a protest against increases in food prices and GST.

In the same year the Chemical Workers Industrial Union won a major battle when Pilkington Glass in the Eastern Cape agreed to set aside May Day as a paid public holiday

Yesterday many workers in different countries once again raised the demand for a shorter working day. In the face of unemployment they were demanding a 35-hour working week

Symbol

This is seen as a demand for more workers to work shorter hours to bring down unemployment and strengthen the workers position

To the thousands of workers May Day has become a symbol of the workers struggle for a new society where workers will enjoy political power, and control over their own lives in the factories and in their own communities.

is fun and games
WEEKEND
Amusementpark



SA trade unions back disinvestment

D. Dispatch 4/5/85 (140A) ~~100~~

Dispatch Correspondent

CAPE TOWN — The Federation of South African Trade Unions (Fosatu) supported the current disinvestment campaign against South Africa as it believed that "pressures of this kind should be brought to bear on the government", a top Fosatu official declared last night

Fosatu would also "wholeheartedly" support total disinvestment — including the withdrawal of foreign companies currently operating in South Africa — if it could be given the assurance that this would bring about the changes desired by workers, Mr Joe Foster, general secretary of the powerful federation of independent unions, said

However, it had "reservations" about whether these changes would be brought about by disinvestment alone

Spelling out official Fosatu policy on the issue for the first time within South Africa, Mr Foster said it was "not in favour" of the withdrawal of foreign companies operating in South Africa at this stage

"We have a lot of members at foreign companies such as Ford, General Motors and Volkswagen. We have no

mandate from our members there to say they must withdraw, and it would make no sense to advocate their withdrawal at this stage

"Workers have a vested interest in those factories, and we in fact believe we are part-owners of those factories

"In any case, I don't think workers would want to inherit a bankrupt country," Mr Foster said

But he added Fosatu might call for their withdrawal in future if this came to be "in the interests of workers"

Mr Foster's comments

followed widespread interest in a speech on the issue by another top Fosatu official this week

Mr Alec Erwin, Fosatu's national education secretary, reportedly told a Durban audience that foreign multinational companies operating in South Africa should not be allowed to pull out their investments

"The workers helped build companies like Ford," he was quoted as saying, and added that he did not believe that withdrawal of foreign investments would correct South Africa's problems

Mr Foster said yesterday his remarks reflected official Fosatu policy, as determined by internal discussions

He confirmed that these were the first public statements on the issue by Fosatu officials, but added he had stated Fosatu policy in these terms on "numerous occasions" overseas

He said Mr Erwin's reported remarks "broadly" reflected this policy "But any impression the report may have created that Fosatu is opposed to disinvestment, is incorrect," he added

CAPE Times
4/5/85

~~11/20/85~~
11/20/85

Disinvestment: Fosatu policy

By RIAAN DE VILLIERS
Labour Reporter

THE Federation of South African Trade Unions (Fosatu) supported the current disinvestment campaign against South Africa as it believed that "pressures of this kind should be brought to bear on the government", a top Fosatu official declared last night.

Fosatu would also "wholeheartedly" support total disinvestment — including the withdrawal of foreign companies at present operating in South Africa — if it could be given the assurance that this would bring about the changes desired by workers, Mr Joe Foster, general secretary of the powerful federation of independent unions, said.

However, this was "unclear" and it had "reservations" about whether these changes would be brought about by disinvestment alone.

Spelling out official Fosatu policy on the is-

sue for the first time within South Africa, Mr Foster said it was also 'not in favour' of the withdrawal of foreign companies operating in South Africa at this stage.

"We have a lot of members at foreign companies such as Ford, General Motors and Volkswagen. We have no mandate from our members there to say they must withdraw, and it would make no sense to advocate their withdrawal at this stage."

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"The workers helped build companies like Ford," he was quoted as saying, and added that he did not believe that withdrawal of foreign investments would correct South Africa's problems.

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Incorrect

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He said Mr Erwin's reported remarks "broadly" reflected this policy. "But any impression the report may have created that Fosatu is opposed to disinvestment, is incorrect," he added.

Prominent trade unionists in the Western Cape yesterday expressed interest in the statement but would not comment. Mr Erwin could not be contacted for further comment.

42 MAAWU members all out on bail

140A by ~~Stan~~
Duncan Guy ~~4/23/85~~

Stan 4/23/85
Twenty-nine of the 42 Metal and Allied Workers' Union (MAAWU) members arrested on May 1 for attending an illegal gathering in Market Street were yesterday awarded bail of R50 by a Johannesburg magistrate and warned to appear in court on May 24

On Thursday night the other 13 had been released from custody on bail of R100 each which the magistrate, Mr J B van der Merwe, extended to fit the conditions of the others

An application by their defence counsel, Mr R Nugent SC, to allow them to walk back to MAAWU offices at the corner of Harrison and Jeppe Streets without being re-arrested for attending an illegal gathering, was turned down

"They will not be able to take 60 different routes and will be in groups of two and more," he told Mr van der Merwe

The 29 released on R50 bail were Mr Moses Rykdom Mr Hilton Mashigo (36) Mr Johannes Mbatha (31) Mr Norman Maila (27) Mr Mathews Mhlango (32) Mr David Mohlaban (39) Mr Bethuel Ditshego (41) Mr Frank Ratshilovhu Mr David Sihanga (32) Mr Simon Metseleng (28) Mr Silas Adams (31) Mr Richard Ntuli (41) Mr Peter Dentje (24) Mr Sikhumbuzo Molefe (21) Mr Philemon Khumalo (37) Mr Richard Peege (27) Mr Bernard Fenaroff (37) Mr Samuel Nyambi (39) Mr Happiness Giva (35) Mr Johannes Mbatha (31) Mr Frank Boshelo (40), Mr Moes Mayikesio, Mr Reginald Doobazama (33) Mr Sonnyboy Njokwe (32) Mr Mack Masilela (44) Mr Joseph Lutshethu (33) Mr Lucas Tabane (44) Mr Stanley Mbombo (44) and Mr Weston Kgabaye (33)

The 13 released on R100 bail on Thursday night were Mrs Lydia Kampe Mrs Maggie Magubane (40) Miss Nomakosi Maseko Mrs Susan Shabangu (27) Miss Emily Mokoena (21), Mr Elias Novela (42) Mr Zacharia Sithole Mr Monkawili Singana (33) Mr Jabulane Motshweni (25) Mr Johannes Malee Mr Mogisi Moloko and Mr Tshupo Malebatsane

Mr M Miller appeared for the State and Miss Kate O Regan assisted the defence advocate

May Day Sowetan 6/5/81 meeting pledge solidarity



MAY DAY: Workers at the May Day celebration meeting at the Jiswa Centre, 11

MORE THAN 1 000 workers from the Reef and the Orange Free State resolved to fight for their union rights, influx control laws, resettlement policy and discriminatory laws in South Africa.

The resolution was taken at emotion-charged meetings to celebrate May Day held at Regina Mundi Church, Soweto, Jiswa Centre, Lenasia, Tumahole, Parys and in Sebo-keng Anglican Church, Vaal, yesterday

The meetings were organised by the Joint May Day Co-ordinating Committee representing 31 trade unions to show solidarity with the world's working class

Speakers at the Regina Mundi meeting included Mr Letsatsi Mosala, president of Black Allied Mining and Construction Workers; Mr Siphso Radebe, member of the Council of Unions of SA; and Mr Kaiser Thipedi of Commercial Catering and Allied Workers Union.

Mr Radebe said the solidarity of the black workers will leave the oppressors trembling with fear. The working class was destined to liberate blacks in this coun-

By
**JOSHUA
RABOROKO**

try

At Lenasia Mr Phandelani Nefolovhodwe said the fallacious notion that trade unions are themselves revolutionary organisations should be "killed". The workers' fight against capitalism and racism was a national one

In Tumahole Mr Philip Masia, of the Oranje-Vaal General Workers' Union, pledged solidarity with the 17 000 miners sacked from their jobs, the boycott of the Oranje-Vaal Development Board's liquor outlets and that May Day be regarded as a paid public holiday.

Speaker after speaker at the various meetings talked strongly about low wages, the detention of union leaders, the abolition of race laws, and the homeland policy.

Fosatu's stance on disinvestment

640.A Star 6/5/85

PORT ELIZABETH — The Federation of South African Trade Unions (Fosatu) was not in favour of the withdrawal of foreign companies operating in South Africa at this stage, a senior Fosatu official said in Port Elizabeth at the weekend.

Mr Joe Foster, the federation's general secretary, said many Fosatu members worked for foreign companies.

"We have no mandate from our members to say they must withdraw.

"Workers have a vested interest in those factories. In fact, we believe we are part-owners of those factories. In any case, I don't think workers would want to inherit a bankrupt country," he said.

Mr Foster's statement followed widespread interest in a talk on the issue by Fosatu's national education secretary, Mr Alec Erwin, who told a recent meeting at the University of Natal that foreign multinational companies in South Africa should not be allowed to withdraw their investments which had become part of the social structure — Sapa

970 sacked
workers can
reapply for
their jobs

Labour Reporter

THE 970 workers at the BTR Sarmcol rubber factory in Howick, who were sacked on Friday after striking, could reapply for their jobs today, Mr R J Sampson, the company's administrative director, said yesterday.

He said the company would begin re-engaging workers at 8 a.m.

Production ground to a halt last Tuesday after all weekly-paid workers downed tools following a dispute over union recognition agreement. They demanded the company sign a recognition agreement with the Metal and Allied Workers' Union.

Mr Sampson said the decision to sack the workers was taken reluctantly by management after several months of sporadic disruption.

'The work stoppage is alleged by the union to be a protest against the management's refusal to sign a recognition agreement.'

Probe into death of arrested unionist

Star 7/5/85 140A

By Sheryl Raine

The family of dead trade unionist Mr Andries Raditsela and people who saw his arrest in Tsakane, on the East Rand, at the weekend have given details of events which allegedly occurred prior to his death in Baragwanath Hospital yesterday

They claim that Mr Raditsela (29), a senior shop steward of the Chemical Workers Industrial Union (CWIU) and vice-chairman of the Transvaal region of the Federation of South African Trade Unions, was in good physical health when he was arrested on Saturday

After speaking to Mr Raditsela's family and people who saw his arrest, the CWIU has compiled a dossier on the matter. The union is arranging for an independent doctor to attend the post mortem on Mr Raditsela at Diepkloof mortuary on Thursday

POSSIBLE CHARGES

The Raditsela family attorneys are investigating the incident with a view to laying charges against the police

Police headquarters in Pretoria have confirmed that Mr Raditsela died shortly after his release from detention

"As the circumstances surrounding his death form part of an official investigation, further details cannot be disclosed," police said

But they added that all allegations would be investigated in depth

The CWIU made the following claims today

"At about 9 am last Saturday Mr Raditsela, with some friends, was walking from his parents' home in Tsakane to a hired car," a union spokesman said

"A small police Hippo stopped and police questioned Mr Raditsela. The police considered the car to be a stolen car. The car was, in

● To Page 3, Col 1

Probe into death of unionist

Star 7/5/85

● From Page 1

fact, hired for Mr Raditsela by the Federation of South African Trade Unions for him

"Mr Raditsela produced the hire papers for the car and, while discussions with the police were continuing, a larger police Hippo came along and a white policeman in riot gear from the second vehicle came up to Mr Raditsela and struck him in the face

"He was then dragged to one of the Hippos. He was still conscious. On the way to the Hippo he was tripped. A weapon was pointed at the lower part of his body. He was then put inside one of the Hippos. Two policemen then drove the car to the local administration offices of Tsakane

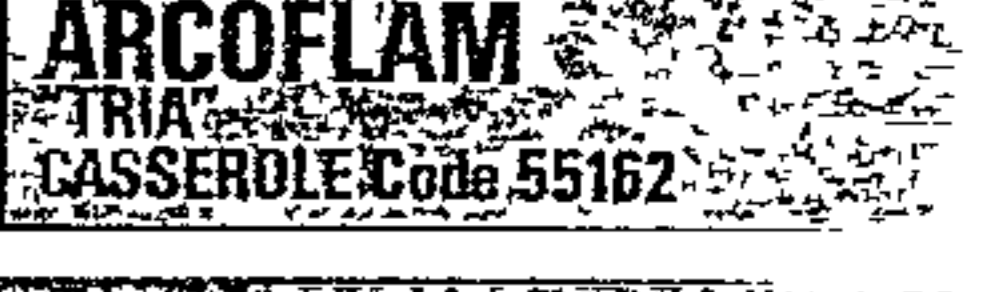
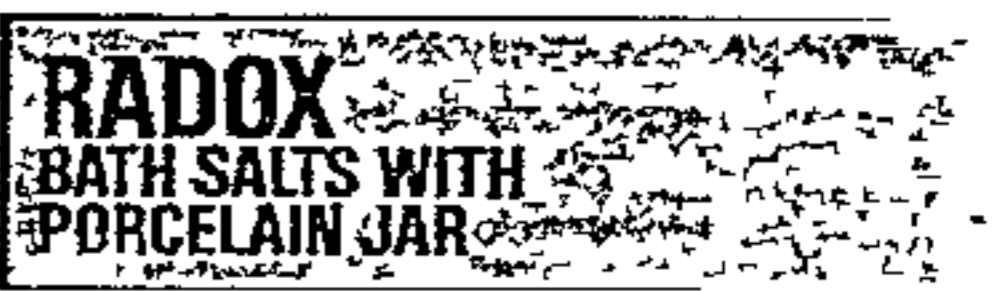
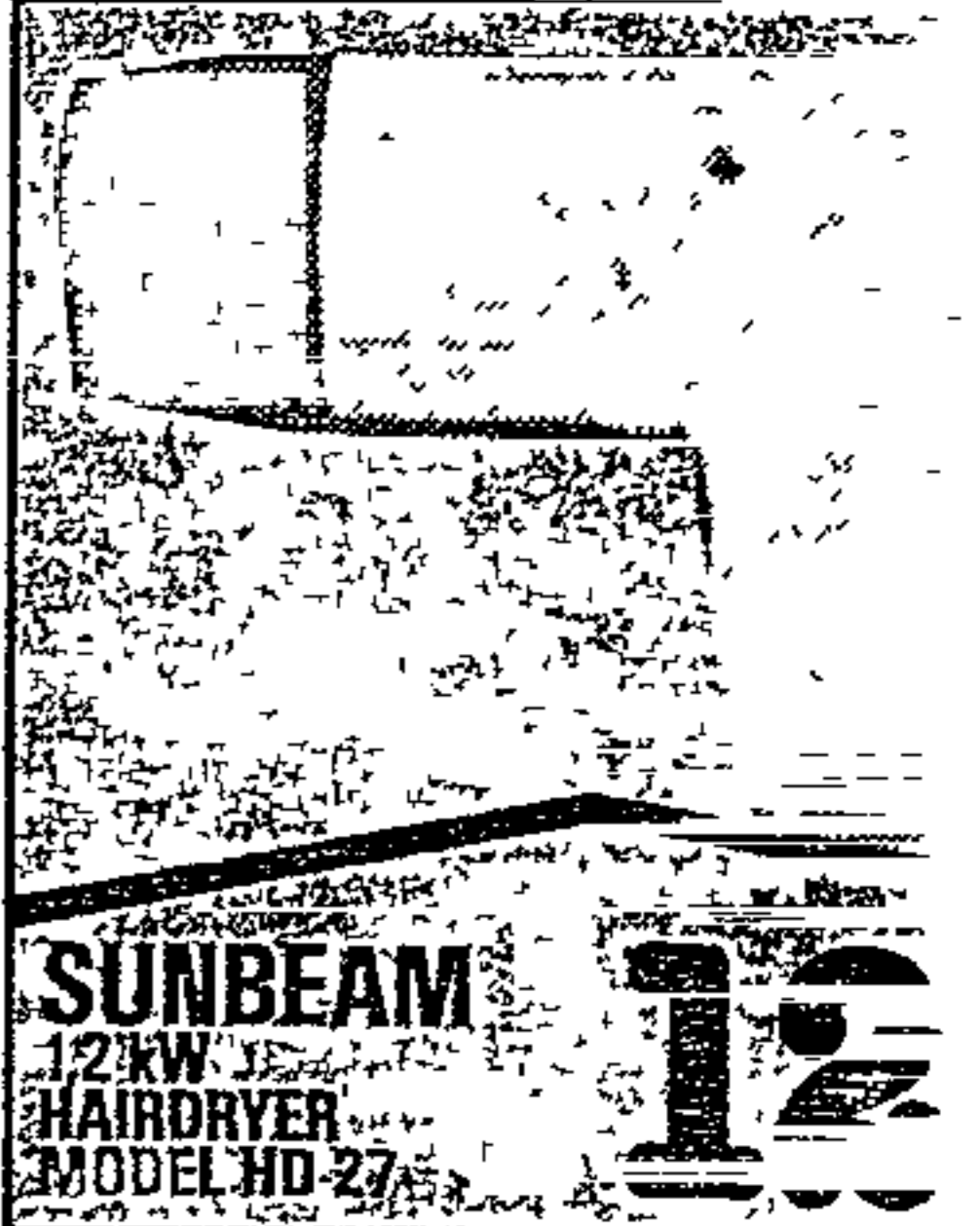
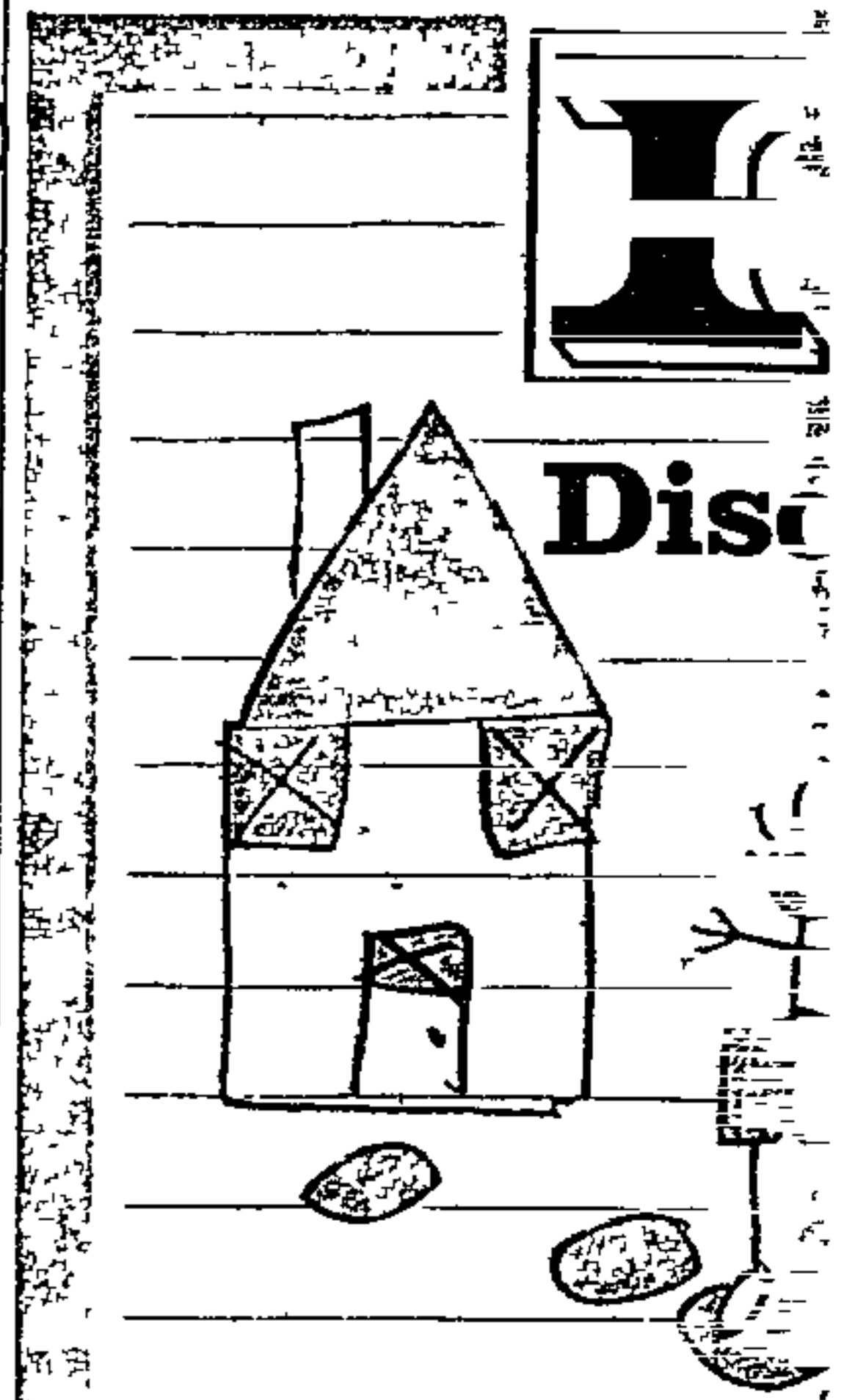
TWISTED

"Mr Raditsela's mother, uncle and father found Mr Raditsela at about 12 noon at the administration offices. He was sleeping in a twisted position with his hands over his face. He was not able to sit up properly. He was able to talk but not in a very clear way. He was unable to search himself for a telephone number of his wife

"The police at the administration offices informed the family that Mr Raditsela was being taken to hospital. It is believed he was taken through Brakpan police station on Saturday and then to the Far East Rand Hospital in police custody

"On Sunday, his parents went to Brakpan police station and were told he was in hospital. After lunch on Sunday a police Hippo arrived at Mr Raditsela's home looking for his wife. Police told the family that Mr Raditsela was in a critical condition

"They went to Baragwanath Hospital but could not find him. He was located there on Monday and his parents saw him. He died at 2 15 pm at Baragwanath"



Ballet decision a victory for Fosatu union

140A
FSA
FSA
FSA

By PHILLIP VAN NIEKERK
Labour Reporter

FOSATU's National Union of Textile Workers (NUTW) has achieved a major breakthrough in its attempt to break the closed shop exercised by Tucsa's Garment Workers' Industrial Union (GWIU) in the Natal clothing industry.

In a judgment handed down by the industrial court, Mr Y Bulbulia has ordered a Pinetown firm, Natal Overall Manufacturers, to settle a dispute with the NUTW by holding a ballot within three weeks to determine whether workers support the NUTW or the GWIU.

The dispute arose out of lay-offs at the firm which the NUTW claimed took place without consultation with the union.

Natal Overall's reply was that it was not obliged to consult with the NUTW because of the industrial council's closed shop which has precluded the NUTW from recognition.

In terms of the court order, if the NUTW wins the ballot, the company must negotiate with it in future retrenchments, must negotiate a recognition agreement with the union and must provide it with stop order facilities.

A spokesman for the company declined to comment on the outcome yesterday until after the ballot.

Mr Johny Copelyn, general secretary of the NUTW, said the decision was significant because the court had overturned the industrial council's right to block the NUTW from negotiating on behalf of workers in the industry.

The NUTW has applied to join the council, but has been refused membership until it can prove it represents about 25% of the council's 11 000 workers.

The NUTW claims majority support at several firms in Pinetown, and holds that the GWIU is no longer representative in this area.

The dispute is one of several key areas of conflict between established unions and the NUTW, which recently won a Supreme Court case over the issue of having stop orders deducted at a Cape firm, Table Bay Spinners.

The industrial court first refused to decide on the Cape textile industrial council's right to prevent Table Bay Spinners from deducting stop orders from the NUTW, a non-council union.

However, the Cape Supreme Court ordered the industrial court to decide on the issue and the case is yet to be heard.

Mrs Suzman joins call for probe of unionist's death

Star 8/5/85
By Mike Siluma

Trade unions, academics and politicians have called for an inquiry into the death of a leading unionist, Mr Andries Raditsela (29) who, it is claimed, died of head injuries after being arrested at the weekend.

The Progressive Federal Party spokesman on human rights, Mrs Helen Suzman said she hoped this "ugly" case was not yet another example of police taking the law into their own hands, thereby damaging South Africa's reputation overseas.

"There must obviously be an in-depth investigation at the highest level."

Professor John Dugard, head of the Centre for Applied Legal Studies at the University of the Witwatersrand, said

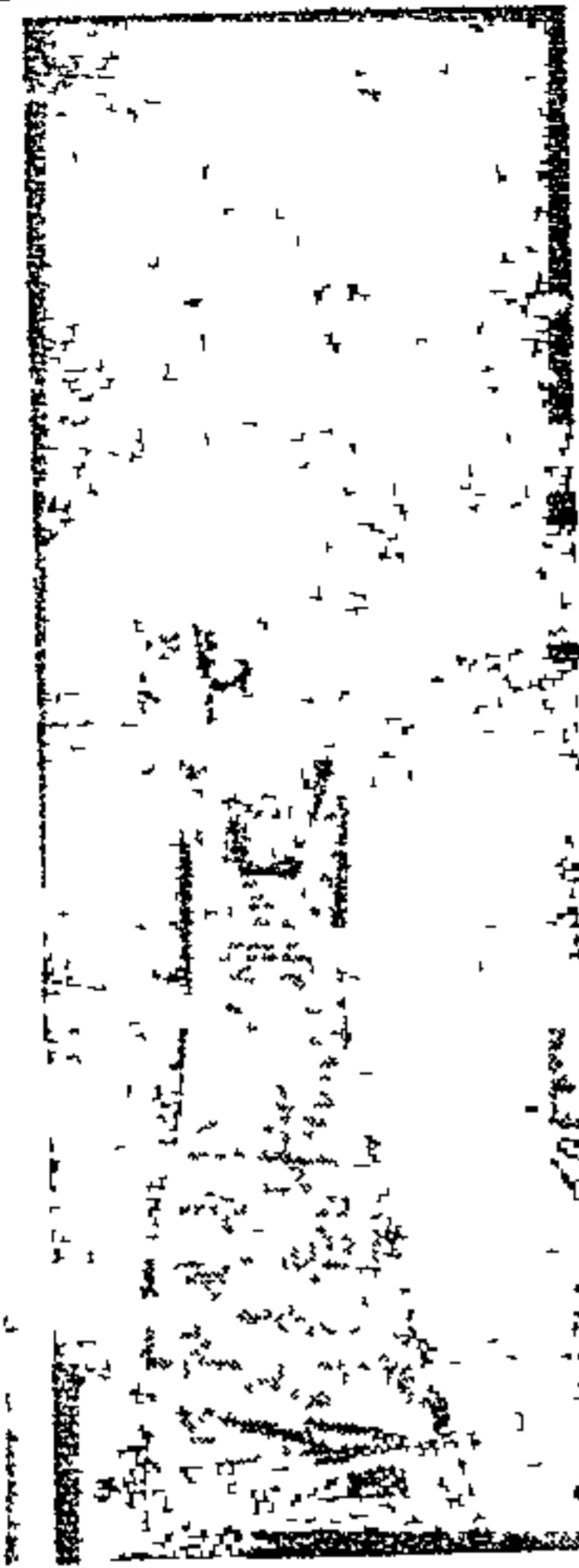
"This case calls for the prosecution of those responsible for the death of Mr Raditsela."

A spokesman for the Chemical Workers' Industrial Union (CWIU), of which Mr Raditsela was a long-serving leader, warned that Mr Raditsela's death would anger union members.

The Federation of South African Trade Unions yesterday demanded the withdrawal of police and the army from black townships and there was a call for an urgent regional congress of the federation to discuss Mr Raditsela's death.

The Minister of Law and Order, Mr Louis le Grange, could not be reached for comment but police confirmed that the circumstances surrounding the death are being investigated.

● See Page 17.



Mr Raditsela

When the head of the family dies at 29

(14017)



Grieving . . Mrs Enid Raditsela, with her baby

Mrs Enid Raditsela and her seven-month-old daughter are grief-stricken after the death at 29 of the head of the family, trade unionist Mr Andries Raditsela.

FOR 8/5/85

By Abel Mabelane and Sheryl Raine

Mr Raditsela was a senior shop steward of the Chemical Workers Industrial Union and an executive committee member of the Federation of South African Trade Unions

His death has shocked trade unionists, academics and politicians

It has made headlines abroad

The union claims he was in good physical health when arrested on Saturday at about 9 am in Tsakane township on the East Rand

The union says he was charged under the Internal Security Act but that charges were dropped on Monday morning.

He died at Baragwanath Hospital at 2.15pm on Monday from what have been described as head injuries.

So far there have been no

official pronouncements on cause of death. A post mortem will be held at Diepkloof tomorrow

An independent doctor will be there to represent the Raditsela family.

An attempt by Mrs Raditsela to see her husband alive at Baragwanath Hospital on Monday proved unsuccessful

She says that just as she and a union member entered his ward he was gasping for his last breath.

Mrs Raditsela added that they had difficulty getting into the ward because it was not visiting day.

Mr Raditsela's mother Anna said that on Saturday she found her son lying in a twisted position on the concrete floor of the Tsakane administration offices at about noon. She added that he was arrested by men in

camouflage uniform travelling in Casspirs

"At first my son appeared dead," she said "But when I spoke to him he answered me in a feeble voice."

She tried to make him sit up but he could not. She said he had been kept at the administration

offices from the time of his arrest and was not given medical treatment. On Sunday police in two Casspirs told her that her son was seriously ill at Baragwanath Hospital and she must visit him

"I was told that my son was arrested for being in possession of a stolen car but from what they told me the car which was in his possession had been hired for him," she went on.

Police have declined to comment on the death. The matter is part of an official investigation, stated Police Headquarters in Pretoria.

The Raditsela family's attorneys are investigating the incident with a view to charges against the police

Soweto 8/5/85

Influx control renders UIF useless, says Fosatu report

South African employers' contributions to the Unemployment Insurance Fund have dropped considerably from about 2,4 percent to 0,3 percent in the 40 years since 1945.

The fund has also been put under severe strain by another reduction in the State's contribution from 50 percent to five percent.

These are some of the findings of a study of the fund by the Federation of South African Trade Unions (Fosatu) one of the country's biggest black trade union federations.

In the study, Fosatu warns that unless the Government and employers contribute more than workers to the almost bankrupt UIF, it will run into difficulties.

"The drastic reduction in the State's contribution must be seen as part of its strategy aimed at cutting expenses in areas of least resistance — for example, the UIF," the report says.

It adds that the State has failed to protect the funds' resources by excluding more and more workers from its benefits. When this measure failed to alleviate the State's obligation, it argued that its contribution should be lessened since the fund had accumulated sufficient reserves for its continued existence.

Meanwhile community-based organisations and workers have in the past complained about the delay in getting UIF money, despite the spiralling unemployment that is sweeping the country at the moment due to retrenchments, inflation and recession. Unofficial statistics put the unemployment figure at 3 million while the official figure is only 760 000 and rising.

Worsening recession

Most of the unemployed workers are blacks and it is feared that with the worsening recession more will lose their jobs.

The federation says in some years between 1957 and 1981 benefits exceeded contributions. During these years no contributions were invested for future recessions or crises.

It says that although the State's contribution is now at about R7-million a year, it should be more than R25,5-million. "This would be more in line with a 25 percent contribution it committed itself to in 1977."

"In reducing and limiting its contribution to only R7-million in absolute terms, the State has allowed UIF to run down and it cannot cope with the demands made on it."

"We would go further and say that in terms of the needs which must be met in South Africa today, the fund is virtually bankrupt," the report says.

Increased contributions from employers and the State alone will not rescue the fund from the potential crisis it faces. And, to try to pay improved benefits from the present fund would

bankrupt it. The fund's structure should be changed. The federation also calls for a social security system that is not based on the insurance principle, but on social responsibility to care for all disadvantaged people.

The influx control system has rendered the UIF useless, the report says.

"As workers we know only too well that the real problem lies in the creation of unemployment. Work should be a right and not a privilege. What a human tragedy it is to let strong hands stand idle when people are starving without homes, schools, hospitals and roads. For us as workers — in fact for everybody in society — this is unacceptable," Fosatu says.

A spokesman for the UIF has agreed that employers were contributing about 0,3 percent of their wage bills to the fund but could not confirm that the 1945 figure was as high as 2,5 percent.

The spokesman also said although contributions might have exceeded claims, interest earned on investments was nevertheless reinvested to cope with possible increases in claims.

APR 18 1955

Hearing to settle union battle

Labour Reporter

A CRUCIAL hearing in the Cape battle for membership between two textile unions will be held in Pretoria this month

The National Union of Textile Workers (NUTW) is trying to get stop-order rights for members at Table Bay Spinners, from which it is barred because of a closed-shop agreement within the industry, which grants stop-order rights only to the Textile Workers' Industrial Union (TWIU)

NUTW is affiliated to the Federation of South African Trade Unions and TWIU is a member of the Trade Union Council of South Africa

Last year the NUTW applied to the industrial council for exemption from this agreement. When this was refused the union took the issue to the Industrial Court, which ruled in favour of the TWIU

But the Cape Supreme Court set aside the Industrial Court ruling and referred the matter back for fresh hearing

BREAKTHROUGH

This hearing will be held in Pretoria on May 28

A legal representative for the NUTW said it would be an entirely new hearing except that the Industrial Court would now have to heed the Supreme Court ruling and consider factors not considered at the first hearing

● In Natal the NUTW has achieved a breakthrough in its bid to break the closed-shop agreement exercised by the Tucsa-affiliated Garment Workers' Industrial Union there

An Industrial Court ruling by Mr Y Bulbulia has ordered a Pinetown firm, Natal Overall Manufacturers, to settle a dispute with the NUTW by holding a ballot to determine whether workers support the NUTW or the GWIU

In terms of the court order, if the NUTW wins the ballot the company must negotiate with it in future retrenchments, must negotiate a recognition agreement with the union and must provide it with stop-order rights

Calls for inquiry into death of unionist

Argus Correspondent

JOHANNESBURG — Trade unions, academics and politicians have reacted with outrage and shock at the death of a leading unionist, Mr Andries Raditsela, 29, who, it is claimed died of head injuries after being arrested at the weekend

An immediate inquiry has also been called for

● The Minister of Law and Order, Mr Louis le Grange, could not be reached for comment today on the death of Mr Raditsela soon after being released from police custody earlier this week

A spokesman for Mr le Grange's office said the Minister was at a Cabinet meeting and was unavailable for comment

The Progressive Federal Party spokesman on human rights, Mrs Helen Suzman, said she hoped this "ugly" case was not another example of police taking the law into their own hands, thereby damaging South Africa overseas

"There are a number of unknown facts that have to be established in this most unfortunate case. There must obviously be an in-depth investigation at the highest level to establish what happened to Mr Raditsela between the time that he was thrown into the hippo by the police and when his life ended at Baragwanath Hospital about 48 hours later," said Mrs Suzman

PROSECUTION

Professor John Dugard, head of the Centre for Applied Legal Studies at the University of the Witwatersrand, said "This case calls for the prosecution of those responsible for the death of Mr Raditsela. It is not sufficient to merely have a departmental inquiry in such a case. Justice must be seen to be done. It is essential that the matter be fully examined in a court of law."

The Council of Unions of South Africa (Cusa) said "It is with deep shock that Cusa learns of the sudden and untimely death of Mr Raditsela. We call for an immediate and urgent inquiry into the circumstances of his death. We pledge that we will support in every and any way the search for the truth of his death."

A spokesman for the Chemical Workers Industrial Union (CWIU) of which Mr Raditsela was a long-serving leader, warned that Mr Raditsela's death would anger union members

"BRUTALITY"

And in a strongly worded statement, the powerful Federation of South African Trade Unions (Fosatu), to which CWIU is affiliated, yesterday demanded the withdrawal of police and the army from black townships and for the Government to listen to the people's grievances, "instead of using brutality and harsh confrontation which is adding fuel to the burning fire"

Senior representatives of the South African travel industry are deeply worried about the effect the death of Mr Raditsela could have on incoming tourism this year.

The concern was expressed by senior executives in all areas of tourism at a banquet at a Johannesburg hotel last night to welcome a large contingent of overseas travel agents and tour operators to South Africa for Indaba '85, a week-long workshop to promote the country

"It seems that the forces of evil are working against us," said one top executive "I shudder to think of the consequences"

● See Page 2

After being freed by cops . . .

Unionist

dies

Sowetan
8/5/85
ILOA

A LEADING East Rand trade unionist died a few hours after he was released from detention on Monday.

He is Mr Andries "Lasi" Raditsela (30), of 6844 Bereng Street in Tsakane, near Brakpan.

He died on Monday at 2 30pm at the Baragwanath Hospital in Soweto. At the time of his death, Mr Raditsela was the vice-chairman of the Transvaal region of the Federation of South African Trade Unions (Fosatu), an executive member of the Chemical Work-

By MZIKAYISE EDOM

ers' Industrial Union, which is affiliated to Fosatu, and national chairman of the Shop-stewards Council of Dunlop Industrial Products.

Details

A spokesman for the public relations division of the SAP in Pretoria yesterday confirmed Mr Raditsela's death. He said "We confirm the death of Mr Andries Raditsela

shortly after his release from detention. Since the circumstances surrounding his death form part of an official investigation, further details cannot be disclosed."

His mother, Mrs Anna Raditsela, said her son was arrested by men in camouflage uniforms believed to be members of the South African Defence Force in the township on Saturday afternoon.

She said "My son was relaxing at a friend's home when



Mr ANDRIES RADITSELA who died shortly after being released

he was arrested. He was questioned in connection with a car he was driving. At the time of his arrest, he was in good health."

Mr Raditsela was charged under the Internal Security Act and, shortly afterwards admitted to hospital. His mother said they were told by police on Monday morning that the charges were withdrawn.

Strike goes on in spite of offer

NM 815185
Labour Reporter

CARPET factory workers at Reunion, near Isipingo, continued their strike yesterday in spite of an offer by the management of a pay rise in October

Eight hundred workers at Romatex group's Crossley Carpets and Carpet Manufacturing Company downed tools on Friday in support of a demand for a pay increase

It was still not clear yesterday what percentage increase was being sought after spokesmen for the workers could not be reached for comment.

Romatex group spokesman Seton Thompson yesterday confirmed that management had made an offer in terms of which employees would be given a pay increase in October, the amount of which was for negotiation between management and worker representatives

'The workers were asked to indicate their acceptance of this offer by 10 a m yesterday, but have asked for further negotiations which are in progress,' he added

Priority

Meanwhile, the 970 sacked workers at Howick rubber company, BTR Sarmcol are planning to take legal action against the company contesting their dismissal, according to Mr Geoff Schreiner, branch secretary of the Fosatu-affiliated Metal and Allied Workers' Union

In a statement yesterday, Mr John Sampson, the company's administrative director, said that manufacturing operations resumed yesterday on a limited scale with priority given to urgent orders

'The company has been pleased and surprised at the large number of applications for employment which have been pouring in throughout the day. The personnel department have been hard pressed to handle them all

'The company continues to remind the workers who were dismissed last week for strike action that they should get their applications in early so that they could be given priority,' he said

Payout plan upsets some workers

~~140A~~
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8/5/85

By KIN BENTLEY

THE closure of the Amcar truck plant at Markman Township, Port Elizabeth, at the end of the month could see about 115 people lose their jobs

And there is dissatisfaction at the plant about the conditions of retrenchment

Some workers said today management was refusing to disclose full details of the retrenchment payout until the day before the plant closed

A concerned worker, who asked not to be identified, said there were about 120 employees at the factory. Of these, only about five had been assured of a job at the Samcor plant in Pretoria

The worker said the "severance package" was "not so great"

It comprised a monthly basic payment equal to half of the employee's wage. But, he said the Unemployment Insurance Fund provided 45% of this, which meant the company only gave them 5% monthly

Retrenched employees would receive the allowance for 12 to 18 months, depending on their length of service

He said he understood workers were entitled to 13 weeks pay on severance, but this was being held back for six months. The workers wanted the lump sum

Management had said if they were paid out immediately then the workers due to be retrenched

next year when Ford's Neave plant closes would demand the same

The employees had also indicated they wanted a statement as soon as possible giving full details of the money they would receive. They were told, however, that they would receive it only the day before closure

He said this month the workers were still going to have to pay weekly medical fees (to the company's scheme) totalling monthly amounts ranging from R35 to R60, with families only benefiting for the following month. They would rather use the money to pay their own doctor, if necessary

He said there was gross dissatisfaction with the closure process

A Samcor official had been unable to answer questions convincingly yesterday, he said. There would be another meeting today between a liaison committee, workers from the floor and management

He added that while the severance agreement had been signed jointly by management and the National Automobile and Allied Workers Union (NAAWU), there was confusion as to whether the factory had ever recognised NAAWU

NAAWU was not involved yesterday and would not be involved in today's talks, he added

The Evening Post could not reach an appropriate Samcor spokesman for comment today

NATIONAL/INTERNATIONAL

AROUND 8/5/84 (219) 1404

Wife finds husband as he draws last breath

Argus Correspondent

JOHANNESBURG — Mrs Enid Raditsela is grief-stricken following the death of her husband, trade unionist Mr Andries Raditsela, 29

A post-mortem will be held tomorrow morning

An attempt to see her husband at the Baragwanath Hospital on Monday proved unsuccessful, Mrs Raditsela said in an interview yesterday

Just as she entered the ward he drew his last breath

Mrs Raditsela said she had difficulty getting into the hospital ward because it was not visiting day

"I wish I could have seen him alive for the last time," she said tearfully

Mr Raditsela's mother Mrs Anna Raditsela, said that on Saturday she found her son lying on the concrete floor of the Tsakane Administration Board offices about noon. She said he was arrested by men in camouflage uniforms travelling in Casspirs

"At first my son appeared dead. But when I spoke to him he answered me in a feeble voice," his mother said

She alleged that her son was kept at the board's offices from the time of his arrest about

9am on Saturday and was not given medical treatment

She said when the family took food to her son late on Saturday afternoon they were turned away by police and were told the police were waiting for a vehicle to take Mr Raditsela to hospital

On Sunday, policemen travelling in two Casspirs told her that her son was seriously ill in Baragwanath Hospital

She said a visit to the hospital proved useless because her son's name could not be traced in the hospital records

"It was only on Monday when Enid visited the hospital

that we knew that my son had been admitted

"I was told that my son was arrested for being in possession of a stolen car but from what they told me, the car had been hired for him by the Federation of South African Trade Unions," Mrs Raditsela said.

Union man dies 'after questioning'

140A
~~281~~
~~281~~

CME Times 8/5/85

PRETORIA. — Police began an investigation yesterday into the death of an executive member of the Federation of South African Trade Unions (Fosatu), who according to his trade union died from head injuries on Monday soon after he was released from police custody.

Mr Andries Raditsela who was also a senior shop steward in the Fosatu-affiliated Chemical Workers' Industrial Union (CWIU) and worked for the Dunlop Industrial Products in Benoni, died from head injuries in Baragwanath Hospital at 2.15 pm on Monday after being arrested in Tsakane Township, near Brakpan, at the weekend, union officials claimed yesterday.

A police spokesman in Pretoria confirmed Mr Raditsela's death yesterday, but said "We cannot comment further because the circumstances surrounding his death form part of an official investigation."

According to the CWIU, Mr Raditsela was arrested while visiting a friend in Tsakane at 9am on Saturday after he had been questioned by "men in camouflage uniforms" about the car he was driving

In a statement released yesterday, the union alleged that Mr Raditsela was in good health when he was arrested under the Internal Security Act. The CWIU claimed that the charges were withdrawn early on Monday.

A CWIU spokesman said in Johannesburg that the police claimed the car had been stolen, but Mr Raditsela told them it had been hired and showed them the hire-documents.

The union said that while Mr Raditsela was showing the police the papers, a policeman apparently hit him in the face.

The union claimed that before Mr Raditsela was taken away, he fell — "it appears he was tripped" — and a weapon was pointed at the lower part of his body.

At noon his parents, who had been searching

for him, found him lying on the verandah floor of the Tsakane Administration Board building.

He was unconscious and, although he later gained partial consciousness, he was unable to move properly or gain his balance.

Police told his parents on Saturday they would take him to hospital.

'Critical'

The official said his parents went to the Brakpan police station on Sunday morning and were told he was in hospital, but not which one.

A Hippo arrived at his parents home and police asked for his wife's address. The police told the parents on Sunday that Mr Raditsela was "in a critical condition."

His parents searched several hospitals on Sunday, only locating him on Monday at Baragwanath

Hospital, where he died that afternoon.

The CWIU statement said union members had visited him in the ward and found him unconscious, and claimed that "he apparently didn't regain consciousness before he died."

Inquiry

The Council of Unions of South Africa yesterday called for "an urgent inquiry into the circumstances of his arrest, detention and death."

The general secretary of the CWIU, Mr Rod Crompton, said their information regarding the incident came from interviews union officials had conducted with people in Tsakane.

"We are stating what was told to us," he said.

Attorneys appointed by the union for the family are considering legal action — Sapa and Own Correspondent

Angry Fosatu demands reasons

Staff Reporter
 health when arrested
 "The circumstances of his death are shrouded in suspicion and we demand that those responsible be brought to justice," the statement said. Fosatu demanded

- An explanation for Mr Raditsela's death
- Withdrawal of the police and army from the townships and from places where negotiations are conducted
- That the State listened to people's grievances and problems

The national executive committee of Fosatu will meet over the weekend to discuss the issue. "The workers are furious about the sudden tragic death of their leader and furious of the killings of people in South African townships," said Fosatu

THE largest grouping of independent trade unions in South Africa, the Federation of South African Trade Unions (Fosatu), last night said it had learnt "with deep shock and immense anger" of the death of one of its Transvaal regional office bearers, Mr Andries Raditsela.

Mr Raditsela was the senior shop steward at Dunlop and was an executive member of Chemical Workers' Industrial Union.

He was also Fosatu's regional vice-chairman in the Transvaal, having served as the chairman for many years.

In a statement released last night, Fosatu said "He had as far as we know, committed no crime and was in good

Workers' demands on Raditsela funeral

A joint committee representing 31 trade unions nationwide, including major federations, will meet tonight to discuss funeral arrangements for dead unionist, Mr Andries Raditsela (29).

His death is likely to have widespread implications locally and abroad. The funeral is expected to take place next Tuesday. Workers, angered by his death shortly after being released from detention, are insisting that he be buried during the week so that the business community and the Government will feel the impact of their anger.

Members of the Raditsela family gathered quietly at the Diepkloof mortuary today while a post mortem was being carried out on Mr Raditsela's body.

Foreign television crews and local pressmen met them as they entered the grounds of the mortuary and tailed them as they made their way into the low grey-roofed building.

Mr Raditsela died of suspected head injuries shortly after being released from detention on Monday. He was a senior shop steward of the Chemical Workers Industrial Union (CWIU) and a vice-chairman of the Transvaal region of the Federation of South African Trade Unions (Fosatu).

A regional organiser of the CWIU, Mr Wesley Dumo, accompanied the Raditsela family to the mortuary to identify the body. Family members included a brother, Mr Frans Tsoetsi and two aunts, Mrs Rennie Raditsela and Mrs Gertrude Raditsela.

Brigadier J J Viktor, head of the Criminal Investigation Department in Soweto, and members of the Brixton Murder and Robbery squad were also at the mortuary. Brigadier Viktor has been instructed by the Commissioner of Police, General P J Coetzee, to investigate the circumstances of Mr Raditsela's death "as a matter of urgency".

Mr Raditsela was found lying in the Tsakane administration offices at about noon on Monday and died in Baragwanath Hospital at 2.15 pm.

Fosatu has called an executive meeting in Johannesburg this weekend to discuss the death of their colleague.

"The circumstances of his death are shrouded in suspicion and we demand that those responsible be brought to justice," a Fosatu statement said.

Police said in a statement yesterday that on Saturday May 4 Mr Raditsela was detained by the South African Police in terms of Section 50 of the Internal Security Act.

"Shortly after his detention Mr Raditsela was taken to hospital," the police statement said.

"On Sunday May 5 Mr Raditsela was exempted from the provisions of Section 50 and the guards at the hospital were withdrawn. On Monday the SAP were informed that he had passed away."

Calls for inquiry on death of unionist

APPEL TIM'S
9/5/85
1400H
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AMIDST angry calls for a full investigation, it was announced yesterday that a post-mortem will be performed in Johannesburg today to determine the cause of death of a Transvaal trade union leader, Mr Andries Raditsela, who died in hospital earlier this week after being released from police custody.

And the Commissioner of Police, General P J Coetzee, said in a statement last night that the head of the CID in Soweto, Brigadier J Viktor, had been instructed to "fully investigate and urgently report on all facets concerning the detention and treatment of Mr Raditsela while in police custody."

'No end'

The post-mortem will be performed today in the Diepkloof mortuary, where an independent doctor will represent Mr Raditsela's family.

Meanwhile, the Progressive Federal Party and the Labour Party yesterday added their voices to earlier trade union calls for a full investigation into the death of Mr Raditsela.

The PFP's chief spokesman on labour, Dr Alex Boraine, said it was shocking that there appeared to be no end to people dying whilst in the custody of the police and the authorities.

Speaking during the Manpower vote in the House of Assembly yesterday, Dr Boraine said "The death of yet another trade unionist in an already tense South Africa is like putting a match to dry grass."

He demanded that a full investigation take place into the circumstances surrounding Mr Raditsela's death on Monday afternoon.

"There is something very serious and sickening going on in the townships of South Africa, and we probably only know a very little of what disorder and lawlessness is taking place, sometimes with those in authority being the chief culprits."

"Labour peace is so fragile that it needs to be nurtured, not to be undermined," he said.

The PFP's spokesman on law and order, Mrs Helen Suzman, said she hoped "this ugly case was not yet another example of police taking the law into their own hands, thereby damaging South Africa's reputation abroad."

"There are a number of unknown facts that have to be established in this most unfortunate case. There must obviously be an in-depth investigation at the highest level to establish what happened to Mr Raditsela."

The Labour Party last night expressed "deepest concern" and called for an urgent, top-level police investigation into the circumstances leading up to his death.

'Trial'

"If any person or groups of persons including the police are found to have had a hand in the injuries which allegedly led to his death, then they should be brought to trial at the first opportunity," said the Labour Party statement.

Mr Raditsela was an executive member of the Federation of South

African Trade Unions (Fosatu), the largest grouping of independent trade unions in South Africa, and a senior shop steward for the Fosatu-affiliated Chemical Workers' Industrial Union (CWIU) at the Dunlop plant at Benoni.

Fosatu said in a statement that it had learnt "with deep shock and immense anger" of the death of Mr Raditsela.

The Council of Unions of South Africa has also issued a statement calling for an immediate and urgent inquiry into the circumstances of Mr Raditsela's arrest, detention and death.

Injuries

In a statement released earlier this week, the CWIU claimed that Mr Raditsela died at Baragwanath Hospital at 2.15pm on Monday from head injuries soon after he had been released from police custody.

Mr Raditsela was arrested in Tsakane Township, near Brakpan on the East Rand, at 9am on Saturday by men in camouflage uniform.

He was later traced to Baragwanath Hospital where he died from alleged head injuries.

The union says he was charged under the Internal Security Act but the charges were dropped on Monday morning.

Mr Raditsela is survived by his parents, his wife, Enid, and one child — Political Staff and Own Correspondent

Pay increase ends carpet firm's strike

Labour Reporter

140P
NM 9/5/85

unlawful, he said

THE three-day strike by 800 carpet factory workers at Reunion near Isipingo ended yesterday when they decided to accept a company offer of a pay increase in October.

Romatex group spokesman Seton Thompson confirmed yesterday that all the strikers from Crossley Carpets and Carpet Manufacturing Company returned to work at the first shift.

On Tuesday the management offered to give the workers a pay rise in October on condition that they ended their strike and returned to work. They have obviously given the matter serious thought overnight and were back at work yesterday morning, he said.

Meanwhile busloads of sacked workers from the Howick rubber company BTR Sarmcol arrived at the factory yesterday morning to collect their outstanding weekly wages.

Mr Geoff Schreiner, branch secretary of the Fosatu-affiliated Metal and Allied Workers' Union, said the union hired buses to transport workers to the factory to collect their pay. Although they collected their wages, they refused to accept their dismissals which were

The workers reaffirmed their decision at a meeting yesterday to continue striking until the company agreed to their demands for a recognition agreement giving them basic trade union rights.

At a meeting of the Impopomeni community on Tuesday night about 2 000 local residents adopted resolutions to support the Sarmcol workers and boycott white shops in Howick until steps were taken by the town's mayor and white councillors to pressurise Sarmcol management to extend basic union rights for its workers.

Notices threatening workers living in the hostel with eviction on May 10 have been withdrawn, he said.

In a statement yesterday Mr John Sampson, the company's administrative director, confirmed there was a 'lengthy payout' of the 970 dismissed workers.

'With his pay each man was given an application form for re-employment and it is hoped that many of the company's dismissed employees will apply.

'At the payout it was disturbing to see shop stewards removing application forms from every worker as he left.

Last night Mr Schreiner denied the allegations.

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MP calls for probe into death of trade unionist

Parliamentary
Correspondent

IT WAS shocking that there appeared to be no end to persons dying while in the custody of the police and the authorities, Dr Alex Boraine, the PFP's chief spokesman on labour, said yesterday

He was reacting to the death of Mr Andries Raditsela, an executive member of the Federation of South African Trade Unions (Fosatu), during the manpower vote in the House of Assembly

'The death of yet another trade unionist in an already tense South Africa is like putting a match to dry grass'

Dr Boraine demanded that a full investigation take place into the death on Monday

'There is something very serious and sickening going on in the townships of South Africa, and we probably only know a very little of what disorder and lawlessness is taking place, some times with those in authority being the chief culprits

'Labour peace is so fragile that it needs to be nurtured, not to be undermined,' he said

The Labour Party last night expressed 'deepest concern' over the death of Mr Raditselo and called for an urgent, top-level police investigation

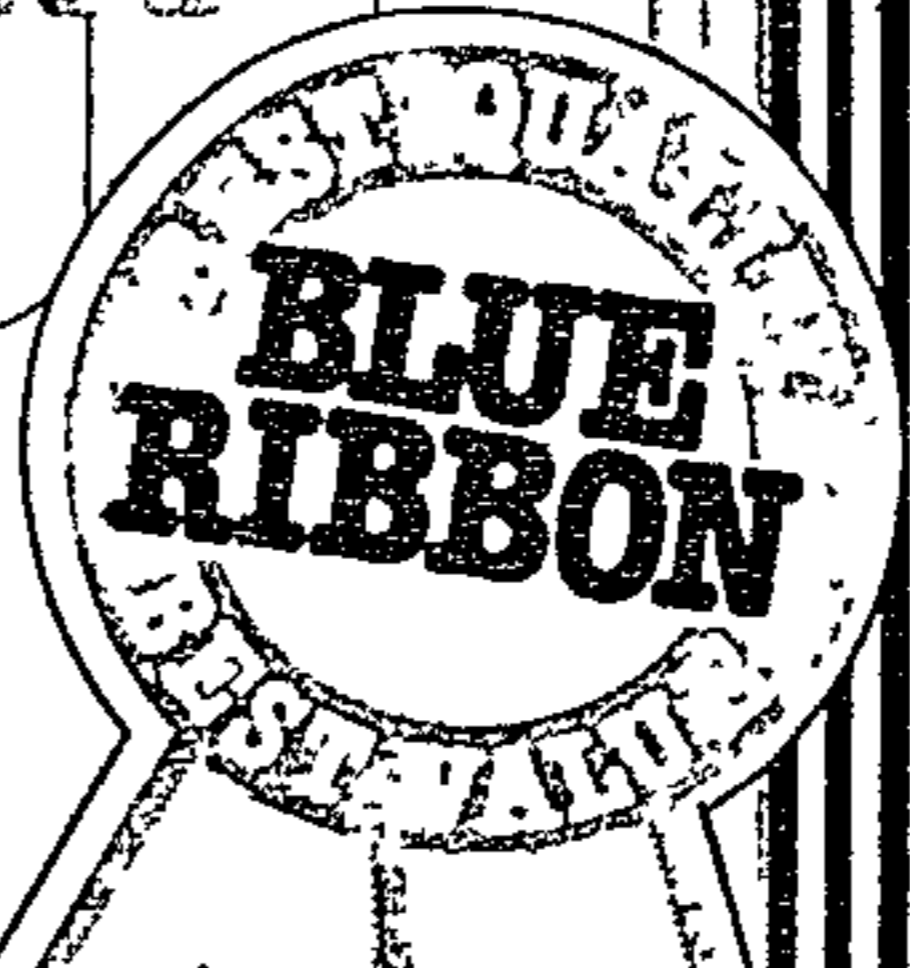
In a statement released in Cape Town last night, the LP said 'If any person or groups of persons including the police are found to have had a hand in the injuries which allegedly led to his death, then they should be brought to trial at the first opportunity'

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Tel: 839733



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witnesses said The telephone service

MP calls for probe into death of trade unionist

NAM 9/5/85
14017

Parliamentary Correspondent

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May 1985

VALID 9.5.85 - 11.5.85

YOUNG & J. J. HEDLEY BYRNE 210/85

ARGUS 9/1/85 (140P)
US Government
'regrets' the ~~227~~ (28)
death of black
SA labour leader

Argus Foreign Service

WASHINGTON — The United States Government said today it regretted the death of a black South African labour leader, Mr Andries Raditsela, after two days in police custody

Asked by reporters for the US view on reports of Mr Raditsela's death, a spokesman for the State Department said the US hoped for a speedy conclusion to the official investigation announced by the South African Police

He said the US knew nothing of the incident beyond what had appeared in news reports but expected to receive further information about the circumstances surrounding Mr Raditsela's death

Argus 9/5/85 14018

Urgent probe into death of trade union leader — Le Grange

Political Staff

THE death of trade union leader Mr Andries Raditsela was being investigated "as a matter of urgency", the Minister of Law and Order, Mr Louis le Grange, confirmed today

The Commissioner of Police, General Johan Coetzee, announced last night that there would be a full probe of "all facets concerning the detention and treatment of Mr Raditsela while in police custody"

The probe would be conducted by the head of the Soweto CID, Brigadier J Viktor, he said

Amid calls by labour and opposition leaders for a full investigation, Mr le Grange said the police were doing what they could, and the investigation was being undertaken as a matter of urgency

He said he had nothing to add to General Coetzee's statement

Mrs Helen Suzman, PFP spokesman on law and order, said she hoped "this ugly case" was not "yet another example of police taking the law into their own hands"

The PFP spokesman on labour, Dr Alex Boraine, said it was shocking that there ap-



Mr Andries Raditsela

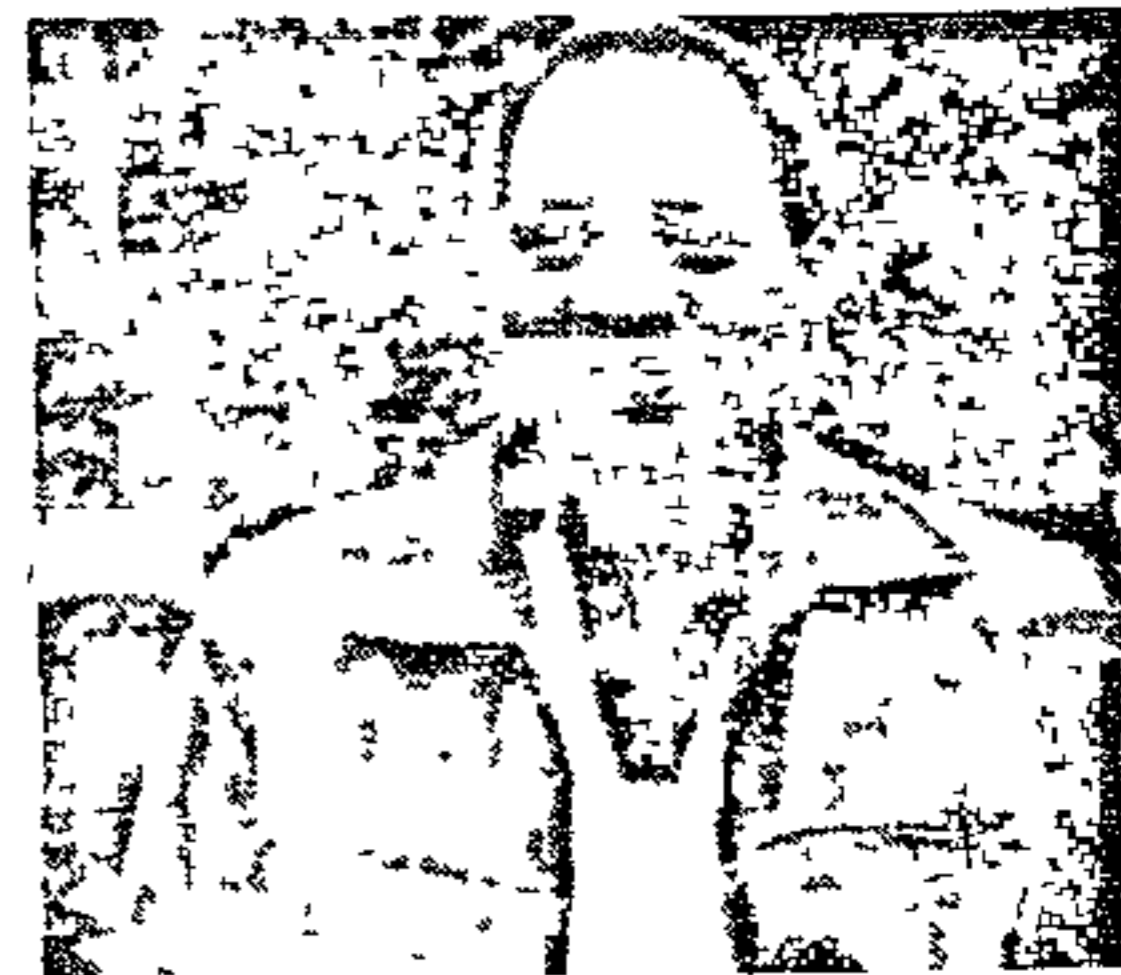
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An Argus Correspondent in Johannesburg reports that an official post-mortem is being conducted today, watched by an independent doctor representing Mr Raditsela's family

ANOTHER

DEATH

Sowetan 10/5/85 (140A)



RADITSELA Haemorrhage



BEREAVED FAMILY. Their home was petrol-bombed in Tsakane. (See story on page 2)

A YOUNG student organiser has died in the Free State within days of being taken in police custody for questioning.

Mr Siphon Mutsi (20), the Odendaalsrus branch organiser for the Congress of South African Students, was taken to the Odendaalsrus police station on May 4

The superintendent of the Pelonomi hospital, Bloemfontein, Dr B Arenson, confirmed he was dead on arrival at Pelonomi on Sunday afternoon

Mr Mutsi is the second public figure to become fatally ill this week while in police custody. The first was East Rand trade unionist Mr Andries Raditsela, who died in hospital after being detained under section 50 of the Internal Security Act

Public violence

Mr Mutsi was held in terms of the Criminal Procedure Act for questioning in connection with charges of public violence, according to Lieutenant Henry Beck of the Police Directorate of Public Relations in Pretoria

Lieutenant Beck said that while Mr Mutsi's particulars were being taken at the police station, the young man had started to have convulsions. He was allegedly seated on a chair at the time

Police said Mr Mutsi was taken to Welkom hospital and then transferred to the Bloemfontein hospital where he died

Lieutenant Beck would not comment on whether the family had been notified nor could he say when the post-mortem would take place

The Detainee's Parents support committee has described the State's withdrawal of the detention order in respect of Mr Raditsela just hours before the unionist's death as "a feeble and cynical attempt to suggest that Mr Raditsela did not die in detention"

The DPSC has posed several questions about the circumstances of Mr Raditsela's death. It asks

- Why the indecent haste with which the detention order was retracted shortly before he died,

- Why did it take several hours to get him to hospital when he was obviously in a serious condition,

- Noting, that it understands that Section 50 of the Internal Security Act is intended to combat...

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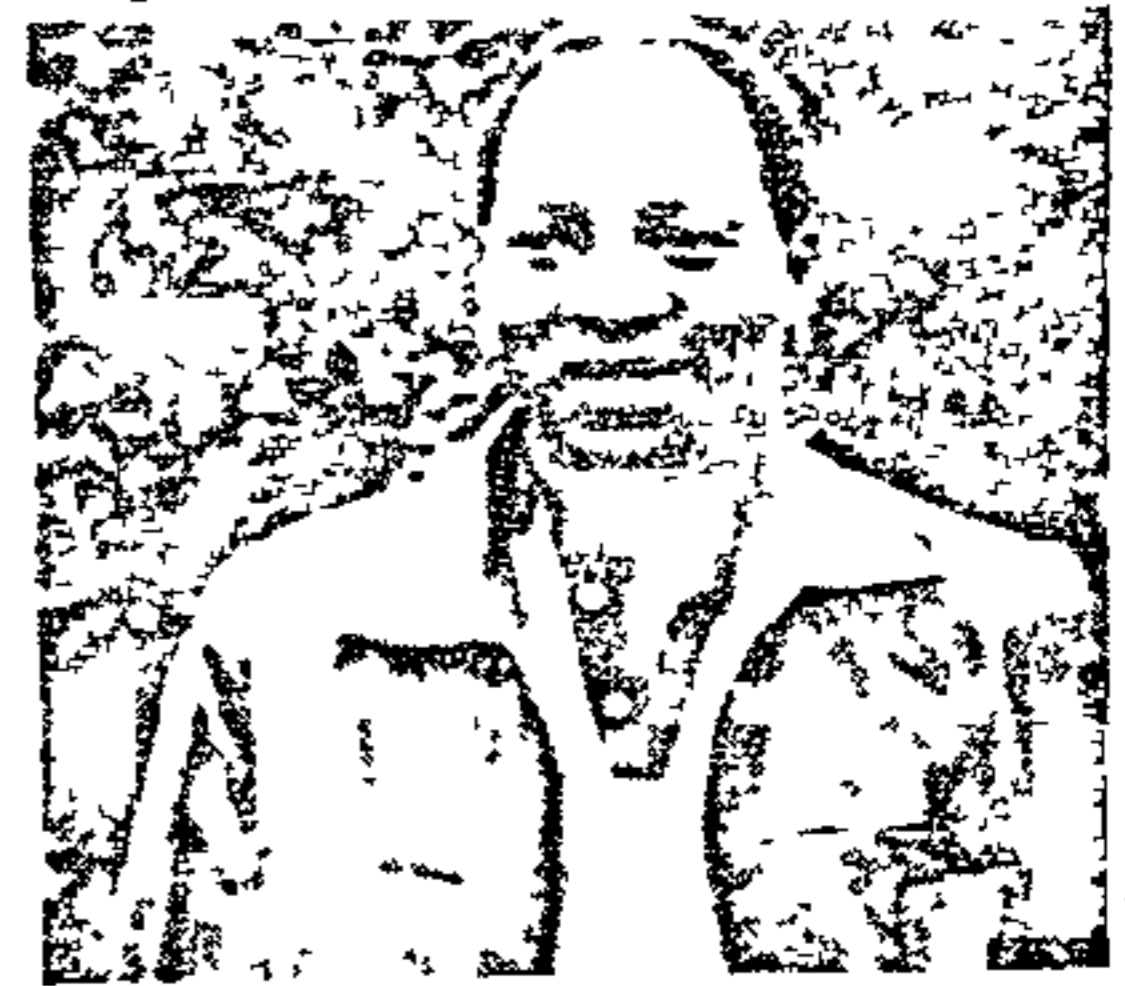
What's in your BAG

SOWETAN SUNDAY MIRROR

THIS SUNDAY

Sowetan 10/5/85 | 140 A (10/5)

DEATH



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- Why did it take several hours to get him to hospital when he was obviously in a serious condition,

- Noting, that it understands that Section 50 of the Internal Security Act is intended to combat a state of unrest what unrest was there when Andries Raditsela was detained;

- And finally noting that any policeman of the rank of warrant officer or higher may issue such a detention order "who was the police officer who arrived at the conclusion that Mr Ra-

To Page 2

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From Page 1
Unconscious

Raditsela contributed to the unrest (and ordered his detention)?

- AN independent pathologist yesterday gave the cause of death of trade unionist Mr Andries Raditsela as a subdural haemorrhage to the right side of the head

According to a statement to Sapa from the Chemical Workers Industrial Union, the pathologist said this injury was consistent with trauma

The statement said Mr Raditsela had been admitted to the Far East Rand hospital at 18 45 on Saturday, some eight hours after he had been lying unconscious at the Tsakane Administration Board offices — Sapa

What's in your

SOWETAN SUNDAY MIRROR

BAG THIS SUNDAY

- WAS your baby born on May 20 last year — the day The SOWETAN Sunday MIRROR was born? We will be giving away R1 000 in prizes to babies who will be one year old on May 20. Details in The MIRROR on Sunday.

- If this week's Chicken Licken Soccerpot is not won, the prize leaps by R100 to R1 700 in the Sunday MIRROR this Sunday.

- You don't have to live in Soweto to enter our R65 000 house competition. The house is the prize in a simple competition in The SOWETAN Sunday MIRROR. Buy your copy this Sunday. You might be the lucky winner of this dream house in Protea North, Soweto.

If you cannot own a house in Soweto, a sale of the house will be permitted.

Union wants strike clause barred

Sowetan By JOSHUA RABOROKO

10/5/85 THE METAL and Allied Workers Union has called for the scrapping of the clause in the Labour Relations Act that provides for a legal strike.

140A
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This call is made following the dismissal of about 1 000 strikers at Sarmcol, a subsidiary of a British company, BTR, in Howick, Natal, last week

The workers, members of the union, were dismissed after what the company insists was an illegal strike, while the union contends that it followed all the procedures in the Act necessary for a legal strike

A Mawu spokesman said action by the workers followed the union's three-year battle for recognition at the plant. Agreement was just about to be reached when the workers were fired

The spokesman said after they had followed all the procedures for a legal strike it was "pointless for workers to go through the grievances" The whole clause in the Act should be scrapped.

"It is no longer necessary for workers to go on legal strikes because whether they do or not they will still be fired. So the provision for a legal strike in the Act should be scrapped," the spokesman said

"We are going to put pressure on the management to reinstate the workers and this may mean calling for a boycott of their products countrywide," the spokesman said

The company has claimed that it took the action after "several months of sporadic disruption and industrial action taken by the members of the union"

by JOSHUA
FABOROKO

Union threatens employers

THE Federation of South African Trade Unions has threatened to take industrial action against companies which dismissed or victimised workers who took time off to attend the funeral of the late trade unionist, Mr Andries 'Last' Raritsela recently.

A serious confrontation is looming between Fosatu-affiliate Paper Wood and Allied Workers Union (Pwawu) following the dismissal of eight workers and the subsequent work stoppage this week by employees of Kohler Corrugated and Cores plant in Brakpan.

The workers stopped work for two-and-a-half hours demanding that management should reinstate the workers and withdraw final warnings given to about 134 workers who attended the funeral. They regard this as a confrontation and victimisation.

However, union officials and management were still locked in negotiations in an attempt to resolve the matter yesterday.

Fosatu has threatened to ask for solidarity from other workers at six other companies which are Kohler supplies companies have also resolved to discuss solidarity action if workers are not reinstated soon.

In a statement to the SOWETAN yesterday, a Kohler spokesman admitted the work stoppage at the Brakpan plant, and said the situation at other plants was normal. It

maintains that it adopted a "flexible attitude" towards requests by employees to attend the funeral.

Sowetan 20/5/85

1404

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Raditsela family bids to stop police action

Sowetan
30/5/85

AN urgent supreme court order is to be sought soon by attorneys acting for the family of the late trade unionist, Mr Andries "Lasi" Raditsela, preventing police from seizing documents pertaining to the case. 140A

The attorneys are presently investigating the possibility of instituting criminal or civil charges against the

By JOSHUA RABOROKO

Minister of Law and Order, Mr Louis le Grange

A spokesman for the lawyers told The SOWETAN yesterday that police confiscated a document concerning the evidence of a key witness in the case arising from Mr Raditsela's "shocking death"

The seizure of the documents by the police has been condemned by lawyers, academics and trade union movements in the country. They called on the Minister to stop these actions

Court

The spokesman said "If the court order is secured some of the prejudice that has been suffered will be eliminated. The police will then be prevented from using any information contained in the seized document"

The SAP public relations division in Pretoria yesterday said they cannot comment on all routine police investigations, and "we therefore do not see our way clear to establish whether the allegations are true or not"

CAPE TIMES 30/5/85
1404

Raditsela: Police 'seize document'

From SOPHIE TEMA

JOHANNESBURG — Attorneys representing the family of trade unionist Mr Andries Raditsela, who died soon after being released from detention, are to file an urgent application in the Rand Supreme Court today for the return of a confidential document

A spokesman for counsel representing the Raditsela family said yesterday that police had arrived at their office on Monday and produced a search warrant to obtain a statement made by one witness

"We objected and told

them that the person was our witness and client and as such was involved in a privileged relationship between attorney and client

"We then approached the Transvaal Law Society which advised us not to hand over the document without a court order

"But the police do things their way They took the document and went away with it"

Colonel Fred Bull, a police public relations division spokesman, denied yesterday that police had any knowledge of the incident

With the well-known potential health hazard of asbestos to workers

the durability criterion of fibre cement products is

Tedelex strikers back

By CLAIRE PICKARD-CAMBRIDGE 30/5/81

MORE than 400 workers who went on strike at Tedelex in Booyens, Johannesburg, on Monday have returned to work after agreement was reached with management about wage increases

Management has agreed to an across-the-board increase of 14c an hour from July - the current industry-wide offer of the Steel and Engineering Industries Federation of South Africa, which represents Tedelex - and to negotiate further in July

This is despite the fact that Seifsa encourages members to bargain on the industrial council rather than at plant level

The strikers, who were demanding an increase of 50c an hour, were mostly members of the Metal and Allied Workers' Union

Mawu organiser Jabu Radebe said he was pleased with the outcome. Workers had been aware of problems facing Tedelex, due to depressed conditions, but they had been unable to cope with the rate of inflation

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CLOTHING INDUSTRY

Tucsa strikes back

In a serious blow to the National Union of Textile Workers' (NUTW) recruitment campaign in the Natal clothing industry, Tucsa's Garment Workers' Industrial Union (GWIU) has won majority support in a secret ballot conducted among workers at Pinetown manufacturer Natal Overall.

The GWIU affirmed the validity of its representation at Natal Overall when it won 533 votes compared with its Fosatu rival's 321 in a ballot in which 864 of the company's labour force of 883 workers participated.

The ballot was conducted in terms of an order made by the Industrial Court after the NUTW and Natal Overall reached an out-of-court settlement in a dispute over the retrenchment of several NUTW members. Despite the GWIU closed shop at the factory, the NUTW alleged that the company had committed an unfair labour practice by retrenching without consultation.

Now that the NUTW has lost, it will have to abide by another condition in the order: it may not compel the company to deal with it on any matter for the next year. If it had won, the NUTW would have found a unique method to deal with the problems posed by the GWIU's closed shop. The order obliged Natal Overall to consult with the NUTW before retrenching any of its members, to deduct union dues from NUTW members (which would have entailed applying for an exemption from the province's clothing industrial council), and to negotiate in good faith with the NUTW or conclude a recognition agreement with it.

Closed shop war

NUTW and the GWIU have been locked in a closed shop war for some time now. First indications of how seriously the GWIU took the threat from the Fosatu union came when it amended its constitution to empower it to expel any worker who joins another union. Because of the GWIU's closed shop agreement this meant that members of the Natal Clothing Manufacturers' Association commit an offence if they employ workers who are not members of the GWIU.

Despite this action, the NUTW scored a decisive win against the GWIU when it broke its hold at James North (Africa) in the first successful legal challenge of the closed shop. Inter-union rivalry over this issue reached such proportions last year that the Tucsa union staged a mass rally in Durban to show the depth of its support.

The GWIU agreed to participate in the ballot at Natal Overall only after it had threatened to take the Industrial Court's order on review on the grounds that it had not been consulted when the order was drawn up. However, it later withdrew the threat.

Says GWIU general secretary Frankie Hansa: "The ballot went off very peacefully. Now we will have to continue working hard

to maintain our position on the shopfloor and to keep worker support." The victory has buoyed Hansa's confidence. He says NUTW has requested secret ballots at a number of other factories and that the GWIU will agree to participate.

An NUTW spokesman comments: "We asked for a ballot because of the difficulties we have had with the GWIU's closed shop agreement and with getting onto the clothing industry industrial council. The workers voted for the union of their choice. But it must be borne in mind that we did not set out to smash the GWIU and that we did not start organising at Natal Overall — the workers came to us."

Battle for union

NM 30-29/4/85

recognition

suffers blow

Labour Reporter

TRADE unionists have expressed alarm at the increasing number of companies moving into the decentralisation areas where trade union movements have no official bargaining rights

Mr Geoff Schreiner, branch secretary of the Metal and Allied Workers' Union told the Mercury the South African Labour Relations Act did not apply to certain areas in or near black homelands

'These areas, for which the South African Government provides incentives including the subsidising of wages to the tune of R106 per worker per month, have become a haven for employers

'Some employers are still paying workers 100 percent below the minimum prescribed living

wage in spite of the Government subsidy' he said

The battle for union recognition suffered a blow again last week when employers in Ezakheni, one of the country's fastest growing decentralisation areas near Ladysmith, refused to recognise Mawu — an affiliate to the Federation of South African Trade Unions

Mawu is recruiting workers at Ezakheni, which is not yet part of KwaZulu. It is not covered by labour law because it is sited on land owned by the Government's South African Bantu Trust

Mitco Tools in Ezakheni refused to recognise the union, saying that its workers were happy and they had a liaison committee which worked well

An American company, Tidwell Housing, has also refused to recognise the union and a court action is pending against it for an alleged contravention of the Wage Act

Mawu claimed that the company had contravened the Act by allegedly victimising trade union activists by dismissing five elected worker representatives on a steering committee of Mawu in July last year

Trade unionists charged some employers of moving to decentralisation areas simply to 'duck' the trade unions and 'exploit the cheap labour in the homelands

He said wages in the homelands were far lower than in the cities and some employers were paying R23 a week. In central Ladysmith, only 20 km away, employers were paying minimum wages five times higher than wages in Ezakheni

Happy

Mr A J Rademeyer, general manager of Mitco Tools head office in Vereeniging in the Transvaal, could not be reached for comment, but a company spokesman confirmed they refused to recognise Mawu

'The law does not require us to recognise unions there and we don't see why we should when workers are happy with the committee,' he said

He added that Mitco was one of the highest payers in the area. It had moved there to benefit from the incentives which the Government offered in 'decentralisation areas', and not to escape unions

'We have nothing against MAWU — we would take the same attitude if any other union approached us as well,' he added

Fm 17/5/85 (140A)

No motor agreement

Wage talks at the Industrial Council for the Motor Industry (eastern Cape) are still dragging on — nearly six months since the last agreement expired and after the employer parties have consented to the implementation of interim increases.

The council met last week for the first time since Ford, General Motors (GM) and Volkswagen (VW) agreed with the National Automobile and Allied Workers' Union (Naawu) and the Yster en Staal Unie on an interim wage hike ranging from 14c to 24c an hour.

However, understanding has been reached that the hike will be offset against any increases negotiated at the council. GM and VW have granted a 20c an hour across the

LABOUR IN BRIEF

board increase from August 1. Yster en Staal general secretary Henry Ferreira tells the *FM* that the unions modified their demands at the council meeting. The employers, he says, are now regarding the modified demands as a new set of proposals and have asked for time to consider them.

The *FM* understands that Naawu has lowered its minimum wage demand. But it has asked for two extra paid public holidays and is unhappy with the interim arrangement with Ford as it is not as favourable as that reached with the other companies.

**Probe into
students
death
nears end**

140A

NM 18/5/85

Mercury Correspondent

JOHANNESBURG— Police have almost completed investigations into the death of trade unionist Mr Andries Raditsela, who died in police custody two weeks ago.

This was confirmed by the Commissioner of Police Gen Johann Coetzee.

Gen Coetzee said 'Investigations into the death of Mr Raditsela are almost complete except for certain forensic tests.

'A departmental inquiry has also been completed and has resulted in certain steps being taken.'

Meanwhile investigations are continuing in the case of Mr Siphon Oupa Mutsi, the student organiser who died after being held by police in Odendaalsrus in the Orange Free State.

Postmortems on both men showed that the cause of their death was a subdural haemorrhage (brain injury).

Mr Mutsi, who was to have faced a charge of public violence, will be buried at his home town today. Thousands are expected to attend.

May 19, 1985

OUR sincere thanks and congratulations go to all who made a special effort to make this week's funeral of trade union leader Andries Raditsela dignified and incident-free

Given the state of affairs and previous experiences, millions of people were apprehensive and understandably edgy about what might happen. There were fears of violence breaking out at various Reef townships as a result of calls for a stayaway.

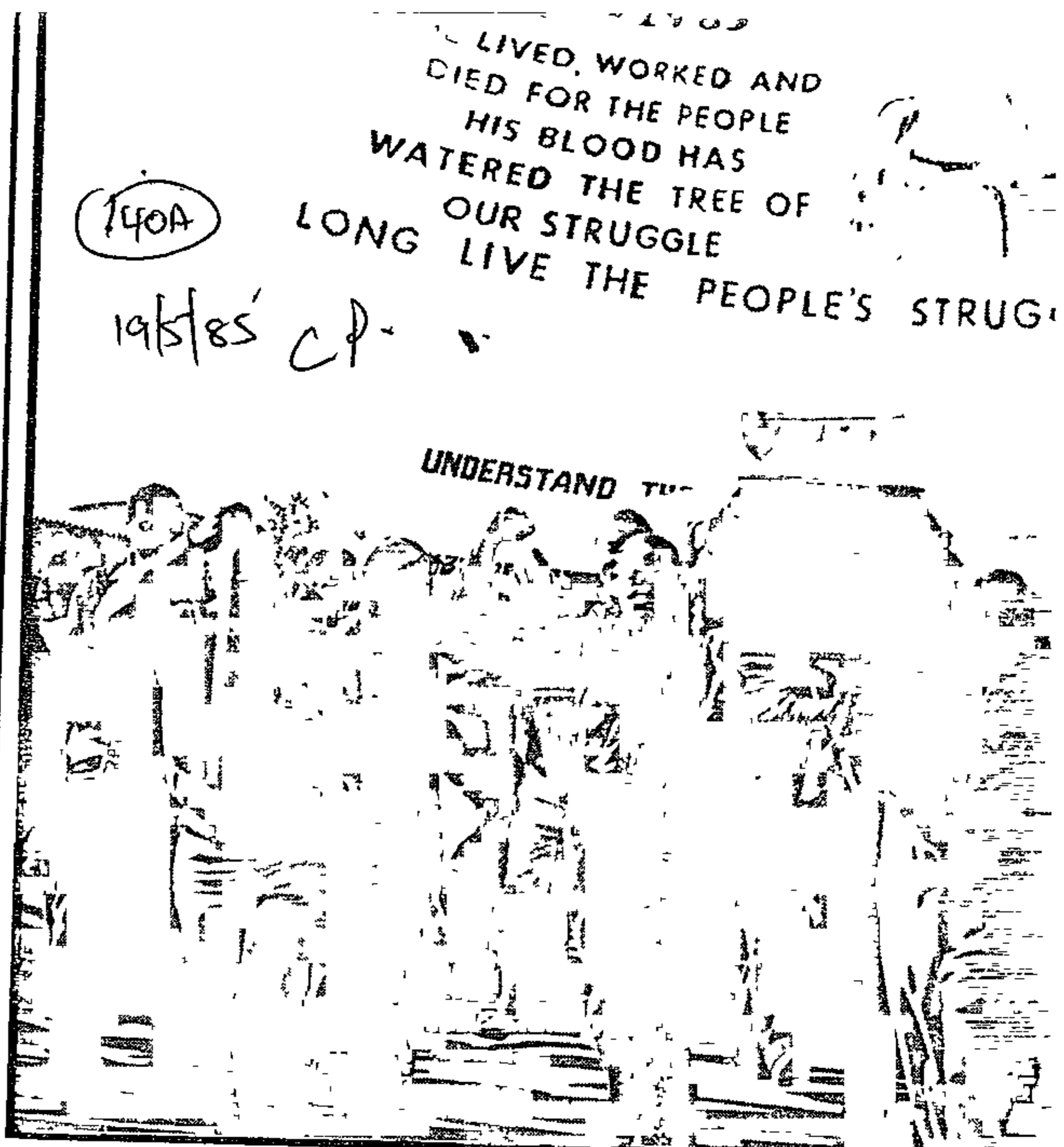
While police presence was very notable, they must also be thanked for not interfering as they normally do — which could have precipitated a crisis with untold consequences.

But praise must definitely be showered on the organisers of the burial who, under an understandable atmosphere of intense emotion, successfully ensured that the ceremony went through to the end without a hitch.

We sincerely hope that, given the experience of what happened this week, the police will maintain the same restraint at the mass funeral of 16 people killed in the fight between residents of Tsakane and hostel inmates in the area.

The 16 are due to be buried on Saturday — and thousands of people will obviously attend.

We also appeal to mourners to maintain the dignity they showed when they buried Mr Raditsela.



Mourners carry the flag for unionist Andries Raditsela at his funeral, which was marked...



'COPS KEPT FROM FUN

By ZB MOLEFE

THE Federation of SA Trade Unions yesterday blamed conflicting newspaper reports, Putco and the police for

contributing "failure" of mass support at unionist Andries Raditsela's funeral. "We made it clear"

Campaigner for women

DEAD unionist Andries Raditsela has been praised for his tireless efforts to protect women against sexual harassment at work.

The praise came at the launch of the book Working Women by Ravan Press in Johannesburg last week.

Mr Raditsela contributed a letter to the book, in which he outlined the victimisation of women.



DOGS TEAR I

By STAN MHLONGO

CHAOS erupted at Wits University this week when the campus security chief set dogs on students — disrupting a peaceful demonstration after a meeting to honour trade unionist Andries Raditsela.

Students were singing freedom songs outside campus with police in Casspirs

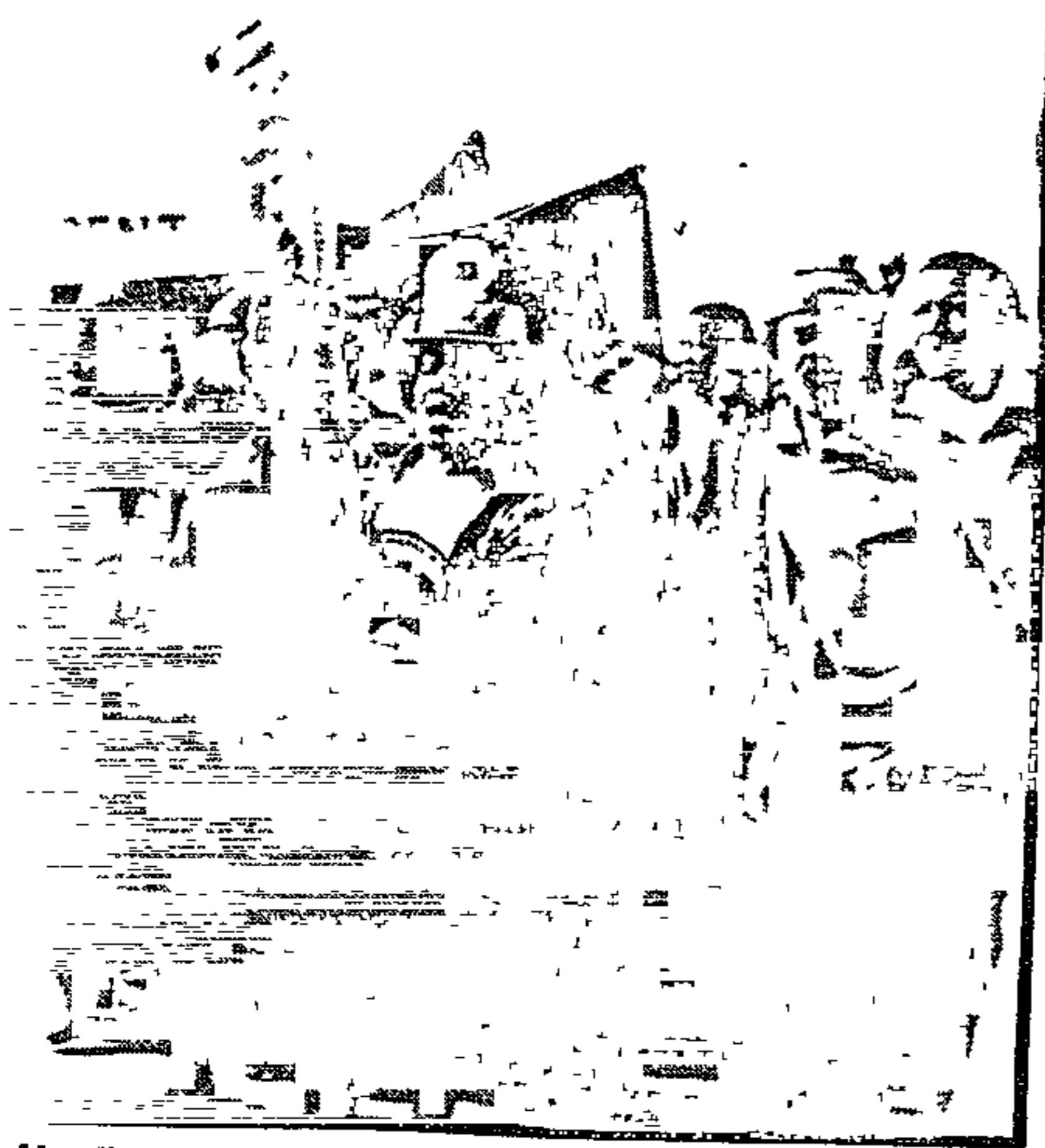
keeping a close watch, when security chief C Hurst ordered his men to set the dogs on the students.

The security guards nabbed three students — and one, Mike Donovan, was bitten by a dog in the ensuing scuffle with the dogs and security men.

About 200 students then marched into the Wits dining hall. They defiantly ignored



3GLE



by dignity and calm.

DOORS head quietly

By DERRICK LUTHAYI

THE dusty East Rand township of Tsakane came to a standstill on Tuesday when more than 20 000 mourners buried trade unionist Andries "Lasi" Raditsela.

The only rumble during the four-hour service at the Methodist Church came from a helicopter hovering above the church, and from police and Defence Force trucks, hippos and Casspirs circulating in the township.

Even Tsakane's senior citizens missed their "pension day". Police announced through loudspeakers that pensioners should not go to their usual payout centres until further notice.

As the police and Defence Force put up a show of force — covering almost every metre of ground in the township — workers demonstrated their might with a huge turn-out of several thousands.

But there were no incidents at the emo-

But the newspapers ran conflicting reports presenting the call as being for a complete worker stay-away.

As a result, claimed the spokesman, police had instructed Putco and other bus companies — especially in the East Rand's Tembisa — not to transport workers who had obtained leave to the funeral.

He pointed out that impressive support for the two-hour stoppage and bereavement leave was nevertheless achieved at Metal and Allied Workers' Union-unionised East Rand factories.

National Auto Workers' Union members in the Pretoria, Vereeniging and Witwatersrand region brought production to a standstill at a number of plants in Brits, Isando, Johannesburg and Pretoria.

And more than 5 000 motor workers heeded the call for a work stoppage in the Transvaal to coincide with the funeral.

Though Anglo American reported no noticeable stoppages, one of its mines — Vaal Reefs in the Western Transvaal — reported a number of mineworkers had stayed away from work.



Andries Raditsela's mother weeps in grief at her son's funeral.

tional funeral. Mourners who could not make it to the graveyard stood on nearby rooftops to watch as Archdeacon Simeon Nkoana, other ministers and Fosatu members conducted the proceedings.

Mr Raditsela, 29, a senior shopsteward of the Chemical Workers' Union and vice chairman of Fosatu's Transvaal region, died at Baragwanath Hospital

last week.

He was detained in Tsakane on the day he was to have paid his last lobola instalment.

Mourners were told he was kept at the Tsakane administration offices all day on Saturday, before he was rushed to the Far East Rand hospital. From there he was transferred to Baragwanath, where he died — only hours after his detention order was withdrawn.

'T BUSES ERAL'

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C. P. 19/5/87

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clear before

the funeral that workers would request bereavement leave to attend the funeral and that others would observe a two-hour work stoppage," said a Transvaal region Fosatu spokesman

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As a result, claimed the spokesman, police had instructed Putco and other bus companies — especially in the East Rand's Tembisa — not to transport workers who had obtained leave to the funeral.

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IP PROTEST

Mr Hurst's call for them "not to gather on campus because it is illegal", and sang freedom songs.

Some of them staged a sit-in on campus, benches, demanding the release of the three being held. They were chased away by security guards.

Black Students' Society member Chris Ngcobo tried to negotiate with the autho-

nties on behalf of the three detained students. He succeeded only after the students had made another canteen sit-in.

At the meeting earlier, Cosas, Azaso, the Black Sash, the UDF, Nusas and the Wits SRC all delivered scathing attacks on the Government — blaming it for the death of Mr Raditsela and Cosas member Sipho Mutsi.



Years of hunger

THE DROUGHT and food crisis affecting much of Africa will last years and prospects for real development are bleak, United Nations Environment Program executive-director Mostafa Tolba said this week.

"The African crisis will not go away even if — as we pray it will — a period of sustained rainfall returns," Mr Tolba told the 13th annual session of UNEP's governing council.

Mr Tolba said only 19 percent of African soil was suitable for agriculture, and the population of many countries was set to double in 25 years.

With trade likely to deteriorate by four to five percent this year and only limited possibilities of increasing exports, "the outlook is bleak".

The only solution is more assistance to help African governments establish better planning, he said.

'US plans war'

ETHIOPIAN Foreign Minister Goshu Wolde has accused the United States of training and equipping Ethiopian refugees in Sudan "to permanently disable the government of Ethiopia".

Mr Wolde claims this has been happening with the "connivance and even co-operation" of the United Nations High Commission for Refugees and said the US wanted to crush the Marxist revolution in Ethiopia and prevent it spreading to other African countries.

Ethiopia had no intention of exporting its revolution, said Mr Wolde.

He said the operation in Sudan was being run by the CIA and that Sudanese

Union launches boycott of shops

(140A) (78) (112) (113)
Sowetan 20/5/85

THE METAL an Allied Workers Union has launched a boycott of shops in Howick, Natal, to put pressure on local business to persuade BTR Sarmcol, a British multi-national, to negotiate with the union.

In another development about 2 000 workers at Dunlop SA in Durban have threatened to strike this week if BTR refuses to conclude a recognition agreement with Mawu

This follows Sarmcol's dismissal of more than 900 striking workers almost three weeks ago, and will bring the number of strikers at Dunlop and Sarmcol — both subsidiaries of British Tyre and Rubber — to 2 970

A Mawu spokesman said workers at Dunlop had agreed to strike if BTR Sarmcol insisted in refusing to negotiate with the union. A strike ballot will be held this week

Workers at Sarmcol were dismissed for going on an "illegal" strike, according to the company. The union, however, has claimed that the industrial action was legal in terms of the Labour Relations Act

Mawu also claimed that none of Sarmcol's workers had returned to work and that Dunlop had threatened to seek an interdict to prevent the strike action

The company's spokesman said about 400 people, most of whom had been laid off by Sarmcol, had been employed to replace the strikers. Twenty of the sacked workers had asked to be re-hired or reinstated

The company had agreed to sign a preliminary recognition agreement with the union in 1983, but had not negotiated with the union over the strike.

Raditsela was released before death, Assembly told

140A

NM 27/5/85

Mercury Correspondent
CAPE TOWN—Trade unionist Andries Raditsela was released from detention in the Baragwanath Hospital — where he had been taken by the police two days before — shortly before he died, the Minister of Law and Order, Mr Louis le Grange, disclosed yesterday.

Mr le Grange said Mr Raditsela, the Transvaal vice-president of the Federation of South African Trade Unions (Fosatu), was arrested on May 4, the same day he was taken 'by police vehicle' to the Baragwanath Hospital.

He was released on May 6 'at the Baragwanath Hospital' — the same date and the same place where he died.

Mr le Grange said the Commissioner of Police had already taken departmental steps as a result of the investigation into Mr Raditsela's death but 'whether or not criminal proceedings will be instituted depends upon the decision of the Attorney-General'.

He gave these details when he replied in Parliament yesterday to a series of questions, which had been tabled by Mrs Helen Suzman (PFP, Houghton), about Mr Raditsela's death.

Mr le Grange said Mr Raditsela was arrested in Tsakane by members of the uniformed branch on the morning of May 4 and 'preventatively detained in terms of Section 50 of the Internal Security Act'.

He had been detained in the Tsakane duty room of the offices of the Administration Board.

Mr le Grange said 'The circumstances pertaining to the death of this person on 6 May 1985 at a hospital forms the subject of an intensive police investigation which, except for the result of the histological tests, has al-

ready been concluded, and has been referred to the Attorney-General concerned for his decision'.

For this reason, he deemed it undesirable 'at this stage' to discuss in public the circumstances of his death.

He said the police had no record of whether any relatives or friends of Mr Raditsela had made any inquiries about him to the police.

A postmortem had been held on May 9 at the Diepkloof mortuary in Johannesburg and an independent medical examiner representing his family had been present.

ARGUS 22/5/85

NATIONAL/INTERNATIONAL

18/5/85
140A

Ford plant closes for six weeks

Argus Bureau

PORT ELIZABETH. — The Ford Motor Company is to close its Struandale motor assembly plant here for more than a month.

The company said today the move was necessary because the new vehicle market remained depressed.

About 850 hourly-paid workers will be affected by the closure from today until July 2, and Ford has said it will help financially stricken employees by organising special long-term, no-

interest loans, and by helping to secure special unemployment benefits

The move has been criticised by the National Automobile and Allied Workers' Union, which will discuss the closure at a special meeting. Union officials say they will suggest that Ford reschedules production in preference to total closure.

The Ford statement said other company plants in the city would continue to work a four-day week.

ARGUS 22/5/85

NATIONAL/INTERNATIONAL

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1740A B. Day 22/5/85

Black unions talk about unification

By PHILLIP VAN NIEKERK

MOVES to unite the emergent black union movement have taken a new turn with informal talks being launched in the Transvaal between Black Consciousness unions, United Democratic Front (UDF) unions and *federation* unions

Unlike the publicity accorded peace moves between the UDF and Azapo, the talks are being conducted in a low-key and are still at a tentative stage

They follow four years of attempts to forge unity in the emerging, predominantly-black union movement which resulted in several important unions being excluded

Unity talks among the federation unions, including the Federation of SA Trade Unions (Fosatu), the Council of Unions of SA (Cusa) and several independents, are at an advanced stage. A meeting to discuss the constitution is due in June

The new federation, which could be the largest organisation in black political and union history, would represent about 400 000 workers

dents the police and the usual following the un- were awoken by groups townsm

I want non-racial SA — accused

140A By NKOPANE MAKOBANE

AN ACCUSED in the trial of three men convicted of high treason in the Rand Supreme Court told a judge yesterday that his wish was to see a South Africa whereby everyone was treated equally before the law and not by his colour.

~~31~~ Sowetan 23/5/83
Merimen Xolani Nduna (24) of Daveyton, Benoni, who is a member of the Chemical Workers Industrial Union, was giving evidence in mitigation before Mr Justice L le Grange

He and two of his co-accused, Marines Jabu Ngobese (21), a self-confessed ANC member and Zane Mvula Mapela (25) also of Daveyton, who is a member of the Paper Wood and Allied Workers' Union, were found guilty after they pleaded guilty to treason on Monday

He told the court that he did not like the manner in which people are being governed along racial lines in South Africa. He said he knew the ANC, from newspaper reports, as an organisation fighting for change and equal rights in South Africa, but he was opposed to the use of violence as a method to bring about change

Earlier he told the court that he had been reluctant and nervous to help Ngobese and another ANC member, known to him as Maxwell, to bury weapons, ammunition and explosives in a veld next to his Daveyton home. He said he agreed to assist them after some persuasion and assurance that nothing would happen to him
(Proceeding)



LITTLE Mpho Mashigo of Rockville, Soweto, celebrating his first birthday on Sunday. Happy birthday, Mpho, and many more to come

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A

**Fosatu
slams
funeral
critics**

Mercury Reporter

THE Federation of South African Trade Unions has slammed Press reports that last week's planned stayaway for the funeral of trade unionist Andries Raditsela had failed

Fosatu claimed in a statement that the organised response to Mr Raditsela's death represented 'an event of major significance in the history of worker opposition to police rule'

The statement said that in addition to the 20 000 people who had attended the funeral, more than 100 000 workers around the country had paid their last respects by either not going to work at all or by attending memorial services on the day of the funeral.

The non-worker-controlled media has attempted to play the event down by crowing over the so-called failure of workers to heed the call for a stayaway

'Fosatu does not measure tragic events such as funerals in terms of success. However, as a political statement, there can be no doubt that the funeral was a major event'

Far from unions having 'lost prestige' because of the event, as some newspapers had reported, the stayaway had 'further consolidated links between unions striving for a greater South African federation, the statement said

'In addition, the funeral was marked by organised action at the shop floor. Workers did not either go to work or stay away. They either attended a funeral or stopped work for a period to pay their last respects'

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NM 23/85

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In addition, the funeral was marked by organised action at the shop floor. Workers did not either go to work or stay away. They either attended a funeral or stopped work for a period to pay their last respects'

Sorry plight of sacked workers

By JOSHUA RABOROKO

FOR almost a year now the prospects for over 900 sacked workers previously employed by Ilman Plastics in Johannesburg of regaining their jobs have been bleak.

The workers have been gathering at their trade union offices, praying to get their jobs, consoling each other by chanting songs and even playing games. But luck has never struck.

The workers joined the Fosatu affiliate Metal and Allied Workers Union with the hope that their rights — a demand for higher pay and better working conditions — would be met by management.

Problems started in May last year when they demanded that management should deduct money from their pay in order to pay subscription fees to the union. It refused and started victimising workers.

Several attempts by The SOWETAN to get a response from the company's personnel manager, a Mr Surshud, have drawn a blank. He was either said to be in meetings or not answering his phone. Messages were never returned.

However, a spokesman for Mawu said they experienced a lot of difficulties in the case because they were not recognised by the company which was "always stubborn."

A spokesman said the issue was in the hands of their lawyers who would take legal action soon.

Chief shop steward Mr Billy Makgobutlana, says five colleagues were dismissed because of their involvement in union matters.

"We approached management, voiced our dissatisfaction about the dismissal of the workers. Management was stubborn and insisted that the workers sacking was justified."

"The workers became angry and downed tools in protest over the firing of their colleagues. Management did not want to listen, but fired the entire workforce."

"We have tried several avenues in a bid to get our jobs back and the union even threatened to take legal action, but in vain. The union has also left us in the cold," he charged.



PART of the sacked workers of Ilman Plastics . . . They pray, sing

When the Metal and Allied Workers Union failed in its attempts to fight for the reinstatement of the workers, they left it, quite disgruntled, and sought help from the Council of Unions of South Africa (Cusa).

Since then, Mr Makgobutlana adds, the workers, who have been left unemployed for several months, have been gathering at the union offices waiting for the outcome of a battle for reinstatement.

Some of the workers have gone back and were re-employed selectively, but the majority are still out, depressed, frustrated and without money to keep their home fires burning, Mr Makgobutlana said.

"They are elderly people who have children, families, rent to pay and other things to look after. We are desperate for jobs or to be reinstated," he says.

Another worker, Mr Mphenduli Dumakude, says "I have not been able to pay my house rent. I have been threatened with eviction by the authorities. What is worse I have children who go to school. They are miserable and we live desperately in need of food daily."

However, he continued "I managed to get a part-time job with a company in the city, but the money is not enough."

Most employers have indicated that there are reeling under rising inflation recession and GST, and as such cannot employ more people in their workplaces, another worker, Mr Thulani Dladla said.

Ms Cleopas Zamisa says it has almost become impossible for her to support her aged parents. She has not had wages for close to a year now, and "I have also not been lucky to strike a job since I was dismissed."

"We feel the union still has to battle hard to secure us our jobs, although we are told the company has already employed other people. They informed us they will advise us if there are vacancies."

She asserted that the management was still anti-union because workers have been asked if they still belonged to the Mawu.

Unionist wanted 'to face reality'

By NKOPANE MAKOBANE

A TRADE unionist convicted of high treason would at this point still have kept quiet about concealing two AK-47 automatic rifles of an African National Congress member, had one of his co-accused, a self-confessed ANC member, not been arrested by the police, a court heard yesterday.

Zane Mvula Mapela (25), a member of the Paper, Wood and Allied Workers Union who originally comes from Mdantsane in the Ciskei, was testifying in the trial in which he was this week found guilty in

the Rand Supreme Court with two other men.

They are Marines Jabu Ngobese (21), a self-confessed ANC member, and Meriman Xolani Nduna (24) of Daveyton, Benoni, who is a member of the Chemical Workers Industrial Union. They appear before Mr Justice Le Grange

Hide

Mapela has admitted in court that he agreed to take care and hide two AK-47 rifles at the request of a certain Maxwell, an ANC member, and also helping Nduna to remove and rebury weapons, ammunition and explosives in the front yard of his (Nduna's) Daveyton home

Questioned by Advocate J A Swanepoel, for the State, Mapela said when he agreed to hide the rifles for Maxwell, he was aware he

was committing an offence but did not realise it was treason. He also said although he did not know clearly, he assumed that Maxwell and Ngobese did not possess their arms for legal purposes but for sabotage

Earlier questioned by his defence counsel, Mr D Kuny, SC, he told the court that after Maxwell had taken him to a bush and showed him an AK-47, he had been frightened and started sweating. He said he had thought about himself and what it meant for Maxwell to show him the rifle

He denied that he was ever a member of the ANC or participated in its activities before. He told the court that he pleaded guilty to the charge because "there comes a time in a lifetime of a man when there is no alternative but face reality and speak the truth" (Proceeding)

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Handwritten notes:
Sowetan
24/5/85

Defeat for union in Pinetown factory poll

Labour Reporter

THE National Union of Textile Workers' battle for recognition at a Pinetown clothing factory ended in defeat yesterday when a majority of the workers voted in favour of a rival union — the Garment Workers' Industrial Union

The 864 workers at Natal Overall Manufacturers were asked to vote following the intervention of the Industrial Court to settle the long-standing recognition dispute with the company

The dispute posed serious threats to the GWIU, which has guarded its membership at several clothing factories, mainly in the Pinetown industrial complex, by entering into a 'closed shop' agreement with the companies

The agreement effectively barred other unions from being

recognised at the plants

After the NUTW took the latest matter to the Industrial Court, the company was ordered to hold the ballot to determine whether its workers supported the NUTW or the GWIU

The dispute arose from lay-offs at the factory which NUTW claimed took place without the union being consulted. However, the company maintained that it was not obliged to consult the NUTW because of the closed shop agreement with GWIU

Results of the ballot released yesterday showed that 533 workers voted in favour of GWIU and 321 for NUTW. There were 10 spoilt papers

Approached for comment yesterday, Mr Trevor Aron, managing director of the company, said 'The wishes of the

workers were expressed loud and clear'

GWIU's general secretary, Mr Frankie Hansa, said he was delighted with the results of the ballot. Mr Jabulani Gwela, NUTW's Pinetown branch organiser, could not be reached for comment yesterday

140A

NM 24/5/85

Metal firm's hearing on dispute adjourned

Labour Reporter

THE Industrial Court hearing into a dispute between the Metal and Allied Workers Union and a Durban metal company over union bargaining rights at plant level has been adjourned to July 12 for legal argument

The dispute arises from a refusal by Hart Limited manufacturers of cooking utensils, to negotiate wages and certain other matters at plant level directly with the union

The company argued that it was not obliged to negotiate wages with the union other than at Industrial Council level

Mr Geoff Schreiner,

140A NM 24/5/85
general secretary of the union, told the Court considerable industrial unrest could be avoided if the union were allowed to 'collectively bargain wages and a funeral benefit scheme directly with the company'

Acceded

He emphasised the union saw 'plant bargaining' as supplementary to industrial bargaining through the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry

Eighteen local companies covered by the national council main agreement had acceded

to such supplementary bargaining whereas there were only between six and eight companies who were refusing bargaining rights, he said

Mr Sam van Coller, director of the employers' association — Steel Engineering Industries Federation of South Africa — told the hearing that if employers were to accede to 'plant-level bargaining' on wages it could lead to the disintegration of the Industrial Council system

Dr D B Elhers and Mr Mohamed Ameen Bulbulia presided at the three-day hearing at the Ecumenical Centre in Durban

UNION UNITY TALKS

Fosatu's new moves

The Federation of SA Trade Unions (Fosatu) has initiated moves which could lead to the inclusion of more unions in the proposed new "super federation" of emerging unions. However, serious differences between the "unity" unions and the others will need to be resolved before such a plan comes to fruition.

Fosatu is engaged in unity talks with the Council of Unions of SA, the General Workers' Union, the Commercial, Catering and Allied Workers' Union, the Food and Canning Workers' Union and the Cape Town Municipal Workers' Association. The federation has sent circulars to its partners proposing that copies of the new federation's draft constitution be sent to "all independent unions".

This is taken to refer to unions linked to the United Democratic Front (UDF), the black consciousness (BC) Azanian Confederation of Trade Unions (Azactu), and possibly ex-Trade Union Council of SA unions like the SA Boilermakers' Society, the Engineering Industrial Workers' Union and the Motor Industry Combined Workers' Union.

The FM understands that Fosatu has also suggested these unions be invited to a meeting of the "unity" unions scheduled for June 8 and 9. The meeting was called to ratify the draft constitution and set a date for the inaugural congress of the new federation. However, Fosatu's new proposal, which is still being considered by the other "unity talks" unions, lays down certain conditions

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FM 24/5/85

The most important makes the participation of the other unions conditional upon there being no delays in the timetable leading to the formation of the new federation.

But already there are signs that the Fosatu initiative may not work. Fosatu's Transvaal region convened an "informal" meeting last Saturday which was attended by the local branches of the "unity unions," the UDF unions and Azactu. They were invited to discuss the differences which have prevented a wider unity until now.

According to an FM source, the meeting was acrimonious. Representatives of the SA Allied Workers' Union, the Municipal and General Workers' Union and the General and Allied Workers' Union — which were originally part of the unity talks — are reportedly still unhappy at the circumstances of their withdrawal in March last year. They had been accused of delaying progress and were given the option of accepting observer status, or withdrawing completely until they had established industrial union structures and supplied the "unity" unions with details about their organising activities.

At the meeting, the UDF unions also indicated they are not prepared to accept a constitution which they had no part in drafting as a *fait accompli*. However, a spokesman for the United Metal, Mining and Allied Workers of SA (Ummawosa), which is also linked to the UDF, says the UDF unions are keen to participate further and, if invited, will attend future meetings.

An Azactu spokesman says his organisation favours greater unity in principle. But, before responding to the latest developments, Azactu wants a satisfactory explanation as to why some unions were initially excluded from the talks which began in 1981, and will also have to study the draft constitution. Some answers may be forthcoming at the next informal meeting, due to be held soon.

That contact, between the "unity" unions and the others, has been made at all is remarkable. There has been much ill-feeling between the "unity" unions and the UDF unions since last March, and for years there was no official contact at all with the BC unions — which reject the non-racial philosophy of the other groupings. However, in the past month the "unity" unions have joined forces with the UDF and BC unions over two issues — May Day and the death, after release from police custody, of unionist Andries Raditsela. ■

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FM 24/5/85

RADITSELA PROTEST (140A)

Equal to Aggett's

At least 91 000 workers throughout SA either attended the funeral of trade union leader Andries Raditsela last Tuesday or participated in work stoppages in protest at his death. In terms of the number of unionised workers involved, the stoppage is comparable to the nationwide protests in 1982 after the death in detention of Neil Aggett, an official of the African Food and Canning Workers' Union.

These are the preliminary findings of the Labour Monitoring Group (LMG), a team of Wits and Natal University academics who surveyed events on May 14. Raditsela, vice-chairman of the Federation of SA Trade Union's Transvaal region and a senior Dunlop shop steward, died last Monday soon after he had been released from detention.

The LMG's figure is lower than Fosatu's claim that 130 000 workers (including 20 000 who attended the funeral) responded to Raditsela's death. In a statement, Fosatu general secretary Joe Foster says the federation regards the response of workers as an event "of major significance in the history of worker opposition to police rule," despite the fact that the final decision on how to respond to his death was only made at the Fosatu national executive and regional congress held the weekend before the funeral.

According to the LMG, approximately one quarter of the emerging unions' members participated in some form of work stoppage on May 14 or went to the funeral in Brakpan's Tsakane township. Of these, the LMG says, at least 45 000 workers live in the Transvaal, 22 550 in Natal, 13 500 in the eastern Cape and 10 000 in the western Cape. An estimated 14 000 workers, mainly from the Brakpan-Springs area, but also from as far afield as Brits, went to the

funeral

The LMG also points out that

□ Unlike a stayaway, where it is often suggested that workers are subject to pressures in townships, a stoppage at work is a relatively open and voluntary form of protest. This makes the action a significant expression of organised anger, and

□ Most employers seemed to recognise the significance of this organised power in factories, and either gave workers time off to attend the funeral or allowed time to stop in protest at work. In the Transvaal, there were many cases in which whole factories or delegates from factories attended the funeral. However, employers failed to publicly condemn the detention that led to Raditsela's death. Thus, the LMG says, reinforced workers' perception that employers are part of "the system" ■

Financial Mail May 24 1985

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'SEE YOU IN COURT'

26/5/85
By MARTIN TSOELENGOE
AN INDUSTRIAL COURT case is looming between the Paper, Wood and Allied Workers' Union and C & C Radio Cabinets in Brits

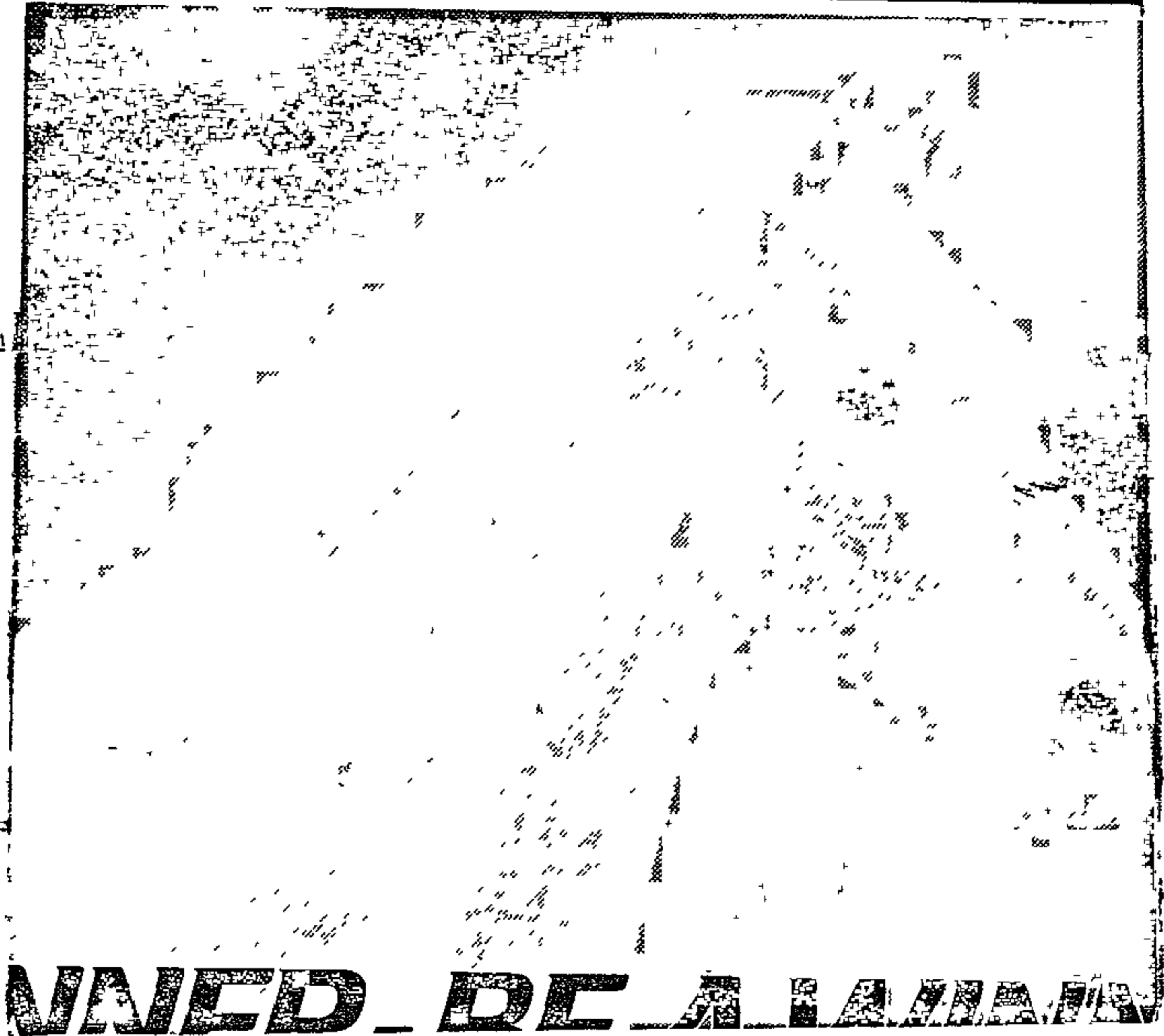
The union issued this warning after six of its members were retrenched on an hour's notice.

Other workers fear they will be retrenched in the same way

A Pwawu spokesman said the retrenched six have worked for the company for 14 years. And he said management had never discussed retrenchment with the workers of Pwawu - a Fosatu affiliate
Management was also

accused of retrenching workers according to their ages, or employers' feelings about them

Workers feel management is victimising them - over the years the company has refused to negotiate with a union of the workers' choice, but favours closed-shop furniture unions.



ANNED DE AAAAAA

On the labour front

Sowetan 27/8/85

MAJOR trade unions, previously excluded from the "unity talks", were presented with a draft constitution of the proposed "super federation" of emerging unions during a meeting in Johannesburg.

However, serious difficulties and differences between the unions participating in the talks, still have to be resolved before such a plan becomes a reality.

The Federation of South African Trade Unions (Fosatu) and the Council of Unions of South Africa (Cusa) are engaged in talks with several "independent unions" for the purpose of forming the "giant federation".

The SOWETAN has established that during the meeting last week, three unions, Cape Town Municipal Workers' Association, Food and Canning Workers' Union and General Workers' Union, have asked the federations to exclude those unions which did not take part in the original talks.

The reasons advanced by these unions, are that the talks are already at an advanced stage and their inclusion will only delay the steps that have been taken so far.

Inauguration of federation

But, Cusa and Fosatu have been requested to urgently meet these unions before the meeting on June 8 and 9 when all unions converge to inaugurate the federation. The federations have also been requested to hold a meeting with "independent unions" this week to ratify problems before the June meetings.

The request by the three unions may cause further delays in the timetable leading to the formation of the new federation and some sources argue that the delay is caused by "liberals" in some unions.

On the whole, it remains to be seen how far the unions are committed to the new federation, especially because of the working together that has taken place recently — the November stay away from work, the May Day celebrations and Raditsela's funeral.

Spar boycott

Ccawusa's Emma Mashinini has called off the boycott of Spar stores in the country after management had agreed to reinstate sacked workers at eight stores in the Natal and Pietermaritzburg plants.

"We thank everybody who supported the boycott," Mrs Mashinini

JOSHUA RABOROKO, labour reporter, gives labour tit-bits on happenings in unions last week.



said "Some boycotts against managements do pay off after all"

Legal strikes seem to be fashionable among emerging trade unions, but do they really pay off? Several workers have been threatened with or dismissed by managements for going on strike. More than 1 000 Corobrick workers at five plants in the Western Cape and Natal are still on legal strike over wages.

Dismissed

- Anglo American has started to re-employ miners dismissed from its Vaal Reefs goldmine last month, after striking over working conditions.

- Sappi Novobold in Port Elizabeth has dismissed another 117 workers, bringing the total dismissed to 425 since the plant was hit by a strike more than a week ago. The strike was over wages.

- At Ford's Struandale, the plant has closed. A company spokesman said a depressed vehicle market had necessitated the move.

- About 65 Metal and Allied Workers' Union members, dismissed by Litemaster Electrical in the Transvaal in 1983, will be reinstated by order of the Industrial Court. Back-pay is expected to amount to R800 000.

- The Fosatu-affiliate Paper Wood and Allied Workers' Union is to take C and G Cabinets Company to the Industrial Court over the retrenchment of six workers.

- Fosatu has threatened to take industrial action against companies that dismissed or victimised workers who took time off to attend the funeral of the late trade unionist, Mr Andries "Lasi" Raditsela.

- TFM (Pty) Ltd will selectively re-employ about half the workers it dismissed last week after a work stoppage at its Olifantsfontein and Wynberg plants.

The United African Workers



WORKERS in South Africa have threatened to go on legal strikes, but managements usually fire workers on strike. The metal and mine industries are threatened by legal strikes and managements have insisted that instead of offering pay rises they would rather cut salaries. The stage is set for this kind of action within a few months.

Union said the company has hired "scabs" and accused some of its members of being "agitators". Mr G Modin, managing director said the number of dismissed workers was 300.

• 370 000 workers in deadlock

Seifsa strained as metal unions consider ballot

(140A) B-Day 27/5/85

THE two major trade union blocs on the Metal Industrial Council, representing about 370 000 workers, will decide this week whether to proceed with a strike ballot following a deadlock in pay talks

Deadlock was reached seven weeks after a dispute with the Steel and Engineering Industries Federation (Seifsa) was declared by the entire spectrum of unions on the council, the largest bargaining forum in the country

It raises the possibility of widespread industrial unrest in the industry and the likelihood of stepped-up demands for plant-level bargaining, undermining the industrial council

After earlier proposing an effective wage freeze, Seifsa last week offered a 17c, or 8%, increase on the minimum rates, a guaranteed 24c rise for artisans and 14c for unskilled workers

In a plea to the unions on Thursday, executive director of Seifsa Sam van Coller said the industrial council was experiencing its most difficult period in 40 years

He said that in the current economic climate there was no way the industry could accommodate the union demands, which would lead

Own Correspondent

to massive unemployment, further shutdowns and more rapid mechanisation

The Confederation of Metal and Building Unions (CMBU), representing mainly skilled and semi-skilled workers, will caucus today with the all-white SA Yster en Staal

CMBU director Ben Nicholson said they were considering three options further informal negotiations, arbitration, or holding a strike ballot

At this stage the CMBU is more likely to look for ways of reaching settlement than the other major bloc, the local co-ordinating committee of the International Metalworkers' Federation, representing mainly unskilled workers

The four IMF unions — the SA Boilermakers' Society, the Metal and Allied Workers' Union (Mawu), the Engineering Industrial Workers' Union and the Steel, Engineering and Allied Workers' Union — will be meeting tomorrow

IMF spokesman Brian Fredericks said there was no way the IMF could accept Seifsa's offer and that they would obviously be considering some form of industrial action

Textile industry: New hearing on union rights

ARGUS 27/5/85
Labour Reporter

THE Industrial Court will hold a fresh hearing tomorrow into stop-order rights in the textile industry for the National Union of Textile Workers

The NUTW is trying to get stop-order rights for members at Table Bay Spinners, from which it is barred because of a 'closed-shop agreement in the industry. This grants stop-order rights only to the Textile Workers' Industrial Union

The TWIU is affiliated to the Trade Union Council of South Africa

Last year the NUTW, an affiliate of the Federation of South African Trade Unions, applied to the Industrial Council for exemption from the agreement

When this was refused the union took the issue to the Industrial Court, which ruled in favour of the TWIU. But the Supreme Court, Cape Town, set aside this ruling and referred the matter back for a fresh hearing

28/5/85 1140A

Fosatu aims for unions' federation

THE Federation of South African Trade Unions believes that trade unions in South Africa can mobilise workers and strive to form a consolidated and greater union federation.

SOWETO
The federation's general secretary, Mr Joe Foster, says the recent actions by the unions have established important bonds of solidarity

in opposition to the "totalitarian rule".
In a statement after the federation's national executive and regional meetings this week, Mr Foster says Fosatu regards the organised response to the death of trade unionist, Mr Andries Raditsela, as an important event of major significance in the history of worker opposition to "police rule".

Industry faces row with unions

some Jan 28/51
SOUTH Africa's metal industries are faced with industrial action following a deadlock between employers and trade unions over pay increases covering over 370 000 employees.

The unions representing the workers are to meet today to decide what steps to take after their dispute with the

UOP
Steel Engineering Industries' Federation of South Africa (Seifsa) — the metal industries industrial council (IC)

The four International Metalworkers Federation unions in South Africa — the SA Boilermakers' Society, the Metal and Allied Workers' Union, the Engineering Industrial

Workers' Union and the Steel Engineering and Allied Workers' Union — have rejected Seifsa's wage offer

Seifsa offered a 17c or percent increase on the minimum rates, a guaranteed 24c for arti-

sans and 14c for unskilled workers
IMF's spokesman Mr Brian Fredericks has charged that there was no way in which the IMF could accept Seifsa's offer which fell well below the standard of living



2 000 down tools

MORE than 2 000 workers were yesterday reported to have downed tools at seven factories in the Transvaal, Natal and Cape over wages, dismissal of colleagues and working conditions

Trade unions, industrial relations consultants and labour lawyers have predicted more labour unrest in the country as the metal and mine industries have deadlocked with management for the same reasons

About 300 workers at Tedelox Electrical Company in Booysens, Johannesburg, went on strike yesterday after making pay demands and other working conditions

Tedelox's spokesman Mr Sydney Cowen confirmed the strike was over pay. The company could not, because of the current economic climate, meet the workers' demands. "We had a disastrous year last year and we cannot cope," he said. The company was negotiating with the workers' representatives

The workforce at Bret company in Benoni, recently sold to Dorbyl by Barlow Rand, yesterday downed tools and travelled in three buses to Barlow's headquarters in Sandton, where they presented their grievances

The workers' — members of the Metal and Allied Workers' Union (Mawu) — grievances include severance pay, pension fund, working conditions and other benefits. The workers claim since the company was bought by Dorbyl, the situation has changed and they were not happy

Barlow's public affairs manager Mr R Chambers confirmed the incident. He said the workers had presented their grievances and they were prepared to discuss them with the new management. There were no "bad incidents" and the workers later left the scene in three buses

More than 1 500 workers have stayed on strike at five plants of Corobrick in the Western Cape and Natal. There have been several incidents of victimisation and intimidation reported at the plants, according to union sources

~~140A~~
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Soweto

28/5/85

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1404
**Wage strike
at Tedelex**

By CLAIRE PICKARD-CAMBRIDGE

MORE than 400 workers went on strike over wage demands at Tedelex premises in Booyens yesterday and are not expected to return to work today

The strikers are mostly members of the Metal and Allied Workers' Union (Mawu) and represent the majority of the black workforce on the premises

Tedelex secretary, Sid Cohen, said there had been a meeting with worker representatives yesterday but no progress had been made. He said the strike had also prevented the distribution of goods yesterday

The strike follows talks with employers on Friday when workers demanded an across-the-board increase of 50 cents an hour

140A
Kohler in
firings row

By CLAIRE PICKARD-CAMBRIDGE
CONFRONTATION is looming between the Federation of South African Trade Unions and Kohler Corrugated and Cores at Brakpan. Fosatu claims that it is the only company to fire workers for attending unionist Andries Raditse-la's funeral.

A spokesman for the Paper, Wood and Allied Workers' Union, a Fosatu affiliate, said the company had fired eight workers and given 134 others final warnings for ignoring management's refusal to allow them to attend the funeral.

Workers at South African Breweries, Langeberg, Colgate Palmolive, Reckitt and Coleman, Cobra Brassware and Lever Brothers — which are Kohler Corrugated and Cores supplies companies — are being contacted to discuss solidarity action if workers are not reinstated.

The company maintains it adopted a flexible attitude towards requests by employees to attend the funeral and discussions were held with workers about this on all four Kohler plants on the Reef.

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Dunlop
workers
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threaten
17/5/85
walk-out

By CLAIRE PICKARD-CAMBRIDGE

ABOUT 2 000 workers at Dunlop SA in Durban have threatened to strike next week if BTR Sarmcol near Howick refuses to conclude a recognition agreement with the Metal and Allied Workers' Union (Mawu)

This follows Sarmcol's dismissal of 970 striking workers almost three weeks ago and will bring the number of strikers at Dunlop and Sarmcol — both subsidiaries of British Tyre and Rubber — to 2 970

Mawu said yesterday that Dunlop workers had agreed to strike if BTR Sarmcol persisted in refusing to negotiate with the union. A strike ballot will be held next week.

The 970 Sarmcol workers were fired for participating in an "illegal" strike according to the company. The union, however, claims the labour action was legal in terms of the Labour Relations Act.

The union alleged that none of the Sarmcol strikers had returned to work and that Dunlop had threatened to seek an interdict to prevent strike action.

Sarmcol's administrative director John Sampson said yesterday that about 400 people — most of whom had been laid off from Sarmcol over the past three years — had been hired to replace the strikers.

Twenty of the 970 dismissed workers had asked to be re-instated. Sampson said the firm had signed a preliminary recognition agreement with Mawu in 1983, but had not negotiated with the union over the strike.

● Mawu has launched a boycott of shops in Howick to put pressure on local business to persuade Sarmcol to negotiate with the union.

Raditsela to be buried

By MZIKAYISE EDOM

A LEADING East Rand trade unionist, Mr Andries Raditsela, who died a few hours after he was released from detention last Monday will be buried tomorrow in Tsakane, near Brakpan.

Mr Raditsela (29), from Tsakane, died at the Baragwanath Hospital in Soweto at about 2 15 pm last Monday — a few hours after he was released from detention

He will be buried at the Tsakane graveyard

after a service at the local Methodist Church. The service starts at 10 am

Workers have been asked to attend his funeral. This appeal was made by the Federation of South African Trade Unions (Fosatu) at the weekend

Fosatu has called on its members and other

Sowetan
workers throughout the country to down tools between 11 am and 1 pm tomorrow to commemorate the death of Mr Raditsela, who was a senior shop steward with the Chemical Workers Industrial Union, an affiliate of Fosatu

In a statement Fosatu said "The executive of the Transvaal region of Fosatu will ask employer associations to advise their members to grant paid bereavement leave to all workers for the whole of Tuesday so that they can attend the

140A
funeral. Fosatu also calls on other unions and organisations to support this "

Fosatu also called on other workers in other regions to hold commemorative services and work stoppages

The Trade Union Council of South Africa (Tuca) said in a statement yesterday that it was totally opposed to detention without trial and believes that the law which permits detention without trial is an unjust one

A dedicated man

The death last week of trade unionist Mr Andries Raditsela may be just another statistic to many South Africans

But to thousands of workers it symbolises a major loss

Mr Raditsela was arrested 10 days ago at the East Rand township of Tsakane and died at Baragwanath Hospital

Many South Africans heard of Mr Raditsela's death through a brief SABC news item that a senior police officer had been appointed to investigate the case

But who is this man whose death has left employers faced with the possibility of an extensive work stoppage tomorrow?

At the Germiston offices of the Chemical Workers' Industrial Union, of which Mr Raditsela was a senior official, organiser Mr Meshack Ravuku said

140A By Mike Siluma

Stat 13/5/85
"I first met him in 1982"

"At that time I was a shop steward at Sasol and the union was still very weak there

"Andries and other union leaders patiently nurtured the union into the force it is today

"One of his greatest dreams was to see the unity of the union movement"

To this end Mr Raditsela took part in the May Day co-ordinating committee and represented the nearly 300 000-member Federation of South African Trade Unions at talks to form a super federation

Mr Ravuku said "The Dunlop factory on the East Rand, where he was the chief shop steward, is one of his union's strongest branches"

Capitalism blamed for 3 million SA jobless

Capitalism and apartheid are mainly to blame for mass retrenchments which have cost more than three million workers their jobs, says the Paper, Wood and Allied Workers' Union in the first issue of *Isikhali*

The union says other causes of retrenchment are mechanisation and foreign investment by South African companies and the takeover of companies.

Giving workers retrenchment pay, says the union, is no answer to the retrenchment problem

PROFITS

It adds that bosses are trying to maintain high profits in a recession by cutting costs.

This they try to achieve by retrenching staff

The union says that by spending money on homelands, police and army the Government is misusing South Africa's wealth as this does not create jobs

It adds "The bosses like to spend money on new machines which mean less jobs and more profits for the bosses.

"Machines don't complain or join unions."

The union claims that a leading company in the paper industry has spent R600 million to buy machines which will create only 600 jobs

'A potentially explosive situation'

Industry boss

calls for calm

Over stayaway

Staff Reporters

AAA 13/5/85

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The Federated Chamber of Industries (FCI) has appealed to all its members and trade unions to treat with maximum flexibility and sensitivity the question of the various work stoppages called for tomorrow to coincide with the funeral of trade unionist and ex-detainee Mr Andries Raditsela (29).

In what he called an effort to diffuse a potentially explosive situation, Dr Johann van Zyl, chief executive of the FCI, said today that the chamber acknowledged the depth of feeling among trade unions and their members over the circumstances surrounding Mr Raditsela's death and their desire to express this concern appropriately.

Mr Raditsela, a senior shop steward of the Chemical Workers Industrial Union and vice-chairman of the Transvaal region of the Federation of South African Trade Unions (Fosatu), died last Monday after being released from detention. He will be buried from the Methodist Church in Tsakane near Brakpan at 10 am tomorrow.

Fosatu has appealed to all workers in the Transvaal, whether they are Fosatu members or not, to stay at home tomorrow. In other provinces a two-hour work stoppage from 11 am to 1 pm is being called.

The United Democratic Front and its affiliates have agreed to support the Fosatu call.

Dr van Zyl said today "We appeal to our members to make such expressions possible. Since circumstances differ widely among companies and plants all over the country, the FCI would urge that particulars be resolved at local level by direct negotiation between union officials and management."

"Flexibility on both sides will contribute substantially towards diffusing a sensitive situation."

Dr van Zyl believed that a full-day stayaway from work would not be regarded by FCI members as appropriate in the present circumstances.

Complicated

"The moment the issue of pay for a day's absence arises the situation is bound to become more complicated," he said.

A small supermarket chain which operates in the Transvaal, K Mart, has decided to close its branches for two hours tomorrow "in solidarity with the bereaved family of Andries Raditsela", a company statement said.

Mr Frans van der Walt, group personnel manager of Pick'n Pay, said the company had received a union request to give its members two hours off so they could attend a memorial service.

"We cannot close our stores but we will accommodate the request as far as possible," he said.

"Where people request the two hours time off we will not stand in their way and will man our stores with a skeleton staff."

Discussions

Other employers around the country met today to discuss the issue.

Some companies which are unable to shut down continuous plants are considering token gestures as a sign of respect for workers' feelings.

Sources in the private sector said some firms would allow workers to work-in a few hours taken off but would regard a full-day stayaway as a more serious matter.

Fosatu has appealed to police and the Defence Force to keep away from the funeral tomorrow because their presence "could precipitate confrontation and violence".

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Funeral: Call for M work stoppage

JOHANNESBURG — The Federation of South African Trade Unions (Fosatu) said yesterday it would tell employers today they must give workers time off for tomorrow's funeral of trade unionist Mr Andries Raditsela, or risk more tension

In a statement, Fosatu said "disciplinary action by employers will merely aggravate a very tense situation"

Today Fosatu will request major employers not to take action against workers who wish to attend the funeral

At the same time it called for commemorative meetings or stoppages tomorrow in memory of Mr Raditsela, who died last Monday at the age of 29 after his release from detention

Fosatu has a membership of about 130 000 workers in affiliated unions and tens of thousands of black workers are likely to down tools tomorrow, business and political analysts said

Unions have called for a two-hour work stoppage tomorrow, both in memory of Mr Raditsela and in protest against the

presence of police and troops in townships

The analysts said at the weekend they thought response to the call would be at least as great as for a similar appeal three years ago, when 100 000 workers downed tools after the death in detention of trade unionist Dr Neil Aggett.

Mr David Webster, social anthropology professor at the University of the Witwatersrand, said both black union strength and grassroots political organizations had grown greatly since Dr Aggett's death

Prominent

"This is a very, very emotional issue and I suspect support is going to be on a scale comparable with that for the Aggett memorial. The chances of it being even bigger are there," Mr Webster said

He said Mr Raditsela was less widely known than Mr Aggett, but had been prominent in Fosatu "If Fosatu calls a stoppage you can be sure the workers will come out," Mr Webster added.

Mr Willem Kleynhans, politics professor at the University of South

Africa, predicted that the stoppage would lead to a government clamp-down on the organizers

Mr Kleynhans said he thought some employers could react harshly to any disruption of work, despite a call from one major business group, the Federated Chamber of Industries, for flexibility and understanding between management and unions

But Mr Vincent Brett, manpower secretary of the Association of Chambers of Commerce, said "I think by and large employers will be fairly sympathetic

"Assuming it is just a two-hour stoppage, I don't think it will have any impact on the economics of the workplace"

Mr Webster said the support of the United Democratic Front for the protest meant there would also probably be mass memorial services among students and unemployed people in the townships

He saw as significant the fact that the Azanian People's Organization had allied with the UDF in backing the call. — Sapa-Reuters

NESSELWAN many. — V. elite Waffen ed a reunion resort which both violent tests from anti-

Police said remanded to street fights and missile- strators on the hotel while soldiers met.

Fifteen protesters

'My son wouldn't shoot himself'

13/5/85 2 NM

SECTION A

Mercury Correspondent

JOHANNESBURG—The father of a 28-year-old man who died in a 'shooting incident' at Johannesburg's Kliptown police station on Thursday says his son would not have taken his own life.

arrested in connection with allegations of impersonating a police officer and the theft of R5 000

'Allegedly he shot himself, but police are still investigating,' the spokesman said

Mr Razak rejected the police explanation

Meanwhile Sapa reports that the Federation of South African Trade Unions has called for all Transvaal workers to be given the whole of Tuesday off work so they can attend the funeral of trade unionist Mr Andries Raditsela

Mr Raditsela, 29, died last Monday, after his release from police custody

Mr Abdul Kader Razak of Lenasia alleged yesterday that his son Mr Mohamed-Allie Razak, who died at Baragwanath Hospital on Saturday from a bullet wound in the head, had been assaulted by police.

A police spokesman in Pretoria said yesterday that 'a shooting incident' had occurred at a Johannesburg police station after Mr Razak had been

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Cape workers urged to join protest work stoppage

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13/5/85
1407
Labour Reporter

THOUSANDS of Cape workers will be urged to stop work for two hours tomorrow in protest against the death of Transvaal trade union official Mr Andries Raditsela soon after he was released from detention.

Affiliates of the Federation of South African Trade Unions (Fosatu) and other unions involved in the formation of a new union federation met in Cape Town today and decided to support the call for a two-hour work stoppage made in the Transvaal last week.

The unions, representing about 20 000 workers, include the General Workers' Union, Food and Canning Workers' Union, Commercial, Catering and Allied Workers' Union, National Automobile and Allied Workers' Union, the National Union of Textile Workers, the Paper, Wood and Allied Workers' Union and the Cape Town Municipal Workers' Association.

OUTRAGED

A statement issued after the meeting said the unions were outraged by the death of yet another union leader and urged managements to "respect this period of mourning and to refrain from any disciplinary action".

Mr Brian MacLeod, director of the Cape Town Chamber of Commerce, said he had not received any calls from members asking for advice on how they should handle any stoppages.

The Black Sash has asked all its members to wear black armbands or ribbons tomorrow as tokens of mourning for Mr Raditsela and Mr Siphon Mutsi, a student organiser who was dead on arrival at hospital in Bloemfontein after being transferred from Welkom.

Raditsela funeral stay-away call

100 000 may join work-stoppage

B. Day

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13/5/85

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MORE than 100 000 workers are expected to stay at home tomorrow in a nationwide work-stoppage over the death in detention of a trade unionist

The 130 000-strong Federation of South African Trade Unions (Fosatu) called on Transvaal workers to attend the funeral of, Mr Andries Raditsela, tomorrow.

Fosatu has also called for shorter work-stoppages by other workers and asked for employers to pay bereavement leave to those who attend the funeral.

The looming work-stoppage could be as great as, or larger than, the one when 100 000 workers downed tools in sympathy

By **CLAIRE PICKARD-CAMBRIDGE**

thy with the death in detention of Neil Aggett in February, 1982. It is being viewed with disquiet by commerce and industry

Assocom's manpower secretary, Mr Vincent Brett, said yesterday that, while he thought most employers would have handled a two-hour work stoppage sympathetically, a more serious view would be taken of a day's stoppage

Most other employer organisations reacted cautiously

Mr George Nisbet, president of the Chamber of Mines, and Mr Sam van Coller, director of the Steel Engineering Industries' Federation of South Africa

(Seifsa) declined to comment until they had met their boards today.

Mr Raditsela, 29, a senior shop steward of the Chemical Workers' Industrial Union, died on Monday after he was released from police custody. His funeral will be held at the Methodist Church in Tsakane, near Brakpan, at 10h00 tomorrow.

Fosatu said in a statement yesterday that it would be approaching employer organisations today to request their support and discuss paid bereavement leave

It is also requesting employers not to take any action against workers attending the funeral because this would exacerbate tension

However, on the question of bereavement leave, Mr Brett, of Assocom said this was usually granted only after the loss of relations and could "not by any stretch of the imagination be considered in this category".

The Fosatu statement condemned the continued army and police presence in townships after repeated calls for them to leave

"Army and police presence on Tuesday could precipitate confrontation and violence at the funeral and the Congress urges them to stay away," it warned

The statement also warned the Government and employers that, if there were any more deaths, workers would take a day off to attend each funeral

A Fosatu spokesman said it expected workers to rally to the call to attend the funeral

Professor David Webster, social anthropologist at the University of the Witwatersrand, said black union strength and grassroots political organisations had grown greatly since Mr Aggett's death.

He believed it was an emotional issue and suspected support was going to be on a scale comparable with, or even greater than, at the time of the Aggett death

Although Mr Raditsela was not as well-known as Mr Aggett, he had been vice-chairman of Fosatu's Transvaal region

"If Fosatu calls a stoppage you can be sure the workers will come out," said Prof Webster

He said he thought it significant that Azapo had joined the UDF in the protest call

SAPA reports that Professor Willem Kleynhans, professor of politics at the University of South Africa, predicted that the stoppage would lead to a Government clampdown on union organisers.

Money supply hitch

MONEY supply numbers for the end of March are not impressive.

While the growth in the various aggregates suggests a marginal slowing they do not indicate that the authorities have succeeded in bringing money supply under control.

The narrowly defined M1 — coin, banknotes and the demand deposits of the non-bank private sector — increased by 30,8% to R25,91bn, compared with a growth of 33,1% in February

The broader and more significant M2, which comprises M1 plus short-term and medium-term deposits of the non-bank private sector, rose by 25,1% to R38,78bn, compared with 25,4% in February.

M3 — M2 plus all the other deposits of the non-bank sector — rose by 22,1% to R43,28bn, compared with 22,6% in the previous month

One reason for the slight easing in the money supply aggregates was the drop in reserves at the end of March when total reserves came down by R315m

By **HAROLD FRIDJHON**

largely because of a decline of R303m in the bank's holdings of foreign currency

It had been thought the slowdown in the granting of credit by the banking system would have had a more salutary influence on the money supply. But bankers said on Friday that, while demand for credit had eased considerably, total advances had increased slightly because of a tendency for corporate borrowers to switch their financing from off-shore sources to local banks

The Governor of the Reserve Bank, Dr Gerhard de Kock, told Business Day last night that statistics showing the velocity of circulation of money were not yet available.

"This depends on what gross domestic product did in the first quarter of the year and these statistics should become available by the middle of the month.

"However judging by other available statistics, such as motor car sales, it appears the velocity of circulation has not increased," he said

New moves on Wit Nigel

THE chairman of Witwatersrand Nigel, Mr Peter George, is fighting for his gold mine as some of his creditors lose patience.

George last week survived two applications in the Witwatersrand Division of the Supreme Court to have Wit Nigel put into provisional liquidation. There may be more applications this week.

A number of creditors with claims totalling about R2m intend meeting

By **BRENDAN RYAN**

Committee must be watching Wit Nigel

However, it appeared last week that George may have found a backer

Comet Electrical withdrew its application to wind up Wit Nigel on Thursday after settlement had been reached. No details were released, but it is understood a third party bought Comet's R65 000 plus costs claim against Wit

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Thousands to mourn Raditsela's death

JOHANNESBURG — Thousands of Transvaal workers are expected to stay away from work or stop work for two hours today in protest against the death after release from detention of a leading trade unionist, Mr Andries Raditsela.

The work stoppage, scheduled to start at 11 am, has earned the support of workers and employers alike, and by some of the largest firms employing thousands of black workers.

The resolution to call for a work stoppage was made by members of the 31 unions representing thousands of workers while the Federation of South African Trade Unions' (Fosatu) Transvaal regional congress has called for a stay away at meetings held in Johannesburg at the weekend.

The call for a work stoppage has been supported by political organisations such as the United Democratic Front and the Azanian People's Organisation and others whose members were present at the meetings.

Outcry
Mr Raditsela, a shop steward of the Chemical Industrial Workers Union and Fosatu's executive officer, died after he was released from jail last Monday. He will be buried in Tsakane today.

His death has received countrywide and international outcry.

from unions and community-based organisations which have demanded a full probe into the circumstances leading to the tragic incident.

The secretary of the May Day Co-ordinating Committee, Mr Cunningham Ngcukana said that the unions have

pledged their solidarity and support for the work stoppage. Offices of trade unions and other organisations will close to honour Mr Raditsela today. They respected Fosatu's call for a day-off.

Tough
He warned those managements that might victimise workers absent from work that "tough and stringent measures" would be taken against them by the workers country-wide.

In a statement, Fosatu called on all Transvaal workers to take the whole day off from work to attend the funeral. The national Fosatu

executive will be asking employers' associations to advise their members to grant paid bereavement leave to all workers.

The regional congress also condemned the arrest and killing of workers and their children during unrest.

Workers have also expressed their anger at the fact that the army and police are still in the township after repeated calls for them to leave.

Fosatu's national executive committee has called on workers in other regions to hold commemorative services and stoppages.

Meanwhile employers and employers' organisations have expressed their concern and distress at the death of Mr Raditsela, although they will not afford a stay-away from work because

of their businesses.

Pay
Associations of the Chambers of Commerce's manpower secretary Mr Vincent Brett, said while employers will be sympathetic towards a work stoppage, they will not tolerate any stayaway.

Employers might be forced not to pay workers.

Checkers' spokesman said it was with regret that they would not allow or close their operations for workers to at-

tend the funeral. They would not victimise workers, but will not pay them for being absent.

Coca-Cola's PRO Mr Henne Viljoen said no decision has been taken on the issue because "our workers have not approached us, neither did the unions representing them".

A Chamber of Mines spokesman said they have no comment to make on the issue. They were aware of the calls.

All K-Mart and American Hamper stores will close between 11 am and 1 pm today in solidarity with the family of Mr Raditsela, according to a spokesman for the company.

Unions ignored on day of Raditsela funeral

Majority reject stayaway plea

Star 14/5/85

14017

Staff Reporters

The vast majority of black workers on the Witwatersrand, Vaal and Pretoria areas ignored trade union appeals today for a one-day stayaway to coincide with the funeral of unionist Mr Andries Raditsela this morning.

The Association of Chambers of Commerce reported that more than 90 percent of black labour forces had clocked in at factories and offices in the PWV zone.

Mr G A V Brett, secretary of the Assocom Manpower Committee, who was monitoring companies, said the response to the union stayaway call had been minimal at most.

Among the areas reported to be virtually untouched by the stayaway was the East Rand — the home of Mr Raditsela (29), the senior shop steward of the Chemical Workers Industrial Union and vice-chairman of the Federation of SA Trade Unions, who died last week within hours of release from detention

Special arrangements

Initial indications were that the two-hour work stoppage asked for by unions was not widely supported, although some large firms made special arrangements with their workers.

Mr Brett said there was little evidence of workers downing tools for two hours, and hardly any disruption of work. What happened in most cases was that workers asked for, and were granted, permission to have extended lunch breaks for commemorative prayer meetings.

The Putco bus company said passenger loads were "completely normal" today.

A spokesman for the National Automobile Workers' Union estimated that about 5 000 members had stayed away — at the Firestone tyre factory in Brits, BMW in Isando, the Alfa Romeo depot in Wynberg and Volkswagen in Johannesburg.

But the big SA Motor Corporation works at Sigma Park, outside Pretoria, said employees had clocked in as usual. A two-hour mourning break at midday had been agreed with union representatives.

At Sasol, where 6 000 workers were sacked in the November stayaway troubles, a spokesman said shop stewards at the Secunda complex had been allowed leave of absence to attend the Brakpan funeral. All other employees had reported as normal.

But the Sasol spokesman said at midday there was no evidence of workers downing tools.

Mines

Anglo American reported that work also appeared to be running as normal at its mines, despite the support for a stoppage voiced by the National Union of Mineworkers.

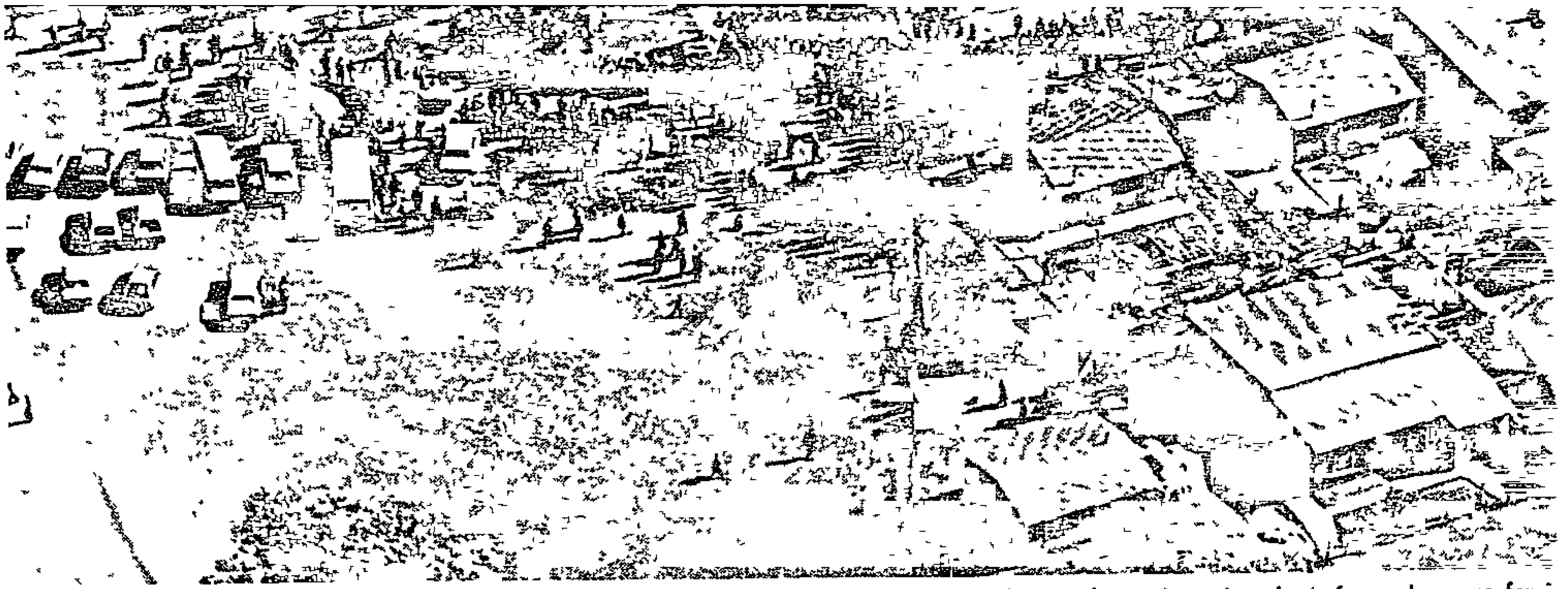
Interviews by *The Star* in Johannesburg indicated that many black workers had decided to ignore the stayaway — and perhaps the two-hour stoppage as well — because of fears of losing their jobs at worst, or else deductions in their pay packets.

Mr Brett agreed that the unemployment crisis,

● To Page 3, Col 3

Union stayaway plea ignored by majority

● From Page 1 Star
and the financial squeeze on companies as well as consumers, had probably been a major influence. 15/5/85
Most companies had decided to follow a no-work/no pay policy. Policy varied on how to handle any two-hour stoppages but the Afrikaanse Handelsinstituut advised all members to deduct two hours' pay.
"Employers are as much concerned as trade unions about the whole issue of detentions", said Mr Brett. "But none of them can afford even temporary losses caused by stoppages."



This aerial view of the scene outside the Methodist Church in Tsakane, Brakpan, was taken midway through today's funeral service for Andries Raditsela, the trade unionist who died after being in police custody.

Quiet funeral for Raditsela the trade unionist

Staff Reporters

Several thousand mourners converged on the Methodist Church in Tsakane this morning to bury Andries Raditsela, the trade unionist who died Monday shortly after he was released from detention.

A police spokesman said that more than 5 000 people attended the funeral.

Large contingents of army and police crossed paths with mourners in the tiny streets but there was no trouble before the service started.

The spokesman said late today that no incidents of trouble or unrest occurred during the funeral.

The funeral began shortly after 10 am when the coffin carrying Mr Raditsela's body arrived at the church in a hearse.

Several hundred other mourners were left stranded in townships surrounding Tsakane and at the Brakpan and Dunsward railway stations because no buses were operating.

People were ferried to the service in taxis and cars.

Soon after the service started, a request was made to people who came to the service in buses to make them available to fetch the mourners without transport.

Hundreds of other mourners from nearby kwaThema, Springs,

Quiet funeral for Raditsela

14/5/85 • From Page 1.

walked to Tsakane and hijacked whatever vehicles they came across and ordered them to transport them to the funeral.

Various groups of mourners, mostly workers belonging to different trade unions arrived at the church singing freedom songs and chanting slogans praising political leaders, trade unions and trade union leaders.

In what mourners believed was a show of strength, the army, in convoys of up to a dozen vehicles, including trucks loaded with portable toilets, rode through the streets before camping at vantage points around the township and at the local police station.

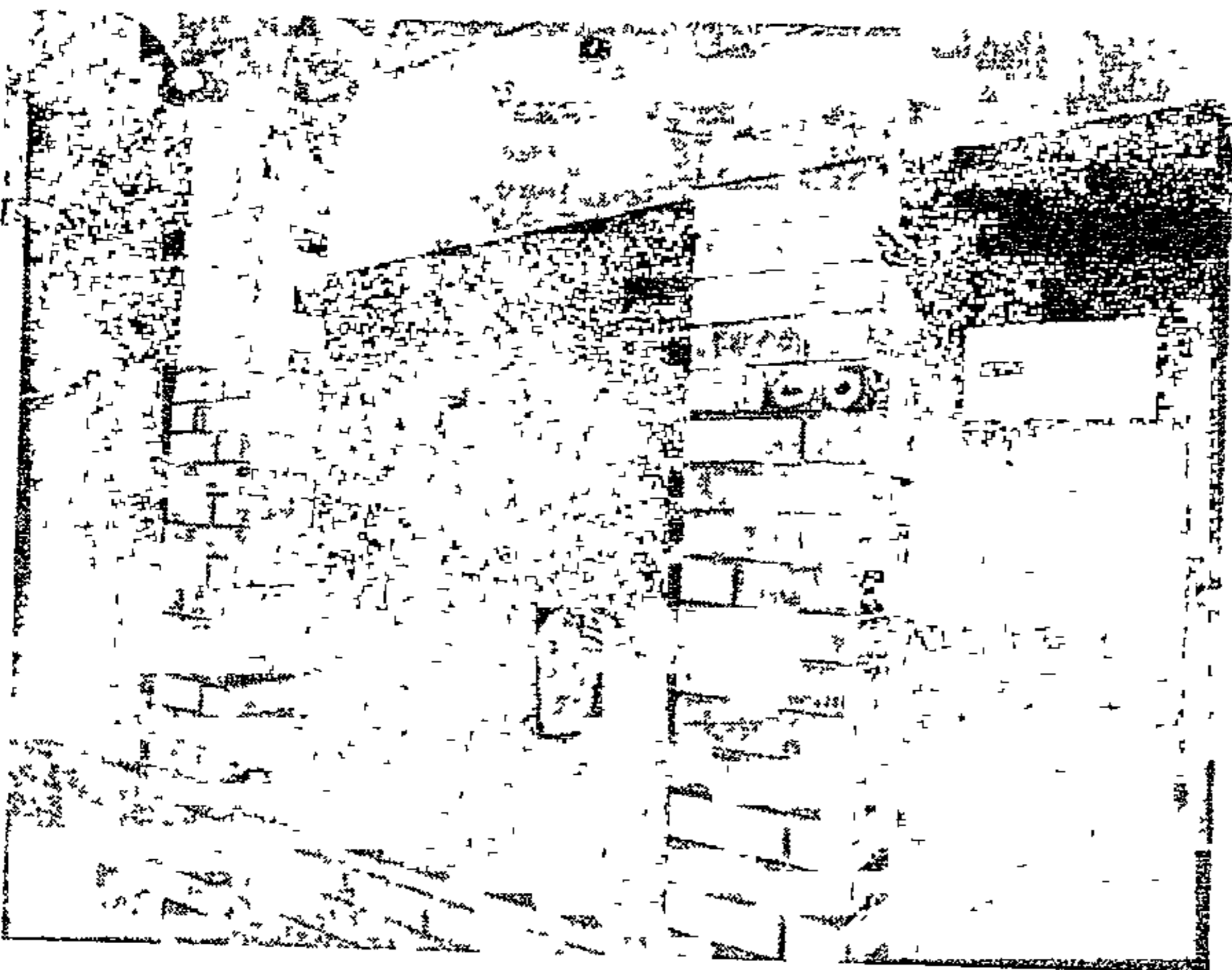
A speaker said that at the time of his detention Mr Raditsela had been kept all day at the local administration offices and was only taken to hospital at about 7 pm.

"When Andries's mother went to see him at the Far East Rand Hospital, he could not speak."

"The hospital staff did not seem to know anything about the circumstances of their patient."

"It was odd but it was also heart-breaking for the old lady," the speaker said.

At various times sections of the crowd outside the church marched with banners to the end of the street but did not attempt to venture further into the township.



Mrs Cora van Wyk (left), her daughter, Mrs Annelize du Buisson, and Armand (2), who had a narrow escape when a pelmet fell on his bed while he was sleeping

Blasts hit Brakpan police station and court buildings

East Rand Bureau

Three explosions within minutes of each other rocked Brakpan in the early hours of this morning

The first blast went off at about 12 35 am at the Brakpan police station. The other two explosions were synchronised and went off within minutes of each other at the Brakpan Magistrate's Court and Commissioner's Court

Extensive damage was caused to the back section of the police station and to the Magistrate's Court and Commissioner's Court buildings

Nobody was injured in the blasts

Windows were shattered, ceilings collapsed and doors were wrenched from their hinges

The windows of shops and houses nearby were shattered by the blast

A sleeping child had a narrow escape when a pelmet was ripped down by the force of one of the explosions

across the street at the Brakpan police station

Mrs Cora van Wyk said the pelmet crashed on to the bed, narrowly missing her grandson, Armand du Buisson (2)

"We woke up with the first explosion, which was followed by two other blasts," said Mrs van Wyk

"I heard glass break and ran from room to room to see if any of my children or grandchildren were injured

"The explosions were extremely loud and everyone ran into the street in their pyjamas to find out what had happened," she said

Mrs van Wyk said policemen had told people to go back into their houses in case of another explosion

The police flats, situated behind the police station, were evacuated and women and children were taken to nearby houses as a safety precaution

● To Page 3, Col 4

Brakpan police station blasted

From Page 1

Star 14/5/85

Mr Jeffrey Harden and his wife Constance took five policemen's wives and their children into their home

"I instinctively felt there was something terribly wrong when I woke up with the first blast," said Mrs Harden

The windows of their home were shattered by the blast

Mrs Anne Fourie said she had been terrified. My whole house shook from the force of the explosion"

Proceedings were disrupted at the Magistrate's Court and the Commissioner's Court

and employees had to retrieve books and files from damaged offices

Police cordoned off the area with barbed wire and the Brakpan Commando was alerted and kept curious onlookers at bay.

Police have not yet ascertained the exact nature of the explosions but they are believed to have been caused by limpet mines

Security Police are investigating the matter. A senior police spokesman was unable to say if the explosion had any connection with the funeral of the trade union member, Mr Andries Raditsela (29), who was buried in Tsakane township today.

Why they ignored call to stay away

By Estelle Frenkove

Fear seemed to be the chief motivation of the people who chose to ignore today's stay-away call fear of losing their jobs or a day's pay

When the usual company bus came to pick up Mr John Ngobeni at home in Alexandra this morning, he was told "If you do not come to work, no more job"

Mr Ngobeni, who installs air conditioners, said he could not afford to be fired because he had a wife and three children

Mr Hamilton Madonela, a sales adviser at a furniture shop, said "I could not stay away, because then I would not get my money and I would suffer

"I am the only breadwinner I pay the rent, I buy the food, everything"

He supports his mother, wife and two school-going children

A mother of two from Naledi said she heard about the stayaway for the first time while waiting at the bus stop yesterday

She is a shop assistant

Even if she had known about it earlier she would not have heeded the call because of fear that she might lose her job

"Then I would just have to stay at home with my children and suffer," she said

400 000 workers support ~~stoppage~~ ^{140A} ^{B. Day}

By PHILLIP VAN NIEKERK
Labour Reporter

14/5/85

IN A major display of worker anger and union muscle, emergent unions with an organised strength of about 400 000 have supported the two-hour nationwide stoppage today over the death of Fosatu unionist, Mr Andries Raditsela

Fosatu unions in the Transvaal and Council of Unions of SA (Cusa) affiliates on the East Rand have called for workers to take the day off and attend Mr Raditsela's funeral in Tsakane on the East Rand

With the 130 000-strong National Union of Mineworkers (NUM) supporting the two-hour stoppage and the likelihood of non-unionised workers also joining, more than half-a-million workers could be affected.

Mr Raditsela, a senior shop steward of the Chemical Workers' Industrial Union (CWIU), died of head injuries last week shortly after release from police custody.

Tens of thousands of workers and local residents are expected to attend the funeral with the Fosatu national executive warning that an army and police presence could easily exacerbate tension

Fosatu has warned that workers will take a day off for every person shot dead at the funeral.

As tension mounts around the highly emotive issue, leading employer groups have cautioned against tough disciplinary action against workers

Mr Sam van Coller, the executive director of the Steel and Engineering Industries Federation of SA (Seifsa), said they had advised metal employers — likely to be hard-hit by stayaways on the East Rand — not to take disciplinary action.

He said where employees wished to attend the funeral, this should be regarded as absence with permission although the principle of "no work, no pay" should be adhered to.

"Where employees wish to stop work for two hours to pay their respects, employers should assist in providing the appropriate place," he said

A spokesman for the giant Anglo American Corporation said they would consider the individual circumstances but were "not even considering disciplinary action".

He said that while the pay issue was "wide open", Anglo would probably consider workers not showing up today as "absent with permission".

Throughout the country yesterday, managements met with unionists to negotiate time off and pay for workers wishing to attend the funeral or join the two-hour stoppage.

The Association of Chambers of Commerce (Assocom) and the Federated Chambers of Industries said they were opposed to stayaways, but believed today's stoppage should be treated with flexibility by employers

"Flexibility on the part of both trade unions and management will contribute substantially towards defusing a sensitive situation, and will help to constrain action within the limits of what is both appropriate and economically realistic," the statement said

Meanwhile, the Trade Union Council of SA (Tucsa) — which was criticised for its lukewarm response to the work stoppage over the death of Dr Neil Aggett three years ago — has expressed sympathy for workers wishing to mourn Mr Raditsela's death

Condemning detention without trial, the Tucsa statement said "We understand the feelings and emotions of workers who want to attend Mr Raditsela's funeral to express their sympathy and support for the bereaved

Support for the stoppages has also come from organisations like the United Democratic Front (UDF) and the Azanian People's Organisation (Azapo).



14/5/85

'Totally dedicated to the workers' struggle'

MIKE SILUMA and JO-ANNE COLLINGS report from Johannesburg on the esteem with which Andries Raditsela, the trade union leader who died last week after having been in police custody, was regarded by his fellow unionists

THE death last week of trade unionist Andries Raditsela may be just another faceless statistic to many South Africans. But to thousands of workers throughout the country it symbolises an almost irreplaceable loss.

Mr Raditsela (29) was arrested ten days ago at the East Rand township of Tsakane and died at the Baragwanath Hospital last Monday. An independent pathologist said the unionist's death had been caused by brain injury consistent with trauma.

But who is he, this man whose death has left employers faced with the likelihood of a nationwide work stoppage today, one that could be even bigger than the stoppage called to mourn the death of unionist Dr Neil Aggett in 1982?

At the Germiston offices of the Chemical Workers' Industrial Union (CWIU), of which Mr Raditsela was a senior official, former colleagues mourned the death of a man "totally dedicated to the workers' struggle".

Said union organiser, Mr Meshack Ravuku: "I first met Mr Raditsela in 1982. At that time I was a shop steward at Sasol and the union was still very weak there. Andries and other union leaders patiently nurtured

the union into the force it is today.

"It was hard work building the union and we had to work until all hours. But he never complained.

"One of his greatest dreams was to see the unity of the union movement. Andries felt that division among workers was wrong because they faced the same enemy."

To this end Mr Raditsela represented the nearly 300 000-strong Federation of South African Trade Unions (Fosatu) at the union talks to form a "super federation".

"He had a very close relationship with the workers, especially those at Dunlop. They had total confidence in him. Many of them wept when we held a meeting at Dunlop on Thursday," Mr Ravuku

Indeed, it would be difficult to replace a man who simultaneously was

- A senior shop steward
- A member of both the regional and national executive committees of the CWIU, and
- A member of the national executive and central committee of Fosatu

A telling picture of Mr Raditsela is contained in the new book, "Working Women" (Sached Trust/Ravan Press)



Andries Raditsela

At the launch of the book this weekend, fellow unionist Ms Adrienne Bird described Mr Raditsela as a fighter in the daily battle against "normal" exploitation.

She highlighted his contribution to the book — an account of the fight against jobs-for-sex. "The idea that women have to buy their jobs not only with their labour but also with their bodies is so commonplace as almost to be normal," said Ms Bird.

But at Dunlop, members of the Chemical and Industrial Workers' Union challenged this normality — and the story is told in Andries Raditsela's words.

"Jobs for sex is something being done in many factories by personnel officers and training officers to our sisters, girl friends and wives. Managements know about it but they don't do anything about it since it does not affect them as much as it does us workers.

"We keep complaining about it but do nothing ourselves since our sisters are not willing to help us out. They are afraid of victimisation and scandals."

Mr Raditsela explains that it is common practice for women to be employed "outside working hours, even weekends". At lunch hour the personnel officer's room might be seen locked and a woman worker would later emerge from the locked office.

When this occurred at Dunlop the union kept watch for an opportunity to trap the training officer and then summoned a manager to catch him in the act.

"The training officer was caught and got fired on the spot," he relates, adding: "The woman did not get fired."

"This was far better than allowing the workers to assault the training officer as they wished. We just refused and promised them that we would solve the problem. And now they are all happy."

ARGUS
14/5/85
5 000 attend
Raditsela
funeral

JOHANNESBURG. — About 5 000 mourners converged on the Methodist Church in Tsakane today to bury Mr Andries Raditsela, the trade unionist who died last Monday shortly after he was released from detention.

A large contingent of the army and the police crossed paths with mourners in the narrow roads but there was no trouble before the service started.

The funeral service began shortly after 10am when the coffin carrying Mr Raditsela's body arrived at the church in a hearse.

STAYAWAY

A snap survey across the heavily industrialised Vaal Triangle today claimed that the vast majority of black workers ignored trade union appeals for a one-day stayaway to coincide with the burial of Mr Raditsela.

The Association of Chambers of Commerce reported that well above 90 percent of black labour forces had clocked in as normal at factories and offices in the PWV zone, which stretches from Johannesburg to Pretoria, south to Vereeniging and across the Witwatersrand from the East Rand to West Rand.

Thousands of Cape workers today responded to a union call for a two-hour work stoppage over the death of Mr Raditsela.

PAID TIME OFF

The majority of employers approached had agreed to staff observing the stoppage without pay, although some gave paid time off.

No incidents were reported as workers gathered for short memorial services in factories or staff canteens.

Mr Steve Woods, an industrial relations consultant, said almost all the companies he dealt with had accepted some kind of stoppage, although some would not allow the full two-hour observance. — Argus Correspondent, Sapa and Staff Reporter.

ARK 14/5/85

Limpet mine blasts hit buildings in Brakpan

Argus Correspondent

JOHANNESBURG. — Three synchronised limpet mines went off within minutes of each other at the police station, the magistrate's court and the commissioner's court in Brakpan early today

A senior police spokesman said the mines exploded within minutes of each other.

Extensive damage was caused to the back section of the police station and to the magistrate's court and commissioner's court buildings. Ceilings collapsed, windows were shattered and doors were wrenched from their hinges. Nobody was injured.

SLEEPING BABY

A sleeping baby had a narrow escape when a pelmet was ripped out by an explosion. The pelmet landed on a bed, just missing the baby.

The first blast went off about 12.35am at the Brakpan Police Station. The other two explosions were synchronised and went off within minutes of each other at the two courts.

The windows of shops and houses in close proximity were shattered by the blast.

RIPPED OFF

Mrs Cora van Wyk said her grandson, Armand du Buisson, 2, was asleep in one of the rooms when a pelmet was ripped off by the force of the blast and narrowly missed the sleeping child.

"We woke up with the first explosion which was followed by two other blasts," said Mrs van Wyk.

"I heard glass break and ran from room to room to see if any of my children or grandchildren were injured."

Another man dies after his arrest

NM 14/5/85

140A

Mercury Correspondent
JOHANNESBURG—The death of a third man after being arrested could lead to legal action against the South African Police

Mr Bheki Mvulane, 18, who was facing charges of public violence, died in the Natalspruit Hospital following his arrest on February 18

He was remanded to March 7 with several other people but did not appear at the hearing

His father, who attended the hearing, was told that his son was in hospital and later it was discovered that he had been admitted to the Natalspruit Hospital on February 23 unconscious and had died without regaining consciousness

Affidavits

Affidavits alleging that Mr Mvulane had been assaulted were in the possession of legal representatives to be handed to his parents

This was confirmed by an advice officer of the Black Sash in Johannesburg yesterday.

The officer said the matter was brought to their attention by Mr Mvulane's father, who came to their office for help after his son had failed to make an appearance in court on March 7

A private pathologist for the Mvulane family who conducted the post-

mortem disclosed that Mr Mvulane had died between March 29 and 30

Mr Mvulane is the third person to have died in the past two weeks after being arrested and held by the police

Investigation

A police spokesman in Pretoria said the allegations concerning Mr Mvulane's arrest and death were being investigated but said he could not confirm that the deceased had been detained

Meanwhile, the Johannesburg Democratic Action Committee yesterday backed the call by the Federation of South African Trade Unions and other organisations for a two-hour work stoppage in the Transvaal today in honour of Mr Andries Raditsela.

Fosatu has called for all Transvaal workers to be given the whole day off today to attend the funeral of Mr Raditsela, a unionist and detainee who died at the Baragwanath Hospital on May 6 and will be buried in Tsakane near Brakpan, in the East Rand

But by yesterday employer reaction to the union requests was mixed

The funeral service for Mr Raditsela will be held at the Tsakane Methodist Church today from 10 a m

400 000 support stoppage call

Cape Times 14/5/85

14DA

Business Report

- Retail trade faces difficult year — June Kritzing
- Barclays sees negative '85 economic growth
- Sharp rise in Barclays, Nedbank profits forecast
- ICS increases turnover 12%
- Legal battle looms for Wit Nigel

page 10 — 13

Own Correspondent

JOHANNESBURG. — In a major display of worker anger and union muscle, emergent unions with an organized strength of about 400 000 have supported the proposed two-hour nationwide stoppage today over the death of Mr Andries Raditsela, a former executive member of the Federation of South African Trade Unions (Fosatu).

Fosatu unions in the Transvaal and Council of Unions of South Africa affiliates on the East Rand have called for workers to take the day off and attend Mr Raditsela's funeral at Tsakane on the East Rand.

With the 130 000-strong National Union of Mineworkers supporting the two-hour stoppage and the likelihood of non-unionized workers joining as well, more than half-a-million workers could be affected.

Mr Raditsela, a senior shop steward of the Chemical Workers' Industrial Union, died of head injuries last week

soon after being released from police custody.

With tens of thousands of workers and local residents expected at the funeral, Fosatu's national executive has appealed to police and the army to stay away as their presence could exacerbate tension.

Fosatu has warned that workers will take one day off for every person shot dead at the funeral.

A police spokesman in Pretoria yesterday said "I cannot comment on the method or action planned for the funeral".

Police said they would not interfere unless there was a breach of the law and the Minister of Law and Order, Mr Louis le Grange last night appealed to the organizers to ensure "that it is conducted in a peaceful and orderly manner".

Meanwhile, leading employer groups have cautioned against tough disciplinary action against workers.

Mr Sam van Coller, executive director of the Steel and Engineering Industries Federation, said they had advised their members — likely to be hard-hit on the East Rand — not to take disciplinary action.

He said that where workers wished to attend the funeral, this should be regarded as absence with permission and the principle of "no work, no pay" should be adhered to.

Respect

"Where employees wish to stop work for two hours to pay their respects employers should assist in providing the appropriate place".

An Anglo American spokesman said they would consider the individual circumstances but were "not even considering disciplinary action".

While the pay issue was "wide open", he said Anglo would probably consider it as "absent with permission".

Throughout the country, managements met unionists yesterday to negotiate time off and pay for workers wishing to attend the funeral or join the stoppage.

The Association of



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Cape Times 14/5/85



From page 1

Chambers of Commerce and the Federated Chambers of Industries said they were opposed to stayaways in general, but believed today's stoppage should be treated by employers with flexibility.

"Flexibility on the part of both trade unions and management will contribute substantially towards defusing a sensitive situation".

But Mrs Alet van Jaarsveld, public relations officer for South African Transport Services, said SATS provided an essential service and any strike or stayaway would be regarded as illegal.

"Workers could not, however, be sacked in advance and the SATS would only take the appropriate action after the funeral".

Pick 'n Pay's group personnel manager, Mr Frans van der Walt, said requests for time off would be accommodated as far as possible.

"We will not stand in their way and will man the stores on a skeleton staff".

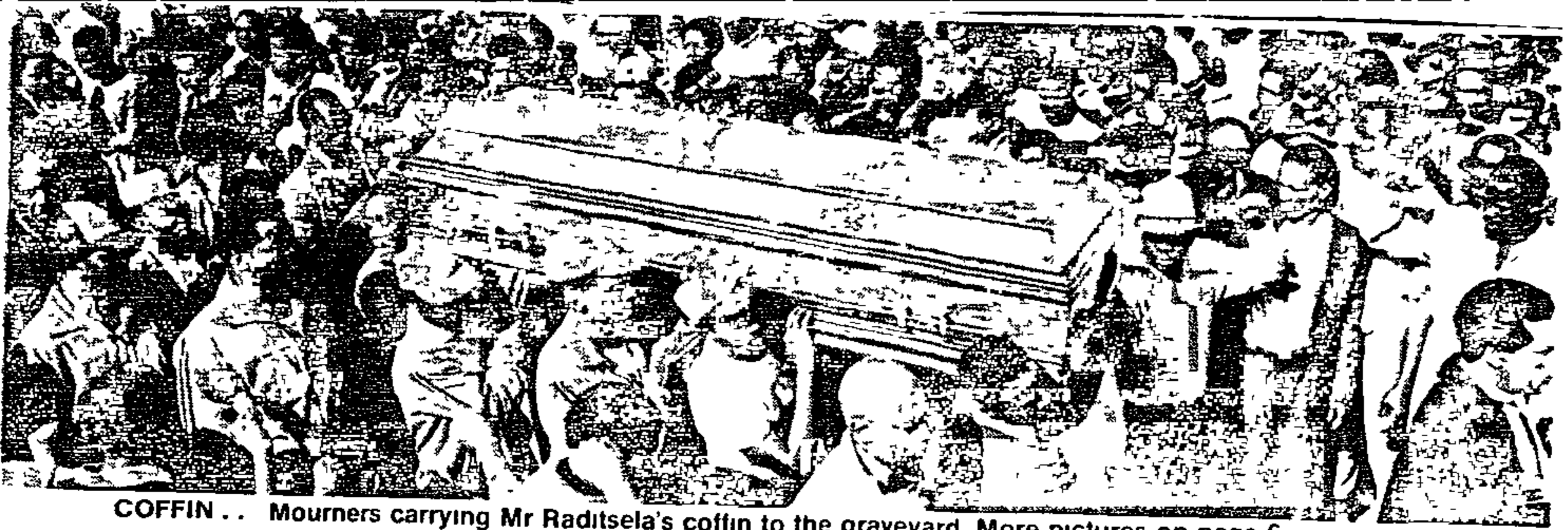
Meanwhile, the Trade Union Council of South Africa — which was criticized for its lukewarm response to the stoppage over the death of Dr Neil Aggett three years ago — has expressed sympathy for workers wishing to mourn Mr Raditsela's death.

"We appeal to employers and everybody in authority not to make it difficult for those who attend and participate in the funeral, and for calm to prevail on all sides".

ANTHONY JOHNSON reports that the UDF's Western Cape branch has supported the two-hour stoppage and its publicity secretary, Ms Zo Kota, yesterday appealed to all employers "to give respect to all workers who are taking part in this call".

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COFFIN... Mourners carrying Mr Raditsela's coffin to the graveyard More pictures on page 6

THOUSANDS of mourners yesterday attended an incident-free funeral service of a leading trade unionist who died last Monday shortly after he was released from detention.

A large contingent of policemen and army personnel, including four helicopters, was in attendance in the area. The service, in Tsakane, near Brakpan, was that of Mr Andries "Lasi" Raditsela (29) a shop steward of the Chemical Workers Industrial Union (CWIU) and also vice-chairman of the Transvaal region of the Federation of South African Trade Unions (Fosatu).

Thousands of people in Tsakane and the neighbouring townships of KwaThema and Duduza, yesterday stayed away from work in solidarity with the dead unionist. Hundreds of

BURIED

Sowetan 15/8/85 (140A) (152) (153)

... and no incidents

By SELLO RABOTHATA and MZIKAYISE EDMOND

other people who attended the funeral claimed they were forced to do so by a group of youths who threatened to burn down their houses. From KwaThema hundreds of people, including small children, were seen trudging the main Tsakane entrance en route to the funeral heeding the call for everybody to attend.

Trains between Randfontein and Springs made their last stop at the Dunswart Station, near Benoni, and commuters were left stranded without transport. Those who were

on their way to the funeral made their journey either by hiking or by hijacking whatever vehicle came their way to Brakpan.

Army

Police and members of the army patrolled the area in large numbers as early as 8 am. The main road leading to Tsakane was most busy as all people and vehicles were directed towards the area, those attending the funeral and those who were on their private business. A cool drink delivery van was also looted on its daily round and passing

motorists were made to give "Black Power salutes".

The small Methodist Church where the service was held, was filled to capacity and thousands of other mourners followed the proceedings by perching themselves on the roofs of the neighbouring houses and toilets. The same procedure applied at the cemetery. In the meantime police kept a low profile, although their vehicles, hippos, army vehicles and a sneeze machine, patrolled the streets.

During the service, speaker after speaker condemned the South African government and detention without trial. Trade union members, carrying placards and banners came in their hundreds singing praises to the dead trade union leader. Freedom songs and slogans were the order of the day. The dead man's coffin was carried shoulder high by

mourners from the church to the graveyard — a distance of about three kilometres.

• Thousands of workers in the Transvaal and Natal stopped work, bowed their heads with clenched fists and observed a moment of silence to commemorate the death of Mr Raditsela.

To Page 6



Jwu that attended Mr Raditsela's funeral yesterday in Tsakane, Brakpan.

Raditsela is buried

Swelam 15/5/85

From Page 1
~~HEA~~ ~~ASZ~~ ~~ER~~
sela who was buried in

Tsakane yesterday, writes Joshua Raboroko

Most of the workers supported the two-hour nationwide work stoppage called by major trade unions while thousands of others seemed to have ignored a full day stayaway from work call made by the Federation of South African Trade Unions (Fosatu)

The calls were made by the unions to honour Mr Raditsela, an executive member of Fosatu and shop steward for the Chemical Workers Industrial Union

Most employers in the Transvaal allowed workers sometime off to hold commemorative services either for a short while or two hours, or allowed them to go home early, especially in the East Rand

At Vaal Reefs gold mine, the scene of the latest mine strike, part of the 43 000 workforce stopped work to commemorate the death of the trade union leader, according to an Anglo-American spokesman

The spokesman said at the rest of the mines owned by the company no work stoppages or other acts of violence were reported. The situation was calm

A Fosatu-affiliate Metal and Allied Workers Union spokesman said most employers on the East Rand released their workers for prayer meetings which were held in the canteens and other places on the shop floor.

Mawu's spokesman in Natal said tens of thousands of workers also observed a moment of silence after downing tools for 30 minutes, one hour and two hours in some cases

A Fosatu spokesman in the Eastern Cape confirmed that in some industries workers stopped work to commemorate the death of Mr Raditsela

ries Raditsela was buried



The Casspirs manned by watchful crews, line up during the funeral beyond women selling fruit at a roadside in Tsakane

Bosses accused of silence over Raditsela

140A
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Star 15/5/85

South Africa's bosses were yesterday accused by Mr Chris Dlamini, president of the Federation of South African Trade Unions, of staying silent over the death of trade unionist Mr Andries Raditsela

Mr Raditsela died after being detained by police last week

He was buried yesterday during an emotion-charged service at Tsakane cemetery

The funeral was one of the biggest in the Transvaal in recent times

Mr Dlamini told the thousands of workers who attended the funeral that the Government brought the police and army into the townships because they were going through a crisis

"The workers work

hard to produce profit for the bosses," he said, "yet none of the bosses has condemned the death of Andries Raditsela

"They claim that they do not want to get involved in political issues

"But we are beginning to suspect that the profits produced by workers are used by the Government to buy guns to kill workers"

At the funeral speakers from trade unions and community organisations pleaded for unity among workers to bring about change in South Africa

They singled out apartheid as the real instigator of violence in South Africa

Calls were made for better working conditions and pay for South Africa's workers

Some workers wept openly as union members carried Mr Raditsela's coffin into Tsakane Methodist Church

The church hall was packed, with the congregation chanting songs in praise of the Federation of South African Trade Unions, of which Mr Raditsela was a senior official

There were also songs praising African National Congress leaders Mr Nelson Mandela, Mr Walter Sisulu and Mr Oliver Tambo

Throughout the three-hour service a banner was raised bearing a portrait of Mr Raditsela and the words "He lived, worked and died for the people Long live the people's struggle"

There were also flags of federation-affiliated trade unions and the National Union of Mine-workers and the Council of Unions of South Africa, and flags belonging to the Congress of South African Students and the Tsakane Youth Congress

Throughout the service workers chanted "Raditsela is ours" "Power is ours" and "United we will win"

Unionist Mr Meshack Ravuku said "Those who killed him did so because they knew they had the backing of the system in South Africa

"We are told he had been held under the Internal Security Act, under which many of our brothers have died

"Let us not despair be-

cause of his death "Let us gain strength from it"

Mr Calvin Makgaleng, president of the Chemical Workers' Industrial Union, said workers were living in testing times in which the State had shown itself to be the biggest enemy of the people

"It is time for us to forge the unity which Andries Raditsela worked for," he added

"The State should be protecting us, but it sends in the police and the army when we bury our brothers peacefully in the townships

"They are wasting their time because we will continue where Andries left off at the age of 29"

Another speaker said

Dlamini, Federation of African Students, said the death of Mr An-ela died of a heart attack yesterday at Tsakane. He was one of the Transvaal workers who were killed in the township of Mamelodi. He was a member of the Federation of African Students. He was a member of the Federation of African Students. He was a member of the Federation of African Students.

none of the bosses has condemned the death of Andries Raditsela. "They claim that they do not want to get involved in political issues. "But we are beginning to suspect that the profits produced by workers are used by the Government to buy guns to kill workers" At the funeral speakers from trade unions and community organisations pleaded for unity among workers to bring about change in South Africa. They singled out apartheid as the real instigator of violence in South Africa. Calls were made for better working conditions and pay for South Africa

openly as union members carried Mr Raditsela's coffin into Tsakane Methodist Church. The church hall was packed, with the congregation chanting songs in praise of the Federation of South African Trade Unions, of which Mr Raditsela was a senior official. There were also songs praising African National Congress leaders Mr Nelson Mandela, Mr Walter Sisulu and Mr Oliver Tambo. Throughout the three-hour service a banner was raised bearing a portrait of Mr Raditsela and the words "He lived, worked and died for the people. Long live the people's struggle." trade unions and the National Union of Mine-workers and the Council of Unions of South Africa, and flags belonging to the Congress of South African Students and the Tsakane Youth Congress. Throughout the service workers chanted "Raditsela is ours!" "Power is ours!" and "United we will win!" Unionist Mr Meshack Ravuku said "Those who killed him did so because they knew they had the backing of the system in South Africa. "We are told he had been held under the Internal Security Act, under which many of our brothers have died. "Let us not despair be-

from it." Mr Calvin Makgaleng, president of the Chemical Workers' Industrial Union, said workers were living in testing times in which the State had shown itself to be the biggest enemy of the people. "It is time for us to forge the unity which Andries Raditsela worked for," he added. "The State should be protecting us, but it sends in the police and the army when we bury our brothers peacefully in the townships. "They are wasting their time because we will continue where Andries left off at the age of 29" Another speaker said that if the State President, Mr P W Botha, were sincere about change he would release the people's leaders and talk to them about handing over power to the people. A spokesman for the Tsakane Youth Congress said "The people's struggle for freedom is a struggle for peace. "That is why Chief Albert Luthuli and Bishop Desmond Tutu won the Nobel Peace Prize" Bishop Simeon Nkoane, Anglican Bishop Suffragan of Johannesburg, said God must have had his heart broken by the death of Mr Raditsela.

Day of mourning breaks

parts of day which Mr South day hour between the was a day in duration from 30 minutes to more than an hour. Federation of South African Trade Unions executives were not available for comment last night and other unions had not yet received information from their branches on worker response to stayaway calls. Mr Raditsela, a member of the Chemical Workers Industrial Union and executive committee member of the federation died last week after being released from detention. Thousands of people attended his funeral in Tsakane near Brakpan yesterday.

Work stoppages were reported from several areas. "The stoppage call had a fair response," said Assocom manpower secretary Mr G Brett. "In fact there was a good response to calls for prayers." He added that prayer stoppages varied depending on what workers had negotiated with employers. It was difficult to say what time was lost to businesses but disruptions were minimal, said Mr Brett. There had been an extremely good relationship between employees and

employers in general and the situation had gone off peacefully and with no problems. Mr Brett said the unemployment crisis and the financial squeeze on businesses and consumers had probably played major roles in worker decisions not to take a day off work. Most companies had decided to follow a no-work, no-pay policy if faced with mass stayaways or stoppages.

Another speaker said that if the State President, Mr P W Botha, were sincere about change he would release the people's leaders and talk to them about handing over power to the people. A spokesman for the Tsakane Youth Congress said "The people's struggle for freedom is a struggle for peace. "That is why Chief Albert Luthuli and Bishop Desmond Tutu won the Nobel Peace Prize" Bishop Simeon Nkoane, Anglican Bishop Suffragan of Johannesburg, said God must have had his heart broken by the death of Mr Raditsela.

The Star Wednesday May 15 1985 10

to bring change

dent organiser Mr Siphos Mutshi. Mrs Duncan said she felt a great anger inside herself. "But we must use that anger not just to shout about things," she went on. "We must use it as energy in doing something" Mr Lulu Johnson of the Congress of South Africa

can Students, to which Mr Mutshi had belonged, said Mr Mutshi was 18 when he was killed. "His parents told him that he should leave the area of Odendaalsrus, where he was working, because the police were looking for him," added Mr Johnson. "But he refused to be intimidated."

onstration in London

30th June 1985, anniversary of the 1976 Soweto riots, were handed out as the demonstrators waved banners and placards denouncing apartheid. A fringe anti-apartheid group. End Loans To

South Africa, picketed four London merchant banks which they claimed were most heavily involved in loans to South Africa. The banks were Hill Samuel, Hambros, Rothschilds, Schroder Wagg & The Star Bureau

the Tsakane Methodist Church

It began

as a small funeral

Thousands of mourners yesterday converged on the small township of Tsakane near Brakpan to attend the funeral of unionist Mr Andries Raditsela.

What started off at 10 am as a relatively small funeral grew and grew.

By 2 pm when mourners headed for the graveyard from Tsakane Methodist Church in Gubbela Street they found a crowd outside which reporters and union officials estimated to be at least 20 000.

Many took a day off from work and sacrificed a day's pay to go to Tsakane yesterday.

Substantial numbers of police and Defence Force personnel patrolled the streets of the township but kept their distance from church and mourners.

Reinforcements lazed under the trees on the outskirts of the township.

About 20 Casspir vehicles cruised the streets.

Some, located at strategic spots, were laden with watchful police

Mourners who managed to get inside the church clutched union banners, sang, chanted, raised their fists and wept.

Outside the church there was a sea of faces punctuated by placards and banners.

The banners and placards said it all: "They took him away and he never came back."

Some mourners wore red and yellow Federation of South African Trade Unions caps and union T-shirts.

Others had the striking emblem of the Chemical Workers' Industrial Union on their jackets.

A banner reflected the presence of the Council of Unions of South Africa.

Many mourners brought wreaths. All brought grief.

Those who could not get inside the church clambered on to surrounding houses.

Roofs of houses lining Gubbela Street groaned under the weight of mourners.

When the church bell tolled, a funeral procession more than 2 km long set out for the final resting place.

As the sun set, sending shadows over the burnt veld, mourners left peacefully.

army into the townships because they were going through a crisis
"The workers work

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Calls were made for better working conditions and pay for South Afri-

the words "He lived, worked and died for the people Long live the people's struggle."

ternal Security under which many brothers have died.
"Let us not des-

A day of mourning breaks

Workers in many parts of South Africa yesterday took short mourning breaks from work which coincided with the funeral of unionist Mr Andries Raditsela, says Assocom.

The Federation of South African Trade Unions had called for a full-day stayaway in the Transvaal and two-hour work stoppages between 11 am and 1 pm in the rest of the country. Employers said the majority of workers reported for work.

Assocom said there was a good response to prayer meetings held during working hours.

The meetings ranged in

duration from 30 minutes to more than an hour. Federation of South African Trade Unions executives were not available for comment last night and other unions had not yet received information from their branches on worker response to stayaway calls. Mr Raditsela, a member of the Chemical Workers Industrial Union and executive committee member of the federation died last week after being released from detention. Thousands of people attended his funeral in Tsakane near Brakpan yesterday.

Work stoppages were reported from several areas. "The stoppage call had a fair response," said Assocom manpower secretary Mr G Brett. "In fact there was a good response to calls for prayers." He added that prayer stoppages varied depending on what workers had negotiated with employers. It was difficult to say what time was lost to businesses but disruptions were minimal, said Mr Brett. There had been an extremely good relationship between employees and

employers in general. The situation had been peacefully and with problems.

Mr Brett said the unemployment situation had been the financial squeeze. Businesses and consumers had played major roles in worker decisions not to take a day off work.

Most companies had decided to follow a no-work, no-pay policy faced with mass stayaways or

Acting to bring change

Change will not come because one asks for it, said Black Sash president Mrs Sheena Duncan yesterday.

It will come, she told a meeting at Wits University, because one acts for it.

The meeting was called to mark the deaths of trade unionist Mr Andries Raditsela and stu-

dent organiser Mr Siphon Mutsi.

Mrs Duncan said she felt a great anger inside herself.

"But we must use that anger not just to shout about things," she went on.

"We must use it as energy in doing something."

Mr Lulu Johnson of the Congress of South Afri-

can Students, to which Mr Mutsi had belonged, said Mr Mutsi was 18 when he was killed.

"His parents told him that he should leave the area of Odendaalsrus, where he was working, because the police were looking for him," added Mr Johnson.

"But he refused to be intimidated."

A demonstration in London

LONDON — About 30 chanting anti-apartheid demonstrators yesterday picketed the South African Embassy to focus attention on political detentions and the death of Mr Andries Raditsela.

Leaflets about a na-

tional demonstration on June 16, anniversary of the 1976 Soweto riots, were handed out as the demonstrators waved banners and placards denouncing apartheid.

A fringe anti-apartheid group End Loans To

South Africa, picketed four London merchant banks which they claimed were most heavily involved in loans to South Africa.

The banks were Hill Samuel, Hambros, Rothschilds Schroder Wagg & The Star Bureau.

Prayers, Stoppages Honour Raditsela

Cape Times
15/5/85
1404

JOHANNESBURG. — A crowd estimated at 30 000 by the press and 5 000 by police attended the funeral of unionist Mr Andries Raditsela at Tsakane, near Brakpan, yesterday as workers throughout the country commemorated his death with lunch-time prayer meetings and two-hour stoppages.

Calls for a total stayaway, made by the Federation of South African Trade Unions and supported by several other unions, went largely unheeded, according to initial reports by spokesmen for organized commerce and industry.

Mr Raditsela died last Monday soon after being released from police custody. Transvaal workers were called on to stay away from work and those in other provinces to stop work between 11am and 1pm in his honour.

'Good response'

The funeral was held without incident at Tsakane, near Brakpan, where three bombs exploded some hours before the funeral was due to begin yesterday morning.

"The stoppage call had a fair response. In fact there was a good response to calls for prayers," Mr G A V Brett, manpower secretary for Assocom, said yesterday afternoon.

He said earlier that the stayaway appeared to be "a non-event".

Other spokesmen for organized commerce and industry, and for mining companies and transport organizations, all indicated by late yesterday morning that attendance at work-places and volume of passengers was much as normal or minimally below normal.

Mr Brett said disruption caused by stoppages had been minimal.

He said there had been an "extremely good relationship" between employees and employers in general and the day had passed "peacefully and with no problems".

Although the 110 000-member National Union of Mineworkers supported the two-hour stoppage call, isolated stoppages were reported at only one Anglo American Corporation mine — Vaal Reef, an Anglo spokesman said.



Mrs End Raditsela at her husband's funeral yesterday

Workers' Union (Naawu) stayed away from work in the Pretoria-Witwatersrand-Vereeniging region, at Furestone's Brits factory, BMW at Isando, Alfa Romeo at Wynberg and Volkswagen in Johannesburg.

At the giant Sigma Park complex near Pretoria, workers arrived for work but took a two-hour mourning break after agreement with management.

A spokesman for Sasol at Secunda, where 6 000 workers were fired after stayaways last November, said shop stewards had been permitted to attend Mr Raditsela's funeral while other employees had worked as usual.

Cape

Fosatu's Eastern Cape branch, which is dominated by Naawu, said 13 450 of their members were involved in stoppages ranging from 15 to 30 minutes in about 20 factories.

They said that at least 3 000 non-members also participated, bringing the total to about 16 450.

Spokesmen for major East Cape manufacturers such as Ford, General Motors and Volkswagen said that stoppages of between 10 and 15 minutes, involving 9 000 workers, took place yesterday.

Spokesmen for the General Workers' Union and the Food and Canning Workers' Union said virtually all their members in the Greater Cape Town area — more than 10 000 workers — had participated in stoppages.

Police

Meanwhile, thousands gathered in and around the Tsakane Methodist Church yesterday for the funeral of Mr Raditsela.

Mourners had filled the church by 9am. Hundreds had walked from surrounding townships.

A large force of armed police, most in full riot gear, patrolled the area which was monitored from the air by police in two army helicopters.

The Bishop Suffragan of the Anglican Church, the Rt Rev Simeon Nkomo, was among several speakers who appealed for peace and unity against the common enemy — Sapa and

NM 15/5/85

Majority ignore call for stoppage

Labour Reporter

THE majority of black workers in the industrial areas of Durban appeared to have ignored calls for a brief work stoppage yesterday to mark the death of trade unionist Mr Andries Raditsela, who died last week shortly after being released from police detention.

However, more than 1 200 workers at the Dunlop tyre factory in Durban downed tools at 2 p m and returned to work at 2 30 p m in response to the call by the Federation of South African Trade Unions, Fosatu.

Dunlop's group industrial relations manager, Mr Glen Sutton, said the workers had assembled in the canteen during the half-hour stoppage.

Mr John Mawbey, Natal regional chairman of Fosatu, said yesterday they expect to have a clear picture of the extent of the support for the Fosatu call by today after a report-back by union shop stewards.

Disruption

'But the fact that workers have stood united from different trade unions on this matter is an indication that workers were no longer prepared to sit back and see their union leaders die under such circumstances,' he said.

Workshop and administrative staff at KwaZulu Transport in Pietermaritzburg also staged an half-hour work stoppage yesterday, a company spokesman confirmed. He said there had been no disruption of bus services.

Major employers in the Mobeni industrial complex reported a normal day for their employees.

Mr James Milburn, Natal regional manager of Wispeco, said there had been no unscheduled stoppages at the factory yesterday and the factory manager at Metal Box in Mobeni, Mr David McKeaveney, said his employees had not stopped work.

A spokesman for the giant Toyota motor manufacturing plant at Prospecton also reported that there had been no stoppages yesterday.

Stoppage

Sapa reports from Johannesburg that the call for a mass work-stoppage appeared to have had more success there than those for total stayaways, which had gone largely unheeded.

Mr Raditsela's funeral, attended by an estimated 5 000 people, was held without incident at Tsakane, near Brakpan, where three bombs exploded shortly before the funeral was due to begin.

'The stoppage call had a fair response — in fact there was a good response to calls for prayers, Mr G A V Brett, manpower secretary for Assocom, said yesterday afternoon.

Poor Reef turnout for union stay-away call

THE widespread and potentially disruptive work-stoppage and stay-away urged by black trade unionists yesterday was a flop.

It disappointed unionists and was a blow to their prestige.

Up to 30 000 people attended the funeral of worker leader Andries Raditsela at Tsakane, near Brakpan, yesterday, as pockets of workers throughout the country held demonstrations ranging from lunchtime prayer meetings to two-hour stoppages.

But Fosatu's call for Transvaal workers to take the day off to attend the funeral went largely unheeded. Stay-aways were concentrated at Isando, on the East Rand, and Nuffield industrial area near Springs.

Assocom manpower secretary G A Brett described the stayaway as a non-event though he said the stoppage call had had a fair response.

"The day went off pretty well, there was an extremely good liaison between employers and employees and the disruption to business and industry was minimal," he said.

Brett ascribed the failure of the stay-away to the economic situation with workers not willing to risk their jobs nor lose pay, though several union leaders said they had not had adequate time to reach all their members.

Police in helicopters, casspirs and private vehicles kept a low profile at the funeral proceedings in Tsakane and the day was incident-free.

At the majority of factories on the East Rand, which were expected to be the hardest hit by stay-aways, the entire staff complement reported for work.

A number of personnel managers said a percentage of staff members stayed

Business Day Reporters

home, while those who attended work downed tools for two hours in accordance with a request from their unions.

Retailers were also affected by the stayaway with some 20% of Pick 'n Pay staff on the East Rand observing the two-hour stoppage.

Most mining houses emerged fairly unscathed despite the National Union of Mineworkers' (NUM) support for a two-hour stoppage.

A spokesman for the NUM said they had not had time to reach their members on the far-flung mines.

More than 8 000 members of the National Automobile and Allied Workers' Union (Naawu) stayed away from work or held stoppages in the Transvaal. Fosatu's Eastern Cape branch, which is dominated by Naawu, claimed 13 450 of their members were involved in stoppages ranging from 15 to 30 minutes in about 20 factories.

Spokesmen from major East Cape manufacturers such as Ford, General Motors and Volkswagen confirmed that 10- to 15-minute stoppages took place yesterday, involving about 9 7000 workers.

Spokesmen for two Cape Town unions, the General Workers' Union and the Food and Canning Workers' Union, said virtually all their members in the greater Cape Town area — more than 10 000 workers — had participated in stoppages.

In Natal stoppages were more sporadic, with workers at Dunlop, the Kwa-Zulu Transport Company in Maritzburg and Grinaker in Richard's Bay among those observing stoppages.

See Page 6

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CAPL 7/15/85

3 blasts rock Brakpan

JOHANNESBURG — Three massive explosions shook the small East Rand town of Brakpan early yesterday morning

The explosions, the first major blasts on the East Rand in nearly eight years, occurred a few hours before the funeral of trade union official Mr Andries Raditsela, 29

Major Chris Lieben-

berg, police liaison officer for the East Rand, said the blasts occurred at the police barracks, the Commissioner's Court and the Messenger of the Court offices

The first explosion, at the police barracks, occurred at 12 38am the second at the Messenger of the Court offices seven minutes later and the last two minutes after that. — Sapa

MORE SAVINGS

nd

markets

CAPL 7/15/85

led by car bomb

Fosatu boost for Uitenhage

May 1985

Members of the Federation of South African Trade Unions (Fosatu) in Uitenhage have donated over R2 400 so far to the families of those killed in Langa on March 21.

Another union — the International Metalworkers Federation — has also donated about R2 000 to the bereaved families, according to sources yesterday

Fosatu's Eastern Cape regional secretary, Mr M Sam, said that the fund had been started on March 27 by Fosatu to assist families in meeting funeral expenses and other needs

So far each family has received about R180

“Other unions involved in the present unity talks have also said

that they will be giving money to the fund,” he said

So far, he added, workers at Volkswagen Veldspun, Dorbyl, Goodyear, Borgwarner and Farm Fare, have given money to the fund

Money still has to be handed in from other Fosatu factories in the area

140A ~~140A~~ ~~140A~~ B. Day 16/1/85

Council builds visiting quarters

IN AN unprecedented move, Johannesburg City Council has begun building special accommodation for visiting wives of the migrant workers it employs

Migrant workers, housed in hostels, usually see their families only once a year when they return to their homes

Housing director Thys Wilsnach said the council was constructing three buildings, adjacent to City Deep, Selby and Antea hostels, at an estimated cost of R60 000 each

The decision was taken in February and the buildings should be completed by July.

Each fully-equipped building will be able to house four couples at a time and will consist of four private bedrooms, a combined diningroom-lounge and two bathrooms

The three hostels are the largest of 20 housing Johannesburg municipal workers and the number accommodated in them ranges between 2 000 and 3 200

Workers will have to apply at the West Rand Development Board for visiting permits for their wives and the council will allow them to stay in the new quarters for a maximum of 14 days.

Financial Reporter

Wilsnach said couples using these quarters would have to be married. Children would not be allowed to accompany visiting wives

He said the council hoped to build similar facilities near some of the other hostels and that he hoped Johannesburg would be setting a precedent for other councils

The other city councils had not introduced such schemes yet and he hoped the Johannesburg council would be setting a precedent

Asked what had prompted the council decision, Mr Wilsnach said it had long believed the move would be in the interests of workers and the council

"Disgruntled workers find all sorts of excuses to get home. We're trying to eliminate that and help them to have a happier family life by at least seeing each other every six months

"But this will depend on the availability of accommodation and booking will have to be done well in advance"

PFP city councillor Les Dishy, who lobbied strongly for the visiting quarters, said he had done so

because he had always been shocked at the type of accommodation provided for migrant workers

"But this isn't nearly enough yet."

Transport and General Workers Union (TGWU) general secretary Jane Barrett said "We are hoping this will set a precedent for many companies as well and do see it as an important step

"But we cannot comment further until we see it in operation and see what the restrictions and practical problems are

Federated Chamber of Industries chief executive Johan van Zyl said the chamber supported any move which could improve the quality of life for migrant workers

Black Sash national president Sheena Duncan said the step would be helpful because those applying for visitors' permits usually had to state where they would be accommodated

"But I think it's disgraceful that the Johannesburg City Council has been content at this late stage to contend with such an unnatural system instead of speaking out loudly against the abhorrent system of contract labour."

WORKERS' STAYAWAY

Unlike November

The most significant thing about the funeral of trade union leader Andries Raditsela in Tsakane this week was not the fact that it failed to precipitate a massive stayaway or a disruption of work on a national scale. What is rather more important, perhaps historic, is the fact there would have been so much influential employer understanding for Fosatu's appeal if it had been successful.

Although most workers ignored the call for a full-day stayaway, work stoppages in unionised factories were widespread, and in almost all cases occurred after negotiations between unions and management.

Significantly, organised commerce and industry advised their members not to dismiss workers who took part in the action. A Federated Chamber of Industries (FCI) spokesman explains that the organisation "tried from the start to keep temperatures down and to allow enough room for manoeuvre. The steps taken to cool temperatures speaks volumes for negotiation and the industrial relations system."

FCI was supported by Assocom, and backed by the Afrikaanse Handelsinstituut, which advised members against dismissals.

In a marked departure from its stance in last November's stayaway, Sasol granted shop stewards at its Secunda plants permission to attend the funeral of Raditsela, who was a senior shop steward of the Chemical Workers' Industrial Union (CWIU) and vice-chairman of the Fosatu Transvaal region. The company reports that all other workers reported for duty.

Employers' attitudes were generally sympathetic. Says Cape Chamber of Industries director Colin McCarthy "Employers deplore what happened as much as workers." Barlow Rand industrial relations director Reinald Hofmeyr told the *FM* "We feel very much the same as the employer organisations that it is a difficult and turbulent time and one should do everything one can to cool the situation rather than looking for confrontation." He says three Barlow companies reported substantial absenteeism, and although management has taken the attitude "no work no pay," it does not intend to take disciplinary action against workers.

Dorbyl, however, was less sympathetic. A company spokesman tells the *FM* that members of Fosatu's Metal and Allied Workers' Union approached management for time off at its Autoplate plant in Brits, but this was refused. The spokesman says there was a 40% stayaway at the plant. Asked if the company intends taking disciplinary action against the workers, the spokesman said "We are considering the matter. There may or may not be action. Our attitude (towards

work stayaways) has not changed. We might not take action in isolated cases, but we don't condone it."

About 90 workers at Firestone's Brits plant left work before the end of their shift to attend the funeral.

Despite the National Union of Mineworkers' support for a work stoppage, the mines were largely unaffected. Anglo American reported that there were a small number of brief and isolated stoppages at its Vaal Reefs mine. Apart from that, there were no stoppages on Anglo mines or at

the funeral at the time of going to press.

As could be expected, absenteeism was most marked on the East Rand. At breakfast-cereal manufacturers Kelloggs, where Fosatu president Chris Dlamini is employed, only two of the 250 workers reported for duty. Colgate, also a Fosatu stronghold, granted its workers unpaid leave. More than half the workers employed by Carlton Papers' Wadeville plant did not report.

All employees at Dunlop's Benoni plant — where Raditsela worked — stayed away. The company has expressed sympathy with



Raditsela's funeral ... thousands attended

Gencor, Gold Fields and Rand Mines mines Anglovaal says workers negotiated for a half-hour stoppage at some of its mines.

Several companies told the *FM* that they had agreed to work stoppages ranging from a one minute's silence to two hours off. In some cases, the time off coincided with lunchtime. They include AECI, Grinaker, Plate Glass, Alfa Romeo and 3M. The Natal Chamber of Industries reports that workers in a small number of Fosatu factories negotiated a token time off, but that this was not widespread. The Cape Chamber of Industries says some of its members also granted time off after negotiations with workers.

Thousands of blacks converged on the Methodist Church at Tsakane, Brakpan, for the emotional four-hour funeral service of Raditsela, who died in hospital last week soon after he was released from police detention. There was a heavy police presence in the township, but no incidents of violence at

his family and expressed concern about the circumstances surrounding his death.

Fosatu's call for a stayaway was supported by the United Democratic Front, the Azanian People's Organisation and other trade unions. It seems as if Fosatu overplayed its hand by asking for a full-day stayaway at such short notice and probably underestimating workers' fears of losing their jobs in the present economic climate.

Three synchronised limpet mines went off on Tuesday morning a few kilometres from where the funeral took place. They badly damaged the Brakpan police station, the magistrates' court and the commissioners' court. However, a police spokesman tells the *FM* that police do not believe the explosions were linked to the funeral in Tsakane.

The police have ordered a departmental investigation into Raditsela's death despite an international outcry for a judicial commission of inquiry. ■

plant have given management a big headache

Says Horlock "It became clear that both SFAWU and NSRAIEU had 50% support at Pongola with the majority of 51% swinging backwards and forwards almost on a daily basis. All employees are accommodated on company property and the tension and rivalry, both within the factory and the village, was reaching impossible levels."

After consultations with the unions, it was decided at the beginning of this year to implement both agreements at Pongola for a period of three months (April to June). Thereafter, an audit will be conducted to establish whether a clear majority has emerged. In the interim, employees may vary their employment package merely by switching unions.

But as Horlock says "At least that is better than changing the whole labour force as the majority swings between the two unions."

Meanwhile, negotiations for the 1985 agreement have begun at both industrial council level with NSRAIEU and at plant level with the SFAWU. But there are indications that SFAWU now has the majority at its biggest mill, Sezela. So in future it seems likely that exemptions will have to be extended to include Sezela. Clearly C G Smith will have to re-examine its relationship with

the industrial council unions

Notes Horlock "It seems like the multi-union industrial relations problem, a scenario sketched by academics, has arrived. We must keep a cool head and take the right decision at the right time ignoring, if necessary, the law and the text books. Our objective remains to maintain a happy and contented labour force in what is a very complex situation."

SUGAR INDUSTRY

A bitter dilemma

If they weren't so serious, the labour problems faced by C G Smith Sugar as a result of multi-level bargaining would be almost comic.

Inter-union rivalry at Smith's sugar mills has reached such a pitch that it has become impossible to implement effective wage agreements. As a result, management has thrown away the rule book and has resorted to crisis measures to keep industrial peace.

Observes personnel director Barrie Horlock "This is one problem where you won't find the solution in a university business school library."

The problem stems from inroads made by Fosatu's Sweet Food and Allied Workers Union (SFAWU) at Smith's mills where it is squeezing out the larger National Sugar and Refining and Allied Industries Employees Union (NSRAIEU).

The NSRAIEU, headed by Selby Nsibandé, negotiates at industrial council level and SFAWU negotiates at a corporate level on behalf of unskilled and semi-skilled workers at Noodsberg, Umzimkulu and Pongola mills. To implement agreements struck with SFAWU, exemption from the industrial council agreement is required.

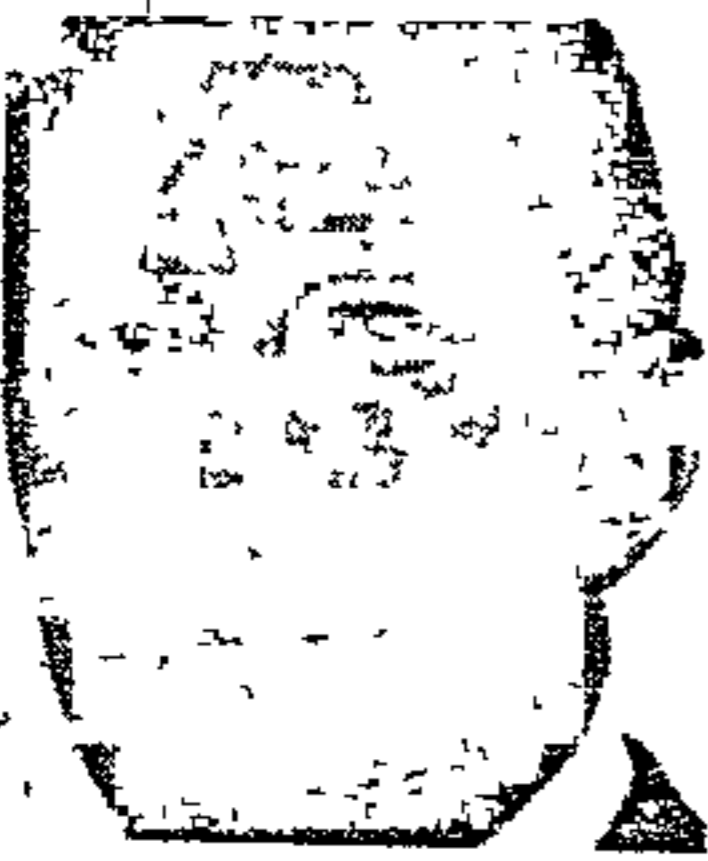
Last April agreements were reached with both parties. While the packages differed in details, the cost of the awards was roughly comparable. Exemptions from the industrial council agreement were granted — except at Pongola where the NSRAIEU claims to be representative. Rival union claims at the

(1407) ~~(191)~~ ~~(182)~~ ~~(175)~~
FM 12/5/85

By TOS WENTZEL
Political Correspondent

POLICE have taken undisclosed steps after a departmental inquiry into the death of trade unionist Mr Andries Raditsela, the Commissioner of Police, General Johan Coetzee, said today.

He said the criminal investigation into Mr Raditsela's death had been completed, except for certain forensic



General Coetzee

tests, "and the docket will be handed to the Attorney-General for his decision".

A spokesman for the public relations department of the police said in Pretoria today that steps taken following a departmental inquiry were never disclosed,

but he undertook to put further queries to General Coetzee

He later said that General Coetzee had no further comment

Mrs Helen Suzman, the Law and Order spokesperson for the Progressive Federal Party, said today it was very important that the public be reassured about this unfortunate case and that the authorities were taking all necessary steps.

She said that this was not a matter that could be hidden from public view

Mrs Suzman has tabled a number of questions to the Minister of Law and Order, Mr Louis le Grange

These will come up in the Assembly on Tuesday

Relatives

She wants to know what the circumstances surrounding Mr Raditsela's death were and what the cause of death was, whether he was arrested by the police and why and whether relatives made inquiries to the police and what the response was

She is also asking whether any member of the police took him to hospital and, if not, who took him there and what the circumstances of his death were

She is also asking questions about the post-mortem examination

● Mr Raditsela was arrested and interrogated by police over the weekend of May 4 He died after he was released

Report on Raditsela for Attorney-General

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DOWN-TOOLS Threat

show 11/5/85

by ~~_____~~
Sheryl Raane

Employers around the country are considering ways to address a call from major black groups for a two-hour work stoppage on Tuesday in memory of dead unionist Mr. Andries Raditsela and in protest against the presence of police and the defence force in black townships

Mr. Raditsela (29), a senior shop steward of the Chemical Workers' Industrial Union, died on Monday after being released from detention. An independent pathologist's report says he died of a brain injury consistent with trauma.

In a significant show of solidarity, major union federations including the Federation of South African Trade Unions (Fosatu) and

the Council of Unions of South Africa and community groups (like the Azanian People's Organisation and the United Democratic Front) have called for workers to down tools from 11 am to 1 pm next Tuesday.

Mr. Raditsela will be buried on that day at 10 am from the Methodist Church in Tsakane township near Brakpan.

A wide range of trade unions have agreed to support the call including the SA Railways and Harbours Workers' Association, the Catering and Allied Workers' Union of SA and the SA Allied Workers' Union.

Fosatu's executive committee will meet in Johannesburg today to discuss Mr. Raditsela's death and a course of action.

The current solidarity being expressed by trade unions and community groups far exceeds that of a few years ago when another trade unionist, Dr. Neil Aggett, committed suicide while in detention.

Assistant general manager of staff for the South African Trans-

port Services, Mr. D. Butler, said it was illegal for any transport service staff to strike or stay away from their jobs. The reason was the SATS provided an essential service.

However, at the moment the SATS would not like to threaten workers with dismissal and would prefer to wait and see how the situation developed before taking any decisions.

A Sasol spokesman said no request or notice concerning the two-hour work stoppage had been received despite two different meetings with union representatives this week.

Sources in the private sector have indicated that some major employers will discuss the call for a two-hour work stoppage with union representatives at branch level or, in the absence of unions, with worker representatives.

Although many companies are expected to refuse to pay workers for time taken off, many are considering the possibility of employees working in the time taken.

Most employers have expressed a desire not to aggravate an already sensitive situation.

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(140A) S. Times 12/5/85

Head blow or fall killed unionist, says lawyer

By STEPHAN TERBLANCHE

MEDICAL conclusions drawn from an autopsy on dead trade unionist Mr. Andries Raditsela indicate that he could have died either from a hard blow to the head or a fall.

Mr. Raditsela was the first of two people to die this week after being detained by police.

The other was 20-year-old (Udendaal) scholar, Mr. Siphon Mutisi.

In the case of Mr. Raditsela the commissioner of Police, General Johan Coetzee, has appointed a senior officer, Soweto CID chief Brigadier Johan Viktor, to investigate his death.

According to a police source his indicates the serious light in

which the police view the incident.

"We want to get to the bottom of this. Due to the international attention this incident is and will be getting, a senior officer has been appointed to investigate," said the source.

■ ■ ■

A legal representative of the Chemical Workers' Industrial Union, of which Mr. Raditsela was a senior shop steward, said the State pathologist who performed the autopsy had concluded that "the injuries are consistent with either a hard blow to the head or a fall."

He said that an independent pathologist acting for the Raditsela family, Dr. M. Botha, had watched

the post mortem and had been satisfied that "it was a professional job".

The pathologist had found that Mr. Raditsela had died as a result of subdural haemorrhage.

The sequence of events before Mr. Raditsela's death, according to the legal representative, started on Saturday at approximately 8:30am when Mr. Raditsela went to visit a friend at a house not far from his own.

He was arrested by police who allegedly questioned him about a car he was driving.

Mr. Raditsela, according to the legal representative and other trade unionists, told police that the car had been hired for him by the Federation of South African Trade Unions (Fosatu).

He was then detained under Section 50 of the Internal Security Act.

"I don't know why they detained him under that section which makes provision for a person to be detained for 48 hours when there are disturbances and such a person's removal can prevent these disturbances."

■ ■ ■

"There was no activity in the township at 8:30 in the morning apart from a small crowd that had gathered to see what was going on when the police arrested him," said the legal representative.

Mr. Raditsela was then taken to the local Administration Board

offices where there is a temporary police charge office.

At about midday he was seen lying, apparently in a semi-conscious state, inside the fenced area of the police station by a relative who raised the alarm.

"However, we have established that he was admitted to the Far East Rand hospital only at 6:45pm. We don't know what happened to him in the intervening time," said the lawyer.

Mr. Raditsela was later transferred to the Baragwanath Hospital in Soweto where his police guards were withdrawn on Sunday and he was "officially released".

He died in the hospital at 2pm the next day in the meantime a police

spokesman has said that the investigation could take a considerable time before the case was brought before an inquest magistrate.

According to a highly placed source, Mr. Raditsela had been watched for quite some time as he had allegedly appeared at several places where unrest had taken place in the past weeks - every time in the rented car he was driving at the time of his arrest.

■ ■ ■

On the death of the other man, Mr. Mutisi, who died in a Bloemfontein hospital after being transferred there from Welkom Hospital, a police spokesman said that

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But the spokesmen were satisfied at there was nothing Mr. Mutisi's death to have had an had fallen over the chair in which

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Blow or fall killed unionist, says lawyer

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Union's battle for factory recognition takes a new turn

May 1985

Labour Reporter

THE battle by the National Union of Textile Workers (NUTW) for recognition at a Pinetown clothing factory where a rival union already claims majority support has taken a new turn with the intervention of the Industrial Court

The Court this week ordered Natal Overall Manufacturers to settle the recognition dispute within three weeks by holding a ballot to determine whether its workers support the NUTW or the Garment Workers' Industrial Union (GWIU)

The dispute arose out of lay-offs at the factory which NUTW, an affiliate of the Federation of South African Trade Unions, claimed took place without the union being consulted

The company argued that it was not obliged to consult the NUTW because of a closed shop agreement with the GWIU, which is also represented on the Industrial Council. The agreement precluded unions other than the GWIU from recognition at the plant.

In terms of the judgment handed down by Mr Mohamed Ameen Bulbulia, if the NUTW wins the ballot, the company must negotiate with it in retrenchments, negotiate a recognition agreement with the union and provide it with stop-order facilities

Mr Johnny Copelyn, general secretary of NUTW said the Court had overturned the Industrial Council's right to block the union from negotiating on behalf of workers

Mawu wage talks are adjourned

May 1985

THE Industrial Council wage talks for the metal industry, which began on Tuesday against the backdrop of the arrest of unionists outside the negotiating hall, have been adjourned until May 15 without agreement being reached on union demands.

Before the talks began about 40 unionists, members of the Metal and Allied Workers' Union were arrested after marching to the Johannesburg City Hall where the talks were held.

The adjournment is the second since the talks began between trade unions and the Steel Engineering Industries Federation at the beginning of April.

The negotiations resumed after

unions had declared a dispute with employers when employers suggested a pay freeze for a year.

According to a union source, the unions rejected an employer offer of an hourly pay rise of between 17c for artisans and 8c for unskilled workers. This was later raised to 20c and 10c respectively, but unionists still felt it would not meet the high cost of living.

The source said after the arrest of unionists outside the City Hall, a leading SEIFSA official suggested the talks be halted while efforts were made to try and secure their release. But unionists decided the talks should continue so they would be able to report back to their members.

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12/5/85

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By STEPHAN TERBLANCHE

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The pathologist had found that Mr Raditsela had died as a result of subdural haemorrhage

The sequence of events before Mr Raditsela's death, according to the legal representative, started on Saturday at approximately 8:30am when Mr Raditsela went to visit a friend at a house not far from his own

He was arrested by police who allegedly questioned him about a car he was driving

Mr Raditsela, according to the legal representative and other trade unionists, told police that the car had been hired for him by the Federation of South African Trade Unions (Fosatu)

He was then detained under Section 50 of the Internal Security Act

"I don't know why they detained him under that section which makes provision for a person to be detained for 48 hours when there are disturbances and such a person's removal can prevent these disturbances"

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A trooper demonstrates the new six-shot grenade launcher

545 000
escape
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Political Correspondent

MORE than half-a-million black South Africans have escaped forced removals following the Government's scrapping of plans to resettle all

The Greats Under Fire

By BRIAN POTTINGER and NORMAN WEST

PRESSURES on embattled Law and Order Minister Louis Le



time might be seen as a repudiation of the police. This week the National Party parliamentary caucus adopted a motion of thanks to the police, army and transport services police for their

lems with it has persuaded Botha to relax at least until In the way a trade unionist student act

140A
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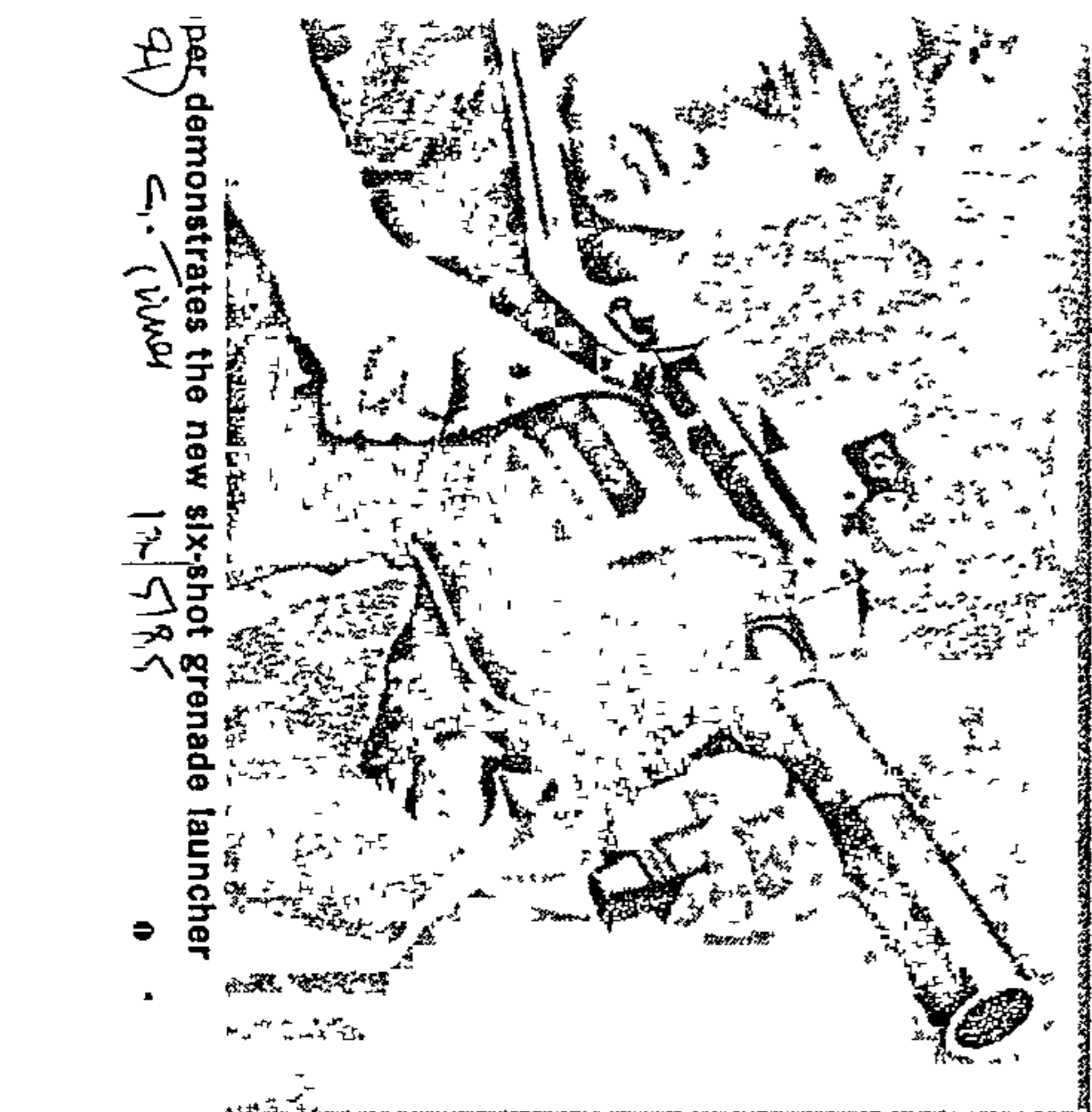
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On the death of the other man, Mr Mutisi, who died in a Bloemfontein hospital after being transferred there from Welkom Hospital, a police spokesman said that a normal investigation was being done into his death as was the case with all unnatural deaths.

But the spokesman said police were satisfied at this stage that there was nothing sinister about Mr Mutisi's death as he "appears to have had an epileptic fit and had fallen over backwards from the chair in which he was sitting".

Police maintain that Mr Mutisi, who had been arrested on public violence charges, had the fit while supplying personal particulars to the police and not while being questioned.

The spokesman says Mr Mutisi's mother confirmed to police that her son had a history of epileptic fits.



per demonstrates the new six-shot grenade launcher
S. 7
12/5/85

The Grange Under fire

545 000
escape
forced
removals
Political Correspondent
MORE than half-a-million black South Africans have escaped forced removals following the Government's scrapping of plans to resettle all black areas within 50km
By BRIAN POTTINGER and NORMAN WEST
PRESSURES on embattled Law and Order Minister Louis Le Grange to step down
time might be seen as a repudiation of the police.
This week the National Party parliamentary caucus adopted a motion of thanks to the police, army and transport services police for their actions in "protecting the
lems with police discipline has persuaded President Botha to retain Mr Le Grange at least until the heat is off
In the wake of the death of a trade union executive and a student activist after police

(140A)
C. Press 12/5/85

Township supports workers

MPHOPHOMENI township residents have pledged support for 1 000 workers sacked from a local factory, and are refusing to buy goods from local white businesses

Their two-day-old boycott has hit Howick shopkeepers hard - many reported a drop in sales of over 50 percent and some already talking about closing down if the boycott goes on

The residents said they would keep up the boycott of white-owned shops until local

business people began pressuring BTR Sarmcol into negotiations about the sacking of the workers, all Metal and Allied Workers' Union members

Five Howick strikers being held by police

NM 11/5/85

~~132~~

~~147~~

140A

Labour Reporter

FIVE of the more than 970 striking workers dismissed from a Howick rubber company, BTR Sarmcol, were arrested by police in Howick West yesterday in connection with charges of intimidation.

Police confirmed that the men, all members of the Metal and Allied Workers' Union, were being held.

In a statement Mr Geoff Schreiner, branch secretary of the union, said the union lawyer had been informed by the police that the five were being held on charges under the Intimidation Act.

He said the sacked workers still refused to accept their dismissals but there was 'little sign' of a settlement in sight as the management has shown no inclination to meet union officials to

negotiate an end to the dispute.

'In spite of this members remain totally united and none of the striking workers have reapplied for jobs,' he said.

The entire labour force was sacked last week after going on strike in protest against the company's refusal to sign a new recognition agreement with the union.

Mr John Sampson, administrative director of Sarmcol, said more than 500 applications had been received for re-employment and the personnel department was busy processing them.

'We hope that most of the dismissed workers would reapply for their jobs,' he added.

~~by import~~
~~to fact~~

Lawyers reveal the cause of unionist's death

NM 11/5/85

(KOP)

21-11-85

Mercury Correspondent
JOHANNESBURG—Free State signwriter and organiser of the Congress of South African Students' Siphon Mutsi, 20, died of severe brain haemorrhage.

This announcement was made by lawyers acting for Mr Mutsi's family yesterday following a report received from an independent pathologist at the postmortem.

Mr Mutsi is the second person to have died in the past week after being detained by police.

The first was trade unionist Mr Andries Raditsela, of Tsakane near Brakpan who was detained last Saturday about 9 am and died at the Baragwanath Hospital on Monday afternoon.

Urgency

Both men were arrested in separate incidents on May 4 and reports of the postmortems indicate that they both died of a subdural haemorrhage (brain injury) consistent with trauma caused by a blow to the head.

Minister of Law and Order Mr Louis le Grange said that, as in the case of Mr Raditsela, the investigation by a senior police officer into the cause of Mr Mutsi's death was regarded as a matter of urgency.

Police in Pretoria said an urgent investigation into his death had already started.

Lawyers acting for the family yesterday said 25 people appeared in Omdendaalsrus Magistrate's

Court on Thursday May 9, facing charges of public violence.

At the hearing, counsel for the defence placed on record the fact that most of the 25 arrested people had lesions over their bodies compatible with beatings from a sjambok.

The Magistrate agreed the marks could have been caused by a sjambok.

Signwriter

Counsel further added that there was vital eyewitness evidence available on the circumstances leading to Mr Mutsi's death.

Mr Mutsi was a part-time signwriter.

Our Cape Town correspondent reports that the United Democratic Front yesterday called on Cabinet Ministers — Rev. Allan Hendrickse and Mr Amichand Rajbansi — to resign from their Government positions for being 'co-responsible' in the two deaths.

The deaths were a sign of the 'continuous repression' in South Africa, Mrs Zou-Kota, UDF Western Cape publicity secretary, said in a statement.

Sapa reports the Trade Union Council of South Africa said it was 'horrified' by the deaths.

'These deaths underline, in a particularly tragic way, the case against detention without trial, a practice which should be abolished immediately,' the statement said.

CAPE TIMES 10/5/85

Raditsela 'had brain damage'

JOHANNESBURG — An independent pathologist yesterday gave the cause of death of trade unionist Mr Andries Raditsela, 29, as a subdural haemorrhage to the right side of the head

According to a statement from the Chemical Workers Industrial Union (CWIU), the private pathologist said this injury was consistent with trauma

Mr Raditsela, a senior shop steward of the CWIU and vice-chairman of the Transvaal region of the Federation of South African Trade Unions (Fosatu), died at Baragwanath Hospital soon after being released from police custody on Monday

The CWIU statement said the independent pathologist appointed by the family to attend the post-mortem had given the cause of Mr Raditsela's death as brain dam-

age after sustaining an injury to the head

"We have established that Mr Raditsela was admitted to the Far East Rand Hospital at 6.45pm on Saturday, eight hours after being seen lying unconscious at the Tsakane Development Board offices"

Brigadier J J Viktor, Soweto's head of the CID who has been instructed by the Commissioner of Police, General P G Coetzee, to "fully investigate and urgently report on all facets concerning the detention and treatment of Mr Raditsela while in police custody", was at the mortuary with some members of the Brixton Murder and Robbery squad

Mr Raditsela's death has prompted widespread worker anger

The entire spectrum of emergent unions as well

◆◆◆◆
To page 2



Union call for work stoppage

By Sheryl Raine and Chris Steyn

Major trade unions and black community organisations have called for workers throughout the country to down tools for two hours between 11 am and 1 pm next Tuesday in memory of dead unionist Mr Andries Raditsela (29) and to protest against the presence of police and the Defence Force in black townships.

Representatives of the country's major trade union federations and community organisations met last night in Johannesburg and announced that Mr Raditsela would be buried from the Methodist Church in Tsakane township near Brakpan at 10 am on Tuesday, May 14.

Mr Raditsela was detained last Saturday at about 9 am and died at Baragwanath Hospital on Monday afternoon. He was a senior shop steward of the Chemical Workers Industrial Union (CWIU) and an executive committee member of the Federation of South African Trade Unions (Fosatu).

An independent pathologist representing the Raditsela family, Dr M Botha, yesterday attended a post mortem on the body and said the cause of Mr Raditsela's death was a subdural haemorrhage (brain injury) to the right side of the head. The injury was consistent with trauma.

The CWIU says it has established that Mr Raditsela was admitted to the Far East Rand Hospital at 6.45 pm last Saturday, eight hours after he had been seen lying unconscious at

● To Page 3, Col 1

Unions call for work stoppage on Tuesday

● From Page 1.

the Tsakane Administration Board offices.

Dr Botha's report will be forwarded to the officer investigating Mr Raditsela's death, Brigadier J J Viktor, chief of the Soweto Criminal Investigation Department.

A spokesman for the Police, Directorate of Public Relations in Pre-

toria said no policeman had been suspended, "at this stage of the investigation".

Mr Piroshaw Camay, general secretary of the Council of Unions of South Africa, said in a statement that it was expected that employers would co-operate and "not create additional problems at this sensitive time".

CLOSED SHOP

NUTW's challenge

The Industrial Court has ordered a Natal clothing manufacturer, Natal Overall Manufacturers, to hold a secret ballot to determine whether the Garment Workers' Industrial Union (GWIU) or the National Union of Textile Workers (NUTW) has majority support among workers at its Pinetown factory. This is a new and highly significant

QUOTABLE

US Ambassador to SA Herman Nickel at a conference on the social responsibility of business:

The striking feature of the rhetoric of the disinvestors is its elitism. To facts about job loss in a potential disinvestment situation, they reply that blacks in the Republic are willing to suffer economic hardship in the name of liberty. Whether true or not, the phrase rings strangely in the mouths of those who would not suffer by such hardship.

development in the closed shop war between the Fosatu-affiliated NUTW, and GWIU, an affiliate of Tucsa

GWIU enjoys the benefits of a closed shop in the areas of Natal covered by the province's industrial council in which the Natal Clothing Manufacturers' Association (NCMA) is the employer party. But it is having to fight off a challenge from NUTW. One step GWIU has taken to protect its position has been to amend its constitution to empower it to expel any of its members who join any other union. This has the effect that workers employed by members of the NCMA risk losing their jobs if they join NUTW.

Despite this step, NUTW last year success-

fully broke GWIU's closed shop at James North (Africa) in Pinetown, after a series of complex court cases. At the time when NUTW's victory was announced, there was speculation that the Fosatu union would continue its battle to gain supremacy in the Natal clothing industry. Developments at Natal Overall appear to bear this out.

According to NUTW general secretary John Copelyn, his union started organising at Natal Overall at the beginning of last year. A dispute between NUTW and the company arose later, he says, because several of its members were retrenched without prior consultation. As a result, NUTW brought an unfair labour practice claim.

Natal Overall defended its action, Copelyn says, claiming that GWIU, which has a closed shop at the factory, was consulted and agreed to the retrenchments. NUTW's argument against this was that the company's workers are unwilling members of GWIU and only remain so because Natal Overall is an NCMA member.

In terms of a settlement reached between NUTW and the company, Natal Overall has undertaken to pay R2 500 in a lump sum to seven of the retrenched workers and the court has ordered that

- Natal Overall must hold a secret ballot on or before May 22 to determine whether the workers support NUTW or GWIU,
- Each union will nominate a person to observe the ballot, to scrutinise ballot papers, and have equal time to meet with workers beforehand.

Furthermore, if NUTW wins, the company shall

- Consult with NUTW prior to any planned retrenchments of its members,
- Deduct union dues from NUTW members' pay packets (This means that NUTW will not have to apply to the Natal clothing industrial council for an exemption for the company to make the deductions), and
- Negotiate in good faith with NUTW or reach a recognition agreement with it.

On the other hand, if the ballot shows NUTW does not have majority support, the Fosatu union shall desist from requiring or compelling Natal Overall to deal with it on any matter for at least a year after the ballot.

Says Copelyn "We have not got past the closed shop. But what is significant about this order is that it means that NUTW will have to defend its claim to representivity and employers will have to deal with us on that basis rather than hiding behind GWIU's closed shop."

Commenting on the order, Geoff Heald, senior researcher at Stellenbosch University's Graduate School of Business, who advised the company, says. "The process of challenging the closed shop, which is allegedly not endorsed by a large proportion of workers, is now greatly simplified. I believe this represents a significant stabilising feature in the Natal clothing industry."

If NUTW wins the ballot, it is likely that several other manufacturers in Natal will face the same problem.

Area of vital concern to all South Africa

A trip along the Port Elizabeth/Uitenhage freeway gives any traveller a precursory impression of what he can expect to find in the Uitenhage area. One passes the Algoa Park police station where a temporary police base with tents, a helicopter, Casspirs and military vehicles serve as a reminder of the abnormal situation which exists. Further on miles of black townships ringed by shanty-towns are visible.

Life in Uitenhage appears to carry on as usual, but to the visitor the effect of the recession and the tensions which exist are apparent. Casspirs with armed police or the smaller Buffels carrying soldiers are a common sight in the street.

The town's sports complex has been turned into a tented police camp. The attitude of whites is hardening. Many demand firmer action by the police.

The almost daily reports of unrest in the surrounding townships of Langa and kwaNobuhle, of people being shot by police, of attacks on black policemen, of burnings and of violence between blacks certainly contribute to the feeling that Uitenhage is a town under siege.

Where will it all end? A show of force or strong police action will, on its own, certainly not solve the problems. The situation is far too complex for such a simplistic approach to succeed. Blacks in the Eastern Cape are probably more politicised than anywhere else in the country; their political sophistication is a reality which has to be addressed in any attempt to stabilise the region.

The recession has affected the Port Elizabeth/Uitenhage area more than any other part of the country. Some put the unemployment level among blacks as high as 25 percent.

Thousands are flocking to the townships from the Ciskei and other rural areas with the hope of finding jobs.

There is an alarming lack of communication between leaders of the black community and the authorities. The Government regards black community councillors and no one else as the spokesmen for their communities. Besides the fact that the council system does not have

Star 10/5/85
Mr Peter Gastrow, MP for Durban Central, recently spent several weeks in the Eastern Cape as the Progressive Federal Party legal representative at the Kannemeyer Commission investigation into the Uitenhage shootings. In this article Mr Gastrow gives his impressions of the situation in the strife-torn area and suggests solutions.

the support of the community as a whole, it has now collapsed without anything replacing it.

Only recently when the mass funerals were about to be held were the police prepared to meet recognised community leaders to discuss arrangements.

A large section of the black community does not view the police force as a protective agency. It is perceived as a law enforcement agency, with the emphasis on enforcement.

The many laws which prop up the political system are identified not only with the Government but also with the police.

The ordinary uniformed policeman sometimes has to handle unrest situations which result from questionable decisions taken by the security police.

Police action at funerals has led to deaths, which has led to more funerals and more police action. The spiral has just continued. The recent mass funeral attended by between 30 000 and 40 000 took place without incident mainly because police kept a distance and because of their prior meeting with the organisers of the funeral.

What clearly complicates matters for the police is the fact that criminals and tsotsi elements thrive in times of unrest.

Instances of mindless violence, arson and some barbaric acts such as burnings of bodies have taken place not necessarily in terms of a particular political strategy but as a result of impulsive thuggery.

A recent further complicating factor which contributes to instability in the black townships is the rivalry between the UDF and Azapo and between trade union movements such

as the Federation of South African Trade Unions and the Motor Assembly and Component Workers' Union.

The war of words is now turning into physical attacks on individuals.

Taking all the above factors into account, what can be done to defuse the situation?

- The new Constitution has left blacks, particularly the urban blacks, with a feeling of rejection and frustration. When the State President, therefore, talks about negotiating with real leaders he should start doing so in the Eastern Cape. When he talks about future black participation at all levels of decision-making he should spell out what he has in mind.

- The Government should take urgent steps to stimulate economic growth in the Port Elizabeth/Uitenhage area. The incentives which are provided for areas such as East London should also apply to this area.

- At local levels channels of communication should be opened between community leaders and white local authorities, police, government departments and other institutions.

- The Government needs to go back to the drawing board to look afresh at black local government. In spite of good intentions the existing community councils system has failed in the Eastern Cape.

- The police should act with greater appreciation of the sensitivity of the area.

- There is an urgent need for the establishment of a legal aid clinic or a legal resources centre through which victims of the unrest can seek redress or channel their complaints.

- Essential services should be restored as soon as possible.

- Local community leaders should attempt to put an end to the clashes between rival black groups.

Not only the Eastern Cape community has a stake in the stability of the region. Political events among blacks in that part of the country have in the past often served as a pointer of what can be expected elsewhere. Uitenhage should therefore be of vital concern to us all.

100 Years Ago

From The Eastern Star

Mr William Hay opened the session of the St Andrew's Literary Society in King Williamstown with a lecture on "Colonial Newspapers, the Colonial Public, and their mutual obligations." He showed the fallacy of cutting down advertisements, the effect of which was to lessen the amount spent upon the literary portion of the paper, and consequently to injure its circulation.

ities said that... The major problems...
mode

Sowp Jan 10/5/85

400 sacked: Cusas make plea to Luyt

THE Council of Unions of South Africa has expressed solidarity and called on local trade unions to support the struggle of more than 400 workers sacked by a fertiliser company, Triomf, owned by millionaire Mr Louis Luyt.

In a new development Cusa-affiliate the South African Chemical Workers Union (Sacwu) representing the workers, yesterday sent an urgent telex message demanding to meet Mr Luyt in an attempt to resolve the matter.

Triomf's public relations officer yesterday confirmed that they had received the message

The parties will meet on May 20

The federation was considering exploring various means, including calling for international support, to pressurise the company to reinstate the workers who have been unemployed for almost a year now, according to Cusa's general secretary Mr Phiroshaw Camay.

He said the federation and its affiliates have agreed to continue to support the workers and call on especially the Fosatu-affiliate Chemical Industrial Workers Union (CIWU) to obtain support of the Triomf workers at Richards Bay

The workers were dismissed after they had refused to respond to an ultimatum that they should return to work following a gathering at the plant in Potchefstroom on April 12 last year.

Colleagues arrested

Some of their colleagues were arrested by police who arrived at the scene the following day and charged with intimidation, but the charges were later withdrawn by a magistrate, the federation said

Efforts made by the union and its lawyers to resolve the dispute were not fruitful when the company said it could only take back 300 of the 463 workers. The offer was refused by the union representing them — South African Chemical Workers Union — on grounds that they wanted all to be reinstated.

Various other meetings between the parties took place in an attempt to have the workers reinstated, but the company has since employed new workers on contract basis. Most of the dismissed workers were also contract workers

He said support has already been obtained from the Commercial Catering and Allied Workers Union and the Railway and Harbours Workers Union to explore ways to "boycott" Triomf products

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(40A)

Samcor will stick to deal on severance

E. Post 10/5/85

By KIN BENTLEY

SAMCOR has released a statement on the workers' dissatisfaction at their Amcar truck plant in Markman Township, which is due for closure at the end of May.

This week workers expressed concern over severance payouts. About 115 people face retrenchment.

The statement, released by Samcor's public relations manager, Mr Reuben Els, says that during March it reached an agreement on the severance package for retrenched workers with two unions, the SA Iron and Steel Workers' Union and the National Automobile and Allied Workers' Union.

Workers claimed no trade unions were active on the shop floor and therefore could not reach agreement.

Ford's public relations manager, Mr Bob Kernohan, said the company was sticking to that agreement.

The statement says workers will receive 5% of six months' wages as a lump sum when the plant closes. They will also receive one week's notice pay and a pro-rata payment of their annual bonus.

"Additionally, those employees who do not retire on pension will receive their personal pension contributions, plus 2% interest thereon after six weeks.

"All affected workers will also be able to claim up to 45% of their present wages from the unemployment insurance fund for a period of six months.

"From six months after the closure they will receive 50% of their present wages for a minimum period of six months, or a maximum period of 12 months depending upon length of service."

Sowetan 10/5/85

Viktor to lead probe

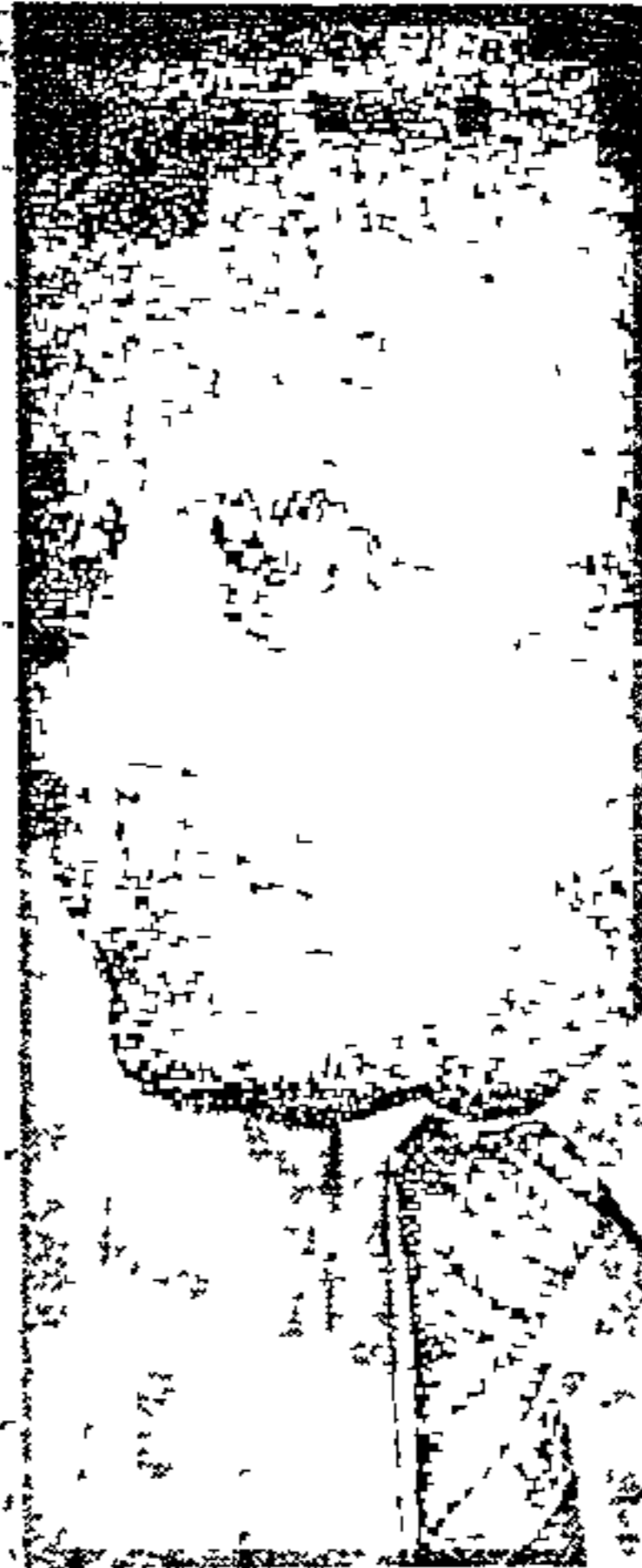
THE Minister of Law and Order, Mr Louis le Grange, confirmed yesterday that the death of trade union leader Mr Andries Raditsela was being investigated "as a matter of urgency"

The Commissioner of Police, General Johan Coetzee, announced last night that there would be a full probe of "all facets concerning the detention and treatment of Mr Raditsela while in Police custody"

The probe would be conducted by the head of the Soweto CID, Brigadier J Viktor, he said.

The trade unionist died in hospital this week allegedly of head injuries, after a few days in the hands of the Police.

Amid calls by labour and opposition leaders for a full investigation, Minister le Grange said the police were doing what they could at present, and the investigation was being undertaken as a matter of urgency



BRIGADIER J J VIKTOR will conduct the probe into the death of Andries Raditsela, the trade unionist who died after being released by Police on Monday.

But he said he had nothing to add to General Coetzee's statement.

INDUSTRIAL RELATIONS -
WORKERS' ORGANISATION -

FOSATU - 1985

JUNE - DEC.

Raditsela Workers get their jobs back

Sowetan
5/6/85
140A

KOHLER Corrugated Cores in Brakpan yesterday agreed to reinstate eight dismissed employees and withdraw final warnings issued to another 134 workers victimised for attending the funeral of the late trade unionist, Mr Andries Lasi Raditsela.

The decision was taken following negotiations between the company and the union representing the workers — Fosatu affiliate Paper Wood and Allied Union

In a statement to The SOWETAN yesterday, the company said the "illegal stayaway" by workers — to attend the funeral — resulted in the plant management applying the disciplinary code which led to the dismissal of eight workers and final written warnings being issued to another 134.

Following this week's talks with the union Kohler resolved to reinstate the dismissed men, but made it clear that it reserved the right to act in strict manner in the event of any future stayaway

The company noted there would be serious production problems if the workers were away for the whole day and made two counter-proposals

- That some of the shop stewards attend the funeral and that a period of silence be observed at the plant This was rejected;

- That employees work in the lost time on Ascension Day This was also rejected

A suggestion was made to the workers that they could take time off from work to attend the funeral and then return to work, but this was also disregarded by the workforce The workers were then warned about the serious implications of the possible stayaway.

A spokesman for the union said the settlement has been preceded by negotiations and two work stoppages at the plant. This showed how the workers were unhappy about the problem.

*to check about the
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Ngobese jailed 15 years for treason

AFRICAN National Congress member Jabu Ngobese was jailed for 15 years for treason this week. His co-accused Chemical Workers' Industrial Union organiser Meriam Xolani Nduma and Zambvula Mapela of the

By MARTIN NTSOELNGOE

Paper Wood and Allied Workers' Union - were each jailed for five years. Judge I le Grange said in the Rand Supreme Court that although Ngobese worked under

more senior ANC members - from 1980 to 1984 - he was deeply committed to the aims and objects of the ANC

Ngobese earlier admitted bringing arms and explosives into the country and hiding them in dumps.

(KOA)

C. P. news 2/6/85

FUEL PRICES

Boost for economy

If the rand can overcome this week's blip (see *Markets*) and get back above US44c, a cut in the fuel price would be inevitable. According to one expert, for every 1c appreciation over 42,5c — the break-even point — there is a direct immediate impact on the price of fuel of about 1,6c/l, plus gst.

He believes that government, for economic reasons, is keen to reduce the price of fuel as soon as possible, suggesting that the pump price for 93 octane could be cut to 98c/l before March.

A great deal of crude has gone under the bridge since the authorities warned of the need to increase the price of fuel by another 6c/l from its current 102c/l for Reef 93 octane. That was only in November, when the rand was struggling around 38c and crude oil was around \$27,50/barrel.

But now the tide has turned, the rand is strengthening and the price of crude plummeting below \$20. A petrol price cut will do much to consolidate the slight improvement in sentiment, buoyed by falling interest rates and the rising gold price. With inflation hitting 18,4% for 1985, there has never been a more fitting occasion to give the consumer and businessman a psychological boost.

Says Andre Hamersma, chief economist at Standard Bank: "We sit with a severe potential inflationary problem. Psychology plays an important role in inflation; it would obviously be a good strategy if we could change expectations. It would be a shot in the arm for business, and remove the feeling of doom and gloom that has pervaded the economy for so long."

He points out that a reduction in the price of fuel would bring down cost structures over a broad range of industries. "Perhaps we are heading for a period of greater stability, following the hectic price increases of 1985.

A drop in the fuel price would be the first indicator that most of the price increases caused by the weak rand have worked through the system."

Tony Twine of Econometrix calculates that with a US45c rand and spot crude oil price of \$25/barrel, 93 octane Reef petrol would fall to 90,1c/l, a drop of almost 12%. The total effect of this on the rate of inflation would be a drop of as much as three percentage points. "A US50c rand would reduce the price even further, of course, to 85,6c/l and slash inflation by 4,5%," he adds.

Even crude at \$27,50 would give a pump price of 98c/l. But government is playing a cautious game.

November increases

After the November increase, the authorities were subsidising the price from the central energy fund; and indeed had transferred almost R200m to oil companies to clear the "slate." Since then it is believed the slate has accumulated another R140m under-recoveries.

The slate is a price balancing mechanism used to absorb monthly variations in the landed cost of fuel. Debits or credits are applied to reflect under- or over-recoveries respectively. In the long run the motorist ends up paying the full imported price. It is believed that with a crude oil price of \$27,50/barrel, break-even is at a rand rate at around US42,5c.

The manner in which government deals with accumulated under-recovery will, of course, determine the timing of a fuel price cut. If the authorities repeat the November policy and wipe the slate clean immediately, full benefits of lower imported prices could flow through to the consumer within a month.

But, says Renier Roets, deputy director of the Department of Mineral & Energy Affairs: "We must ensure that the current situation is permanent before making far-reaching decisions. Besides, we don't yet know what effect the drop in crude oil prices will have on landed costs."

Certainly a falling petrol price would be the first of a number of import items to reflect a stronger rand. And one that could have the most beneficial effect on the economy. It would lead to a better price performance generally, prices of imported consumer goods falling soon and intermediate goods and capital equipment reflected in end-products with a 3-4 month lag.

But we live in a very uncertain world, says Hamersma. Predictions are vulnerable to political setbacks, and we could move back to square one overnight. "High inflation is not out of our system yet. We still have another 3-4 months when inflation figures will still be high. My feeling is that from May they could start to improve, provided the rand stays strong."

FOREIGN DEBT

Tit for tat?

Negotiations could turn sour overnight if mediator Fritz Leutwiler's proposals are rejected by foreign creditor banks. The authorities have only until February 20 when the parties get around a table in London. Failure to reach agreement could result in foreign assets being attached by impatient creditors.

Despite official reassurances, SA companies have already opened bank accounts abroad to avoid reprisals from angry credi-

NEW MANAGEMENT BUY-OUT GUIDE

Management buy-outs are increasingly common abroad (see *Markets* last week) as a way of restoring managerial initiative and revivifying ossified large corporations. The movement has also reached SA, probably the biggest instance being the buying-out from Blue Circle and subsequent successful relisting (as Hudaco Industries) of Hubert Davies, led by Bruce McInnes.

Mick Davis, a senior manager of the international accounting firm Peat, Marwick, Mitchell (PMM), says the main factor inhibiting buy-outs in SA right

now is a lack of venture capital. He hopes the Johannesburg Stock Exchange's Development Capital Market will help overcome this, the Small Business Development Corporation (SBDC) will also consider applications that meet its criteria.

Given that the technique is still new and little understood here, potential players of the game will welcome a brief guide just published by PMM. Five chapters cover: identifying buy-out candidates; assessing prospects; negotiating the purchase; raising finance; and planning for

the future.

Davis believes the low point of the business cycle is particularly opportune for buy-outs.

Managements of components of large groups that have cut back earlier in the recession may feel that they could respond to an upswing more positively without the shackles of group policy and group reporting.

Such management teams typically comprise two to six people who will have been with the company some time and feel they know it well.

800 workers in disputes with bosses



Sawothen
5/6/85

By **JOSHUA RABOROKO**

MORE than 800 members of the Metal and Allied Workers' Union were locked in disputes with employers at two separate companies in the East Rand yesterday.

About 600 workers at Brollo Africa in Elandsfontein downed tools in protest against the dismissal of a shop steward. Members claim that management has not explained reasons for the firing.

In another labour move, about 200 employees at Barlow Railway Products in Boksburg went on strike over severance pay and other benefits they demanded when the company was bought by Dorbyl from Barlow Rand Limited.

Mawu's Transvaal secretary, Mr Moses

Mayekiso, also said their members who were dismissed at Hendler and Hendler in Boksburg have been reinstated following a judgment in the Industrial Court this week.

Brollo management has confirmed the strike at its plant. The company said the workers was sacked in terms of disciplinary procedures at which the employee was represented. The dismissed worker has the right to appeal.

Mr Mayekiso said the problem at Barlow arose after the company was bought by Dorbyl. Workers felt they should be given their severance pay and other benefits because they were taken as new staff members.

Twice workers have staged sit-ins at Barlow Rand's headquarters in Sandton demanding that they be paid their rights. Both managements have promised to resolve the matter but without success.

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D. Day. 6/1 6/85
**Bid to break impasse on
threatened metal workers**

A NEW attempt is being made to break the impasse on the giant metal industrial council. This threatens to leave about 370 000 workers without an agreement on wages and working conditions at the end of the month.

The Confederation of Metal and Building Unions (CMBU), representing mainly skilled workers, is to meet with the Steel and Engineering Industries' Federation (Seifsa), tomorrow to see if the deadlock can be broken.

The two union blocks, the CMBU and the local committee of the International Metal Workers' Federation, reached deadlock with Seifsa, representing 44 employer associations, two weeks ago.

Seifsa offered an increase on the minimum rates of 8,3% for artisans and 9,8% for labourers, with the CMBU demanding 10,3% and 15,6% respectively, and the IMF unions demanding 35,7% and 100% for unskilled workers.

The dispute has provided the council with the biggest crisis in its 40-year history and, according to union and employer sources, could result in industrial unrest and chaos in the industry with workers not entitled to annual increases.

Ben Nicholson, chairman of the

CMBU, said they had decided to press for off-the-record informal negotiations with the employers and this would be discussed at the meeting of the council's executive on Friday.

The IMF unions have also sought further talks but are not likely to be present at Friday's meeting.

Sam van Coller, executive director of Seifsa, said yesterday he remained optimistic that agreement could be struck in the industry, but declined to comment further.

It is understood that Seifsa will be meeting on Monday to deal with the crisis and further negotiations could proceed at the next meeting of the full industrial council on Tuesday.

Nicholson said there was a delicate balance at the moment and that the question of the protection afforded by an agreement in the industry could not be overemphasised.

He stressed that if agreement were not reached by the end of the month, there would be no protection and no statutory increases for the 370 000 workers covered by the industrial council.

In addition, the deadlock in the talks meant that all 370 000 workers could be entitled to take legal strike action at the end of the month.

Argus 6/6/86

Police hand back Raditsela document

140A Argus Correspondent

JOHANNESBURG. — A document containing important evidence relating to the death of trade unionist Mr Andries Raditsela has been returned by the police to his family's attorneys

Mr Raditsela, a senior shop steward of the Chemical Workers' Industrial Union, died on May 6 soon after being released from detention.

Last week the attorneys acting for the family — Cheadle, Thompson and Haysom — said police arrived at their Johannesburg offices and seized a document containing statements made by a key witness in a possible civil case against the Minister of Law and Order

The attorneys then instructed an advocate to lodge an application to the Supreme Court to declare the police action unlawful and for the return of the document.

During consultation this week between counsel for the attorneys and counsel for the police, the document was handed back. No reasons were given for its return

"As things stand an application is before the Supreme Court and counsel for the police have filed answering affidavits. We will file replying affidavits and hope to proceed tomorrow," said counsel for the attorneys

P.B. (M.O.A.) B. Perry
AECI seeks strike interdict

SOUTH AFRICA's major manufacturer of explosives — African Explosives and Chemicals Industries — is seeking an interdict in the Rand Supreme Court to prevent nationwide "sympathy" strikes, allegedly organised by the South African Chemical Workers' Industrial Union, at four of its plants

The application by AECI and its subsidiary, AECI Chlor Alkali Plastics, which was brought against the SACWU and its national organiser, D M Samela, was postponed late yesterday afternoon until today

Strikes have allegedly been organised at Chlor's plants in Sasolburg (OFS) and Umbogintwini (Natal) and at AECI's factories at Modderfontein (East Rand) and Somerset West in sympathy with a strike which began at Chlor's Ballengeich factory in Newcastle on Monday

By LINDA ENSOR

6/6/85
An estimated 10 000 workers are potentially involved

AECI and Chlor are asking that the union's alleged organisation of the strikes be declared unlawful and that it be interdicted and restrained from organising the "sympathy" strikes at the four plants

On Monday about 600 workers at the Ballengeich factory went on strike for higher wages following stalemated Industrial Conciliation Board meetings

The union, according to a press statement issued by Chlor, had rejected Chlor's final offer, made at the last meeting on March 18, of a 9,5% increase on basic wages

Sowetan

June 1985

1985

Mawu to hold strike ballot

140A

MEMBERS of the Fosatu-affiliate Metal and Allied Workers Union (Mawu) at four Dorbyl plants on the East Rand are to hold ballots after declaring a dispute with the company over various issues, including wages and housing benefits.

Mawu's Deansvaal secretary, Mr Moses Mayekise, said after Barlow Rand Limited had sold the company to Dorbyl, workers have made representations to the new company which had employed them as new workers.

The issues revolve around annual wage increases, severance pay, long service pay, housing schemes and other benefits which they enjoyed from their previous employers.

Demands

The four plants have been the scene of work stoppages and demonstrations conducted by workers in an attempt to pressurise management to meet their demands.

The workers have also stopped work and travelled to the head office of Barlow Rand in Sandton where they demonstrated against the company for not helping them.

However, a spokesman for the company has said that they were busy negotiating with the union on various aspects. Barlow said this matter was discussed by Dorbyl and the union.

At a meeting in Germiston last Tuesday workers resolved to:

- Take the dispute over long service and severance pay to the Industrial Court

- Take legal strikes on all Dorbyl plants and ballots be arranged following deadlock in the negotiations

- Hold an urgent meeting of all Dorbyl shop stewards to discuss solidarity and support of the strike

- Call on shop stewards to approach different managements, and call the union and Fosatu to support this struggle

Mr Mayekise said

The union is deeply concerned and committed to the fact that the influx control must be abolished. The only way towards that is that all employees must have proper homes and afford to pay rents.

"The union is also committed to the fact that wages and any remuneration, working conditions must be negotiated at all levels," he said.

500 down tools ^{Sowetan} ^{11/6/85}

MORE than 500 workers yesterday downed tools over dismissals of colleagues at two companies, one a multi-national company, on the East Rand.

About 260 employees of John Deere, a multi-national company in Nigel, went on strike after a shop steward was dismissed by the company for allegedly being absent from work.

The United Mining and Metal and Allied Workers Union claims that the shop steward was detained under the Internal Security Act. When released last week, he went back to work and was sacked.

However, the com-

pany's managing director, Mr Bill Hubbard, confirmed the strike over the dismissal. He did not give reasons for the action.

Over 200 workers at Fedbisco near Isando yesterday downed tools over the dismissal of a colleague who was earlier reinstated by the company following negotiations between two trade unions organising on the plant.

Meanwhile, the threat of sympathy strikes by over 15 000 workers at AECI companies in the country is looming. Workers have voted in favour of strikes, according to the general secretary of the South

African Chemical Workers' Union. Mr Michael Tsototsi, yesterday

He said following their Supreme Court hearing last week management tried to call them to the negotiation table, but talks deadlocked again. The company had applied for a court order restraining the union from organising or calling on strikes at the four plants. The application was dismissed.

The union had initially called a strike at AECI's plant in Newcastle after two conciliation board meetings had failed to resolve the wage issue.

Unions and management share provident fund power

140A

13/6/85

Business Day Reporter

C G SMITH Sugar has established a company provident fund with control shared jointly between the company and representatives from four unions

According to consultants Price Forbes this is the first fund to operate on such a power-sharing basis

Unions represented on the fund — an alternative to the existing company pension fund — are the National Sugar and Refining and Allied Industries Employees Union, the Sweet, Food and Allied Workers Union, the Chemical Workers Industrial Union and the Natal Sugar Industry Employees Union

The eight trustees of the fund will be advised by their representatives on the management committee. The chairmanship of the trustees will rotate annually between the company and the union representatives

Decisions by these trustees must be on a consensus basis. In the event of a dispute the appointed actuary will arbitrate

"We considered this shift of the balance of power from the company management alone to sharing with a third party, and we felt quite relaxed about the concept," said Smith's personnel di-

rector Barrie Horlock — also trustee's chairman for 1985

"The unions have felt in the past, although they have not said it, that they were in a weak position because the management had all the information on the fund. This gives them more access to that information

"The direction is that the employees have control of their own fund, with independent advice from the actuary. We foresee no problem"

The union motivation is also prompted by the dissatisfaction employees felt in 1981 when preservation of pensions was proposed. This led to mass resignations from pension funds, and cost industrialists time lost in strikes

"The advantage now is that the employees have control of a fund which can supply them with either a pension or cash for use as bridging finance in the event of their becoming redundant," said Horlock

Other industries are understood to be negotiating similar schemes on provident funds, but none have yet been formed



Malnutrition hits strikers' children

Labour Reporter 1967
MANY children of the striking workers at a Howick rubber company, BTR Sarmcol, have been hit by severe malnutrition, according to a Durban doctor who is assisting the families with free medical services

Dr Mark Colvin, who was asked by the Metal and Allied Workers' Union to help the families after their medical aid had been stopped following the strike, said yesterday that he had treated 54 patients at the Mphomeni township this week

Another clinic would be held in the township tomorrow

'These are all families of the striking workers at BTR Sarmcol who are unable to afford medical treatment

'Twenty percent of these were children between the ages of two and nine

NM 13/6/85
140A
'About 80 percent of the patients were experiencing severe malnutrition. This developed over the months, but their condition worsened after the loss of income

'Some patients suffered with severe ear infection

'Asked why they had not seen a doctor earlier, most replied that they did not have the money to travel to Howick, which is 20 km away, for medical treatment,' he said

Dr Colvin said a number of Durban doctors had assisted by donating medicines

Nearly 1 000 workers at the factory went on strike last month

~~140A~~ ~~211~~ FM
NAMIBIAN LABOUR 13/6/85

NUM's challenge

The National Union of Mineworkers (NUM) plans to challenge in court a Bill passed by the Namibian National Assembly last month which effectively forbids non-Namibians from organising Namibian workers into trade unions. The NUM has begun organising employees of Consolidated Diamond Mines (CDM) a De Beers subsidiary, and talks have already taken place between the union and the company.

CDM public relations manager Clive Cowley says negotiations over representation are taking place in connection with NUM members working on a CDM-owned farm in SA, and will continue. However, the company has decided to discontinue preliminary discussions over an access agreement for union organisers. Says Cowley "We are committed to freedom of association and the right of our employees to organise themselves into the union of their choice. But this must be done in terms of Namibian law. We cannot operate outside it."

Cowley says his company was not consulted before the introduction of the Bill. He declines, though, to comment on CDM's view of its merits.

Deputy Minister of Manpower Dr Siegfried Tjijorokisa, who piloted the yet unsigned Bill through the Assembly, tells the *FM* that while his government has no objection to Namibians organising themselves, it does not want outsiders to interfere.

The NUM though, plans to challenge the Bill in court as soon as it is signed by the Administrator General. The NUM has organised De Beers employees in Pretoria, Kimberley and Namaqualand, and a union spokesman says the wages and working conditions of Namibian workers are exactly the same as those of their South African colleagues. He says it is unfortunate that the interim government is "following the same course as the independent homelands." The NUM has faced similar difficulties in Botswana, where the Mangope government also barred SA unions from operating. ■

X

By JOSHUA RABOROKO

THE International Confederation of Free Trade Unions and local trade unions have launched a campaign against a British-owned multinational, British Tyre and Rubber, which dismissed 975 striking workers.

The ICFTU's general secretary Mr John Van der Veeken said in a statement this week that BTR subsidiary in Howick, Natal, paid "starvation wages" to blacks and used "unfair labour

British unions launch action against firm

Locally, Fosatu-affiliate Metal and Allied Workers' Union representing the sacked workers has launched a campaign against white-owned shops and busi-

nesses by the black community and against BTR's decision to employ "scab labour" from areas outside the town

This follows the company's refusal to recognise the existence of an arbitrator attempting to resolve the matter

The workers were sacked after going on a legal strike

A Mawu spokesman said they held a legal strike over the company's refusal to conclude a recognition agreement

The company claimed the strike was illegal and denied contravening the European Economic Community code of conduct

ECC code

The spokesman said the union was to take industrial court action against the company for dismissing the workers and for alleged contravention of the ECC code

The company's administrative director Mr John Sampson has said they will contest the court action. He also denied that they contravened the ECC code

practices by firms

140A

Sowetan

19/6/85

Production Back to Normal Car Plant

(197) - 20/1/85

PAST TO JOIN. Production at the District of Columbia's plant for Mercedes-Benz and Honda cars was back to normal yesterday when workers who had downed tools last week returned to work, a spokesman for the company said yesterday.

The striking workers -- about 1,700 on one of the sites at the CIA plant here -- came out in support of workers on the Honda production

line who had stopped work as a result of a grievance against a foreman on one of the sections, Mr. Wally Gardner, human resources manager of Mercedes-Benz, said.

The problem arose last Thursday morning when 23 workers in a section of the Honda production line stopped work because they wanted a foreman removed from the section," he said.

"Management indicated that in the workers had a grievance it should be registered with management and would receive urgent attention in terms of the agreed grievance procedure."

All but four of the 23 workers agreed to return to work. When disciplinary action -- three days' suspension -- was taken against the four dissenters the whole production line downed tools and demanded the re-

turn of their colleagues, the spokesman added.

On Monday all the workers on the Mercedes and Honda production lines joined the work stoppage in support of their colleagues.

The passenger car production operation was closed down on Tuesday morning when the workers stayed away again, but later in the day the shop stewards informed management that all workers would return to

work yesterday.

"The plant was back to normal yesterday morning and a hearing about alleged grievances against a foreman is continuing," Mr. Gardner said.

The regional secretary of the National Automobile and Allied Workers' Union (NAAWU), Mr. Les Kettleidas, said yesterday the grievance arose after a foreman had allegedly insulted some workers by calling

them monkeys.

Mr. Kettleidas said his executive had held a meeting with the CDA management yesterday.

No decisions had been taken at the meeting and NAAWU had referred the matter to the local branch executive to report back to local members and to consider further action in having the matter resolved.

He said the workers had gone back to work on their own -- DDR

Sowe Tam 20/6/85

By JOSHUA RABOFOKO

Fosatu flays UK firm

THE Federation of South African Trade Unions has condemned the "intransigent attitude" of a British multinational, BTR Sarmcol, operating in Natal, for refusing to reinstate 975 sacked strikers.

The federation has called on all its affiliates to support the workers until their "long standing" dispute between the company and its affiliate the Metal and Allied Workers' Union (Mawu) was resolved

Fosatu's call comes after several international and local trade unions have launched a campaign against the company for paying its

workers what they termed "starvation wages" and using "unfair labour practices" by firing the workers

The workers were dismissed after going on strike over the recognition of Mawu

The International Confederation of Free Trade Unions — one of the unions which called for the campaign — said 20 other multi-nationals operating in South Africa are on their hit list.

The international fed-

eration has said that it has sent messages to unions in other countries where BTR has subsidiaries, including the United States, as part of the campaign to impose economic sanctions against South Africa

Meanwhile the Council of Unions of SA (Cusa) and Fosatu have accused overseas companies with investment in SA of not adhering to the codes of conduct prescribed for them by their mother countries

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An international battle

The picturesque village of Howick near Maritzburg is best known for its waterfalls and scenery. But since the beginning of May it has been the scene of a bitter labour dispute and consumer boycott which has become the rallying point of a concerted local and international campaign.

The dispute involves members of the Metal and Allied Workers' Union (Mawu) at rubber products manufacturer BTR Sarmcol, a subsidiary of British company BTR PLC. On April 30 nearly 1 000 Mawu members struck because two years of negotiations had failed to achieve accord on substantive and procedural matters. The union and the company have blamed each other's intransigence for the failure. The strikers were all dismissed within 72 hours and the company has replaced them.

Mawu — which is fighting for its members to be re-instated — says the strike is legal, claiming its members followed the procedures laid down in the Labour Relations Act (LRA). BTR disputes this, but declines to give reasons. "We do not want to disclose the company's position in case the matter gets to court," says a spokesman.

Last week Mawu proposed to BTR that the matter be referred to arbitration, but this has been rejected by the company. Says the spokesman "We do not believe arbitration is appropriate after two years of negotiations."

The latest arrow in Mawu's bow is a threat of sympathy action at two Natal plants belonging to Dunlop, which recently became a BTR subsidiary. The union announced last week that its members at the Dunlop plants voted in favour of industrial action in strike ballots conducted in terms of the LRA.

The union's campaign against BTR began shortly after the workers' dismissal with a boycott of white-owned businesses in Howick. BTR is by far the largest single employer in the town. President of the local chamber of commerce and industry Michael Mayer estimates that BTR employees represent 40% to 50% of Howick's black purchasing power. And the boycott has not been confined to ex-BTR employees as picketers outside shops have been preventing potential black customers from entering.

Says Mayer "If the boycott persists for

any length of time some traders could find themselves in financial difficulties. It is highly irregular for traders to be brought into a dispute that has nothing to do with them. Traders have no influence over BTR."

Shopkeepers believe the boycott, although effective at first, is beginning to taper off. Says the manager of a supermarket "Initially we took a knock with regard to goods bought predominantly by blacks. But we are now getting back to normal as farmworkers and others begin returning to the shops."

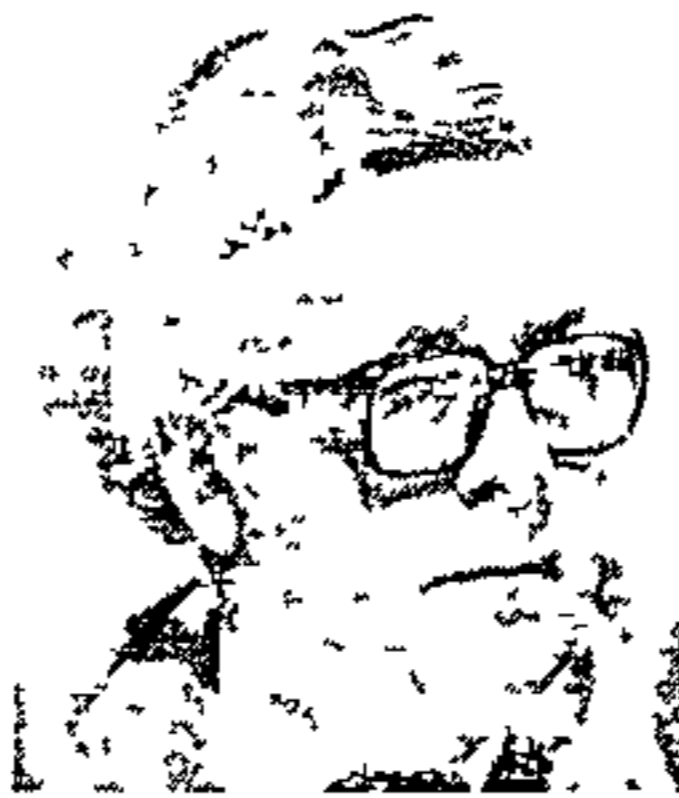
Another trader says there has been a marked improvement in sales to blacks since the beginning of June. A spokesman for Checkers says that while there may have been a fall-off in business at its Howick branch early in May, the total monthly turnover was normal. Mawu accuses BTR of replacing most of the dismissed workers with new employees from Maritzburg and outlying areas. It argues that because of the importation of labour from Maritzburg black residents of Howick will "literally face starvation and death."

The various communities, especially the black ones, will disintegrate and this will cause social unrest, it contends.

The union says its medical advisers have investigated health conditions in Mphophomeni — Howick's black township where most of the dismissed workers live — and have discovered that 20% of children between two and nine years of age weigh below 80% of their expected weight. This situation, it says, is an indication of severe malnutrition caused by low wages which will be exacerbated by the dismissals.



Tebbit



Howe

Mawu also alleges that BTR has failed to uphold the financial and industrial relations standards laid down by the EEC Code of Conduct. It says that prior to the strike, 90% of BTR workers earned between R336 and R405. This is lower than the latest Subsistence Living Level (SLL) and Household Effective Living Level figures which are the minima recommended in the EEC code.

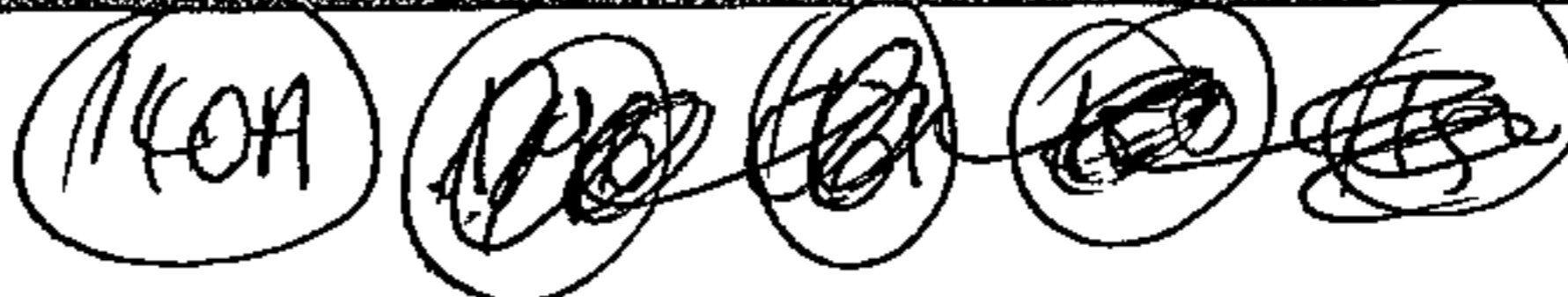
The BTR spokesman says it is company policy to set minimum wages at the Maritzburg SLL level for a family of five. The present minimum wage at BTR is R356/month and when it came into effect in July 1984 it was well above the SLL, he says. "Furthermore, prior to the strike the average length of service of our workforce was 25 years — an indication of our ability to provide stable employment which is another requirement of the code," he adds.

The spokesman says the company has employed 800 new workers "predominantly drawn from the same areas as previously and many are ex-employees. Only 40 are from the Maritzburg area of Edendale." Mawu, however, says only a handful of the new workers reside in Mphophomeni.

Meanwhile, Mawu has asked the British Trades Union Congress (TUC) to make representations to the BTR head office on its behalf. Mike Walsh of the TUC's international department tells the *FM* that he was "shocked" when British BTR rejected union representations, describing them as "gratuitous and ill-advised." A BTR PLC spokesman describes its SA subsidiary's decisions as "responsible" and wholly within its authority.

The TUC has now written to Trade and Industry Minister Norman Tebbit and Foreign Secretary Geoffrey Howe about the dispute, and is awaiting their replies. It is also asking affiliates of the International Confederation of Free Trade Unions to put pressure on BTR subsidiaries in other countries.

Mawu has further threatened to pursue the case through SA and international courts and has had talks with the labour attaché at the British embassy in Pretoria who tells the *FM* he is "in touch with BTR and hopes to meet with management soon."



2000

Use Jobs as Firm Closes

By JOSHUA RABOROKO

Swindon

21/6/65-1407A

The unions have maintained that while man- creating jobs for blacks in these areas, the oppo- cause they (companies) were "running away" from trade unions' be represented.

The company's spokesman has declined to comment further on Press."

ers in Natal have been left jobless after the closing down of their company which is moving to Gazankulu.

The Chemical Workers Industrial Union (CWIU) yesterday accused NCS Plastics in Pinetown, Natal, of "running away" to Gazankulu "homeland" at the cost of more than 2000 jobs in the urban area.

The company is closing down its largest packaging division in the Pinetown district and moving to Gazankulu, both trade union and management spokesmen confirmed yesterday.

Bantustan

The union said NCS must now be seen as one of "apartheid backers" and a full supporter of the Bantustan policy by moving to the "independent state" where they will exploit cheap labour.

It said it was "nonsensical" for a company to follow a decentralisation policy where the taxpayers faced a "double burden".

The attack by CWIU on the plastic company is one of the many several black emerging trade unions have made against South African and multinationals which have moved to rig-

~~TRADE UNIONS~~ ~~140A~~ ~~140A~~ ~~140A~~ ~~140A~~

Unity talks stumble

Last weekend's trade union unity talks in Soweto, although the most representative so far, were inconclusive and may lead to a delay of several months in the formation of the proposed new "super-federation" of emerging unions

More than 200 delegates, representing about 42 unions — almost the entire emerging union movement — met in an attempt to broaden the base of the proposed new federation which has been under discussion since 1981 Present were

Financial Mail June 14 1985

The original "unity" unions which participated in the drafting of the constitution. They are the Federation of SA Trade Unions' nine affiliates, the Council of Unions of SA (Cusa), representing 11 affiliates, General Workers' Union, Food and Canning Workers' Union, Commercial, Catering and Allied Workers' Union, and the Cape Town Municipal Workers' Association,

The black consciousness (BC) Azanian Confederation of Trade Unions (Azactu), representing nine unions, and

Another 10 unions, most of them allied to the United Democratic Front (UDF). They include the SA Allied Workers' Union, General and Allied Workers' Union, Motor Assembly and Components Workers' Union of SA, General Workers' Union of SA — who were originally part of the unity talks until their withdrawal early last year — United Metal, Mining and Allied Workers' of SA, Federal Council of Retail and Allied Workers, Orange Vaal General Workers' Union, the PE-based Domestic Workers' Association of SA, and two unions called the Retail and Allied Workers' Union — one based in Pretoria and the other in Cape Town

Draft constitution

Unions which have not been party to the unity talks until now expressed disagreement with a number of the principles and structures laid down in the new federation's draft constitution. The *FM* understands that Azactu expressed unhappiness with the non-racial character of the constitution, a cornerstone of the original "unity" unions' philosophies. Azactu wants it replaced with the BC concept of "anti-racism."

Surprisingly, Azactu was supported on this point by a number of the Cusa unions, lending substance to speculation that some of Cusa's affiliates will not join the new federation. The National Union of Mineworkers is the only Cusa union irrevocably committed at this stage. According to a Cusa statement, the organisation will hold meetings in the coming weeks to discuss "the position of the various Cusa unions."

Before a new federation is formed it would be necessary for the UDF-linked general unions to take steps toward forming industrial unions. This was a problem which led to their earlier withdrawal. Nevertheless, one source says these unions have shown a "more positive attitude" in this regard.

A further complication is the desire of the newcomers to the talks to further discuss the draft constitution, and they have proposed that the envisaged October inaugural conference be postponed for several months to allow time for this. Such a move would be in conflict with the wishes of most of the original "unity" unions, which would prefer that a committee be elected to prepare for an October conference.

It is a moot point whether the BC unions will be able to resolve their ideological differences with the other unions. It is also unclear

whether the launch of the new federation will be delayed. The choice, it seems, is between a smaller organisation this year or the possibility of a larger one some time in the future. ■

FM 14(7) 85

Recession hits blacks worst

By JOSHUA RABOROKO

MORE than 10 000 workers, mostly blacks, have been laid off in the metal industry this year alone because of the recession.

The latest quarterly survey of the Steel Engineering Industries Federation of South Africa (Seifsa) says metal industry employment opportunities have declined by more than 20 percent in the past five years.

It says an estimated 360 000 people were employed in the metal production process at the end of March compared to 454 000 at the end of 1981.

"Employment statistics, based on a comparison between 1984 year-end and first quarter 1985 wage surveys, reflect a loss of some 10 000 jobs during the period, highlighting the strong recessionary conditions which now characterise the Seifsa group of industries," says the report.

Concern

These latest statistics have caused concern among trade unions operation in the metal industries, especially the Metal and Allied Workers' Union, the South Africa Boilermakers' Society and the Steel Engineering and Allied Workers' Union.

The three unions, which are affiliated to the International Metalworkers' Federation (IMF), have said that they will lose a vast majority of members.

Mawu's Transvaal secretary, Mr Moses Mayekiso, said the retrenchments come in the wake of a deadlock reached between the unions and Seifsa over wages and working conditions. Mawu will meet its members at the weekend to discuss the issue.

Winery workers go on strike over union agreement

NM JUNE 1985 140A

Labour Reporter
ABOUT 200 workers at the New Germany plant of Stellenbosch Farmers' Winery (SFW) went on strike yesterday in support of their demand that the company signs a recognition agreement with the Sweet, Food and Allied Workers' Union

Mr E L Brill, regional director of SFW in Natal, yesterday declined to comment and referred the Mercury to Mr Piet Rossouw, director of human resources at the SFW headquarters in Stellenbosch. Mr Rossouw could not be reached for comment.

According to Mr J Naidoo, general secretary of the union, SFW workers at the New Germany plant stopped work yesterday in protest at the company's delay in signing a recognition agree-

ment with the union. At the beginning of June, the company requested a ballot between the Sweet, Food and Allied Workers' Union, (SFAWU) and the National Union of Wine, Spirits and Allied Workers.

Workers are angry that the company is questioning their support for SFAWU, but, nevertheless agreed in principle to vote.

However, when the company this week unilaterally set the date for the ballot for July 17, the workers found the delay unacceptable. Worker representatives have been attempting to persuade management to hold the ballot this week, but the company has refused.

'We plan to meet the management next week to try to resolve the deadlock,' he added.

Okay, I hire YOUR BABOONS!

By BENITO PHILLIPS

MORE THAN 3 000 East London CDA car plant workers downed tools this week "because a foreman said he could work better with baboons from

the zoo".

"When we complained to management to either fire him or transfer him to another department, nobody took notice of our grievances," the workers told City Press.

"Instead another white official showed us pictures of fat and lean cows. He told us those who weren't prepared

to work would become as thin as the lean cow.

"This was the last straw, and we decided to down tools until our grievances are taken up at management level. We are not prepared to be humiliated, insulted and compared with baboons," Mercedes Benz and Honda assembly plant workers said.

CDA human resources manager WI Gardiner confirmed that workers downed tools after lodging a verbal complaint about a foreman's behaviour.

He said management undertook to investigate the matter, but only after receiving the complaint in writing, "in accordance with the company's grievance procedure". "The workers went on strike before we received a written complaint."

No to 'new' evidence

A MARITZBURG Supreme Court judge this week rejected an application to reopen the murder trial of Mandla Kubheka, sentenced to death in 1981.

The application was brought before Judge Kumleben after June Gcaba — a key state witness in the case — made affidavits that she was "forced by a policeman to implicate him".

The judge rejected the affidavits, saying they were unconvincing.

JUNE 16

Baptism of fire!

FOUR-MONTH-OLD Johannes Letube tasted his first teargas fumes this week — when 2 500 people gathered to commemorate June 16 in Sebokeng.

Toddler Letube's encounter with the deadly fumes came after youths stoned a contingent of cops outside Sebokeng's Catholic Church.

"Little Johannes inhaled the fumes and cried for a long time but then he calmed down," said his grandmother,

Selina Mabuse.

At the meeting, scathing attacks were made on the Government by Cosas, Azanyu, DPSC, Vaal Civic Association, Food and Beverages Workers' Union, Vaal Minister's Solidarity Group and the Vaal Information Service.

Group of people stoned police stationed along Potchefstroom Road a short time ago. Reporters then "cornered" Charter supporters and strong appeal for consciousness.

14015 25/6/85

Mob attacks bus — 2 men killed

DURBAN — A crowd of about 250 stopped and stoned a busload of Howick workers last night, killing two and injuring

14015

The battle was the latest incident in the simmering labour unrest following the dismissal of 950 workers who are members of the Metal and Allied Workers' Union at the BTR Sarmcol rubber factory at Howick

Homes of alleged "scab" workers brought in to replace them have been attacked

Killed were Mr Vusi Mbense, 38, a BTR Sarmcol worker, and Mr J Mabusa, 40, who worked for the South African Transport Service in Howick. Both died of head injuries

Unity talks

*Soweto
10/01/85*

TRADE union unity talks were once more postponed when some of the unions participating in the weekend discussions at the Ipelegeng Centre, Soweto, asked to be given time to study the draft constitution.

The unions, mainly from the Azanian Confederation of Trade Unions, the United Democratic Front (UDF) and some from Fosatu and Cusa were apparently not happy with the constitution drafted by unions which had earlier participated in the talks

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A spokesman for the unions told The SOWETAN after the two-day meeting that another meeting will be held soon to discuss problems relating to the talks

Mawu lashes at Sarmcol

THE FOSATU affiliate, Metal and Allied Workers' Union, has accused the British subsidiary, BTR Sarmcol, of "co-operating with the police" to end the dispute between the union and the company. (40A)

The union claims that police harassment and intimidation of its members has been on the increase as seen by their "unprovoked confrontation" with the workers in Impopem at the weekend. (B)

The dispute between the parties revolves around the dismissal two months ago of about 975 workers after they had gone on a legal strike, although management contends the strike was illegal. 26/6/85

In a statement the union alleges that their members have been prevented from picketing outside BTR's head office in Randburg. Sowetan

"BTR is gradually beginning to be exposed for what it really is, and what it really does to the people," the statement said.

Demands

Union leaders have called on the company to meet the workers' demands or leave South Africa.

A BTR spokesman has denied that the company was collaborating with the police by acting against the workers and the union.

"The police are only trying to maintain civil order, but we are certainly not in alliance with them. All we are doing is running the company," the spokesman said.

Police said they took action at Impopem on Sunday against a crowd which stoned them after an order to disperse. They have denied taking action against the workers who planned to picket BTR's Randburg offices.

Meanwhile, major trade union federations and emerging trade unions — the Federation of Trade Unions of SA (Fosatu) and the Council of Unions of South Africa (Cusa) — have spoken strongly against foreign companies with investments in South Africa.

Meetings ban after sackings

CAP 140A 27/6/83

Own Correspondent

DURBAN — All meetings in the Mpopomeni area outside Howick have been banned for 21 days by a local magistrate in the wake of recent unrest after the sacking of more than 900 striking BTR Sarmcol workers

Two people were killed at the weekend after a mob of about 250 stoned buses carrying "scab" workers, and seven huts were attacked

Commenting on the ban a spokesman for the Metal and Allied Workers' Union (Mawu) said it was clear it was aimed at preventing meetings of 970 workers dismissed by the rubber company at the end of April after a dispute over union recognition

"Daily meetings have been held to report to members on developments and help them with their problems

"This action will undoubtedly escalate violence in Mpopomeni because the ban will drastically undermine the union's ability to maintain some order and discipline," he said

The union yesterday sent a letter to the company, re-emphasizing its willingness to negotiate unconditionally with the company to resolve the dispute

New recognition agreement

The entire work force was dismissed after a strike in protest against the company's refusal to sign a new recognition agreement. The company responded by saying it had signed a preliminary recognition agreement with Mawu in June, 1983

Since then, negotiations had taken place continuously to try to finalize a full recognition agreement. However, a document drafted after two conciliation boards which the company was willing to sign was rejected by the union. A draft submitted by the union was unacceptable to management

● Sapa reports that a mass meeting in Lenasia near Johannesburg to commemorate the 30th anniversary of the Freedom Charter was banned by a Johannesburg magistrate last night hours before it was scheduled to start


This is the second time the meeting, organized by the Transvaal Indian Congress, has been banned on the grounds that it would endanger public peace

The venue was shifted to Lenasia after the meeting had been banned from taking place in Laudium

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LIFE

URBAN TERRORISM

Targeting business

SA's business community is facing an escalation of urban terrorism. Security specialists forecast that the 10 major bomb attacks in the past month mark the beginning of a new trend that will not only grow in intensity but in sophistication.

There have been six bomb attacks in urban centres the last ten days — the latest a limpet mine explosion in the Carlton Centre offices of AECI on Monday.

Craig Williamson, intelligence chief of the Security Police, says the African National Congress (ANC) has planned the latest rash of bombings, on economic and "soft" targets, to coincide with its important secret conference in Lusaka (see Tom Lodge, In My Opinion). He says the police predicted an escalation of urban terrorism six weeks ago, and their intelligence has now been confirmed.

A new trend is that some bombings are targeted at companies experiencing labour problems. Williamson tells the *FM* that ANC leader Oliver Tambo has recently said the ANC's military wing, Umkhonto we Sizwe, will act in defence of workers' rights. Williamson sees this as an act of "armed propaganda" designed to show solidarity with the workers and to intimidate management. He does not believe that trade unions involved in disputes having anything to do with the planned violence.

Statistics from Pretoria University's Institute for Strategic Studies indicate that until June 24 there were 55 bombing incidents in the country, while there were only 19 such incidents in the first six months of last year. The total for the whole of last year was 44.

The main targets were civilian, with 16 attacks since the beginning of the year, while there were only eight such attacks from 1976 until the end of last year. Next most frequently attacked were police and witnesses in political trials — with 13 attacks since the beginning of the year compared to 10 during the whole of last year.

The Institute's Professor Mike Hough explains that the statistics reflect only acts of terror linked to organisations such as the ANC in which technical weapons, such as limpet mines, were used. They don't include those where weapons of spontaneous anger, such as petrol bombs and stones, were used.

The administrative director of the Security Association of SA (SASA), Frank Sims, tells the *FM* that there can be no doubt that urban terrorism is increasing sharply, and getting more sophisticated and better planned. "We have been very fortunate. We've had far fewer bomb attacks in cities than the rest of the Western world. The only really big bomb we've had was the Pretoria bomb of April 1982. It is changing now and we must get ready for it."

"The problem in SA is that there is a serious lack of security awareness in the business community and among the general public. The attitude is that security practices are inconvenient. We will definitely have to change our lifestyles, and start implementing body searches and entry control. We also have to start using measures like security glass, because broken glass after a bomb explosion is the main source of injury."

"But that is not enough. The most important is a public awareness of this danger.

people must get used to being on the look-out for suspicious objects."

Several recent explosions confirm the trend that bombings are aimed to coincide with labour disputes.

□ On April 30 limpet mine explosions rocked the Johannesburg head offices of Anglo American and Anglovaal while strikes were occurring on their Vaal Reefs and Har-tebeestfontein mines respectively.

□ Three synchronised limpet mines went off in the Brakpan area on May 14 — the day trade union leader Andries Raditsela was buried in Tsakane township, and

□ A limpet mine exploded on the 15th floor of the Carlton Centre, which houses AECI's personnel department, on Monday this week.

Williamson tells the *FM* that more important than physical security is a system of sound labour relations based on real and effective communication between workers and employers. This, he says, will remove the ability of the ANC to exploit grievances. ■

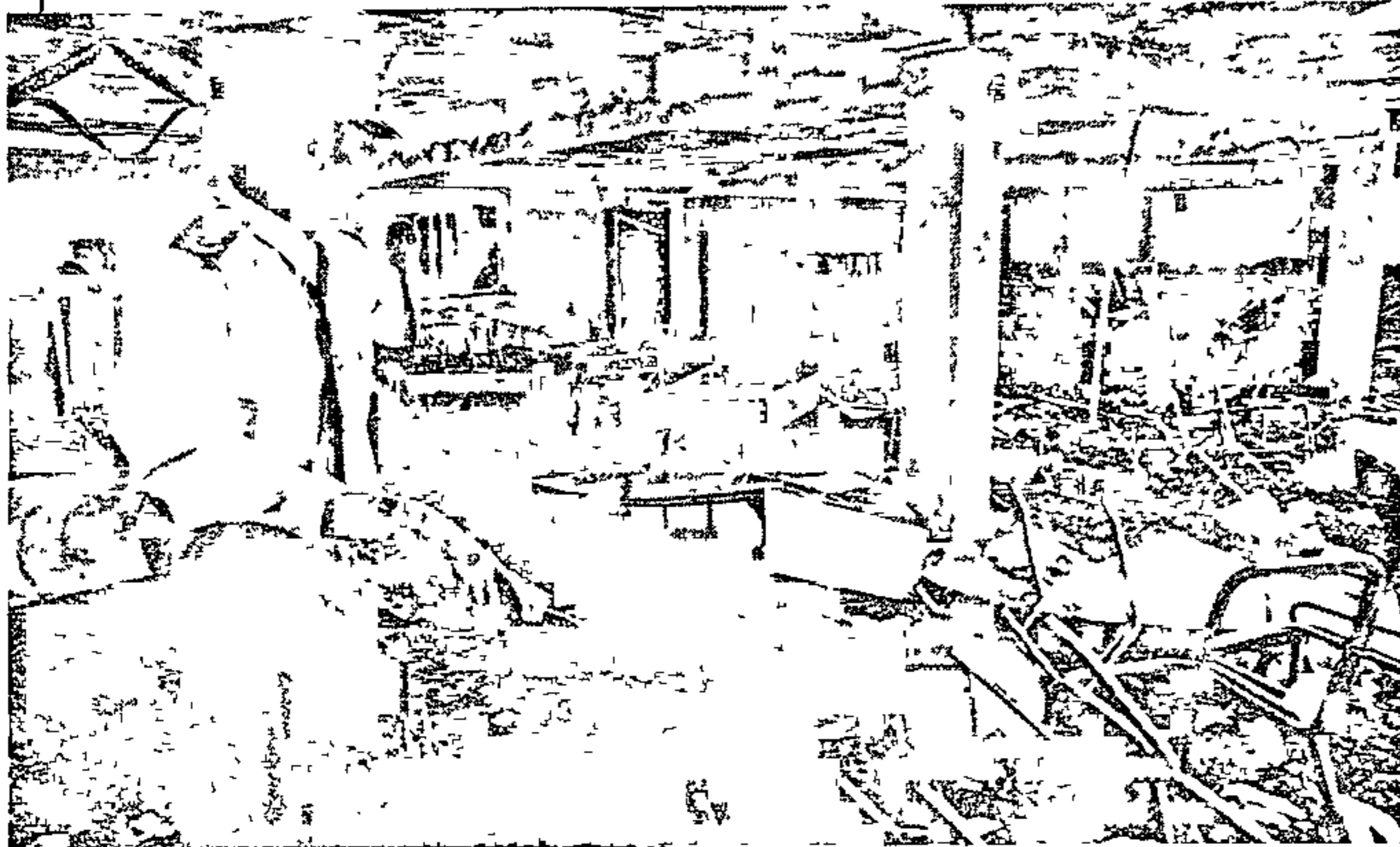
UNION UNITY TALKS *FM*

Slow progress *28/6/85*

Another round of talks aimed at establishing a new "superfederation" of emerging unions was held last Friday. The talks were attended by most of the original "unity" unions and they agreed to establish the new organisation as soon as possible. But there was one noticeable absentee — the Council of Unions of SA (Cusa).

Cusa general secretary Phiroshaw Camay says the organisation was not invited to the meeting. Observers speculate this may be because — apart from the National Union of Mineworkers (NUM), which was present at the meeting — no Cusa union has fully committed itself to the new federation. A Cusa executive committee meeting at the weekend decided that all affiliates should make a final decision about joining the federation by early August.

The *FM* understands that the participants in last week's meeting — Fosatu, General Workers' Union, Food and Canning Workers' Union, Commercial, Catering and Allied Workers' Union, and the Cape Town Municipal Workers' Association — decided that a date should be set soon for an inaugural conference. There is a strong lobby which argues that it should not be delayed beyond October unless convincing reasons are given by the black consciousness and UDF-aligned unions which recently participated in a meeting with the "unity" unions. ■



Bomb attack flashback ... more to come?

Cape Trust (LORD)
11/7/88

E Cape, E Rand unrest report

PRETORIA — Numerous incidents of unrest in the Eastern Cape and East Rand were reported by police at the weekend.

Police said two men were wounded in Cradock on Saturday when police used rubber bullets, tear smoke and birdshot to disperse a crowd stoning a police vehicle.

"One South African Police member was slightly injured," the spokesman said.

Also in Cradock, tear smoke was used to disperse a crowd which set fire to a truck and stoned a police vehicle, the spokesman said.

In the same area, a tennis ball filled with petrol was thrown at a house, and petrol-bombs were thrown at another house and a police vehicle, causing no damage.

Two policemen were slightly injured when their vehicle was stoned in the Michausdal township, also in Cradock. The policemen had dispersed the stone-throwers with shotguns, police said.

In Bedford in the Eastern Cape, a delivery vehicle was set alight.

At Katlehong on the East Rand, police used tear gas to disperse a group who were obstructing a road with burning tyres.

At KwaThema, also on the East Rand, a private home was set alight and two shots were fired at the inhabitants. Nobody was injured and damage was estimated at around R1 000. Three men were arrested after they stoned a private vehicle.

● More than 950 protesting workers from the Metal and Allied Workers' Union brought traffic in Maritzburg to a stop on Saturday morning to draw attention to the labour dispute at BTR Sarmcol in Howick. A convoy of 10 buses made its way up the city's main street and workers waving placards called for an end to the dispute. Riot police and municipal traffic officers stood by with tear gas but there were no incidents.

Most of the men live in Mpophomeni, near Howick, where a 21-day ban on meetings was imposed last week. — Sapa

Unhappy unions sign agreement

NM 2/7/85

Mercury Correspondent

JOHANNESBURG— From yesterday 360 000 metalworkers were without an industrial council agreement — but deadlock has been broken with all but one union now prepared to sign the 1985 agreement.

Three of the four unions bargaining as the local committee of the International Metalworkers' Federation (IMF) informed the industrial council yesterday that they were prepared to sign the agreement.

Fosatu's Metal and Allied Workers' Union (Mawu) which has threatened a national strike over wages, is now the only industrial council member not party to the agreement.

Yesterday's letter followed a decision last week by the artisan unions, including the SA Yster en Staal Unie and the affiliates of the Confederation of Metal and Building Unions (CMBU), to reluctantly endorse the agreement.

This means that metal workers will now be receiving increases ranging from 8.3 percent to 9.8 percent, but technically the industry will remain without an agreement until it has been gazetted by the Minister of Manpower.

A spokesman for the

council said the employers association the Steel and Engineering Industries Federation (Seifsa), had indicated that it would be implementing the new agreement from July 1.

Mr Brian Fredericks, chairman of the local committee of the IMF, said the three IMF unions who accepted the offer yesterday were still very unhappy with it.

These unions are the SA Boilermakers' Society, the Engineering Industrial Workers Union and Cusa's Steel Engineering and Allied Workers' Union.

He said the unions

would be approaching individual employers where they had substantial membership to demand increases over and above the industrial council minima and any employer who resisted would face action.

A spokesman for Mawu said they would be holding a national executive committee meeting at the weekend to plot what action to take now that they had rejected the industrial council proposals.

This is the third year that Mawu who have only been on the council for three years have refused to sign the agreement.

Worker dies as unrest at mines continues

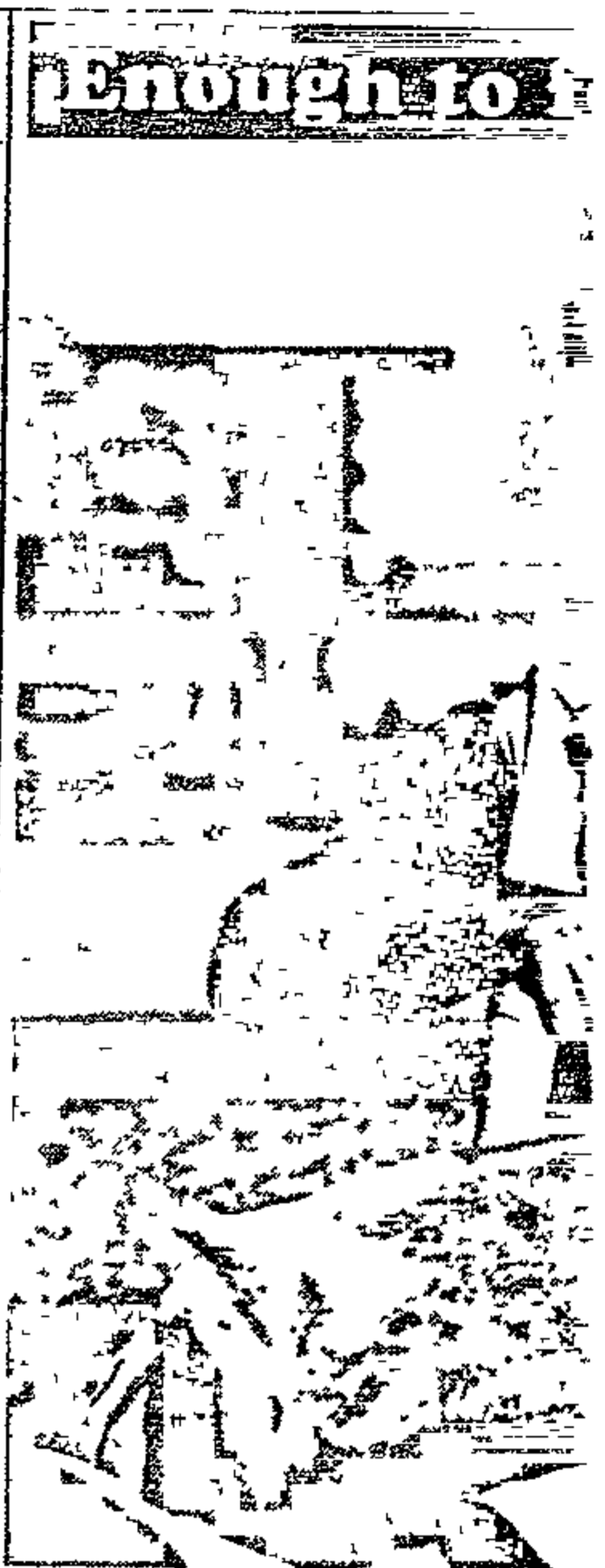
JOHANNESBURG— Further unrest occurred at the strike-hit mines of the Gencor group this afternoon, with the death of one black worker being reported.

The death occurred at Winkelhaak gold mine, where work was disrupted last night when 4 000 workers from one of the

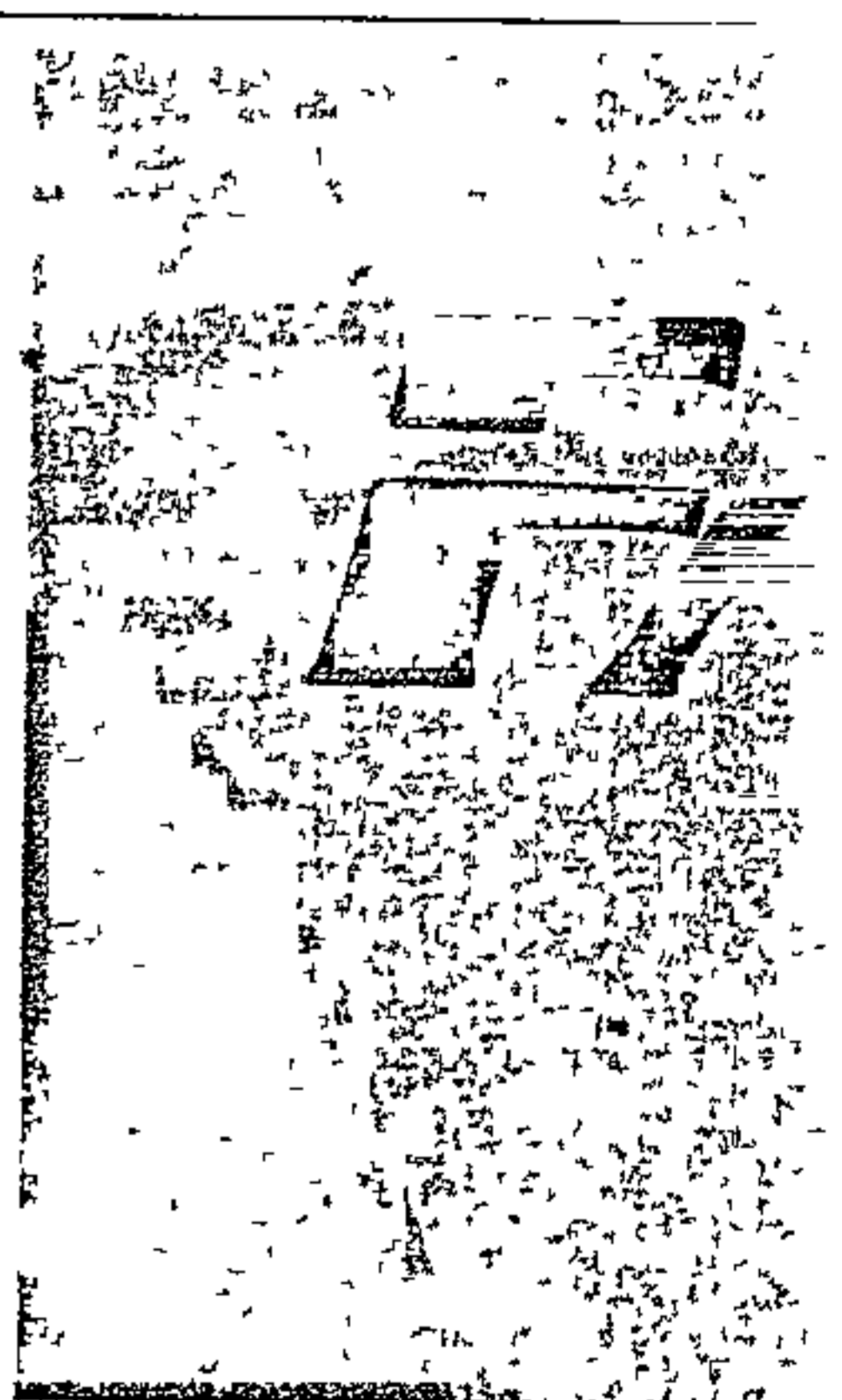
hostels failed to report for work.

A Gencor spokesman said the dead man was brought to the hospital at Winkelhaak by two employees who subsequently ran away. 'The cause of death is unknown and is being investigated,' he said.

Almost 20 000 workers are on strike over pay at



Tucking in Mr Richardsure Beach near the Bluff took about an hour to lar the res



Workers fired for striking

About 500 employees of Silverton Engineering near Pretoria were dismissed this week after they downed tools to back demands for plant level wage negotiations.

According to the National Automobile and Allied Workers' Union (Naawu), the strike followed the company's announcement that it would effect Industrial Council (IC) wage increases, which unions have rejected as too low to meet members' rising costs of living.

The workers want to negotiate wages with the company at plant level and are demanding a 50c an hour increase.

Naawu said it had begun in-plant negotiations with the company when the company suddenly and unilaterally adopted IC wage rates which would grant workers a minimum 14c an hour increase.

The company's managing director, Mr B A Land, said the workers were dismissed after ignoring appeals to return to work. He said the company had told them it was willing to discuss the wage issue further.

Mr Land hoped the dispute would be resolved at a meeting with the union today.

1407

1435

Star

2/7/68

WAB

Trade unions step up sanctions moves

BY JOSHUA RABOROKO

LOCAL and international trade unions are to keep up their campaign against multinationals and the policy of apartheid in South Africa.

The International Confederation of Free Trade Unions (ICFTU) has called on black unions to increase their pressure on multinationals and stressed that it was their growth and strength that would abolish apartheid.

Meanwhile the Council of Unions of South Africa (Cusa) and the Federation of South Africa Trade Unions (Fosatu) and other emerging black trade unions have jumped onto the bandwagon and at-

tacked multinationals, especially those operating in and near "independent states" for exploiting labourers.

Multinationals currently under attack include Sarmcol's BTR Company, Raleigh Cycles, DHL, International Pty, Winding Wire and others which have "unfairly dismissed" workers during strikes.

Local companies such as AECL and the Chamber of Mines have also come under fire from the South African

Chemical Workers' Union and the National Union of Mineworkers over wage disputes.

The national secretary of the South African Scooter and Transport Allied Workers' Union, Mr Thabo Mohale, has accused DHL International for victimising its shop stewards fired last week.

"The union has tried several means to negotiate workers' grievances with the company, but this has been in vain. We have called on the

international and local unions to back us in pressuring the company to reinstate the workers and to recognise the union," he said.

The Fosatu-affiliate Metal and Allied Workers' Union has launched a campaign against the British multinational BTR in Natal following the dismissal of about 975 workers who went on a legal strike, although management said it was an "illegal strike".

In a statement the ICFTU has called on governments to build up the following sanctions through administration and legislative action including:

- Extension of arms embargo
- Ending of all measures to promote trade with South Africa
- Prevention of new investments in South Africa by multinationals
- Ending of all commercial operations by multinationals in the "homelands"
- A ban on sale of Kruger rands
- Ending of all contracts for the expansion of South African nuclear energy and oil-from-coal programmes

THABO MOHALE. Has accused DHL International for victimising its shop stewards fired last week



3 Day
140A
3/7/85

Big unions' bitterness could abort unity effort

By SIPHO NGCOBO

THE formation of a super-federation of all emerging trade unions may be aborted because two large federations are discontented.

The two disenchanted labour fronts are the Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu), which are bitter about their exclusion from the unity talks meeting of June 21.

A senior official of Azactu claimed that certain unions were turning the unity talks into their "own property".

"We at Azactu are concerned about unity. However, there is a tendency by others to play around with unity. We have no objection to any caucus, but we are cautious that other people should not impose their decisions on us to make unity their own property," he said.

'POLITE PEOPLE'

Azactu, which has eight unions affiliated to it and a membership of more than 75 000, adheres to the black-consciousness philosophy.

Cusa's secretary general, Piroshaw Camay, also confirmed that his organisation had not been invited to another round of unity talks.

Asked to comment on Cusa's exclusion from that meeting, Camay said: "We are polite people, and we do not go to places where we are not invited."

According to sources in the labour movement, trade unions affiliated to the United Democratic Front also did not take part in Friday's unity talks.

Unions present at last week's meeting were the National Union of Mineworkers (NUM), General Workers' Union (GWU), Federation of South African Trade Unions (Fosatu), Commercial Catering and Allied Workers' Union (Ccawusa), Cape Town Municipal Workers' Association (CMWA) and Food and Canning Workers' Union (FCW).

Fosatu warning to UK subsidiary

140A
The Federation of South African Trade Unions (Fosatu) said yesterday it would mount a region-wide campaign in Natal against the British multinational subsidiary BTR Sarmcol for dismissing about 1 000 workers in April.

The Sarmcol workers, members of the Fosatu-affiliated Metal and Allied Workers' Union

(Mawu), were sacked after striking to back a demand for the recognition of Mawu.

Two workers died last week as the battle between Sarmcol and Mawu spilled over into the local Empophomeni township.

A spokesman from Sarmcol's Johannesburg headquarters said today he could not comment on

Star 3/7/85
Fosatu's plans as he had not heard of them.

The company was also unaware of a letter Mawu said it sent the company asking for an "unconditional" meeting.

Asked if the company would be willing to talk to the union, he said there was no point in doing so as there were no longer Mawu members in Sarmcol's employ.

SALE

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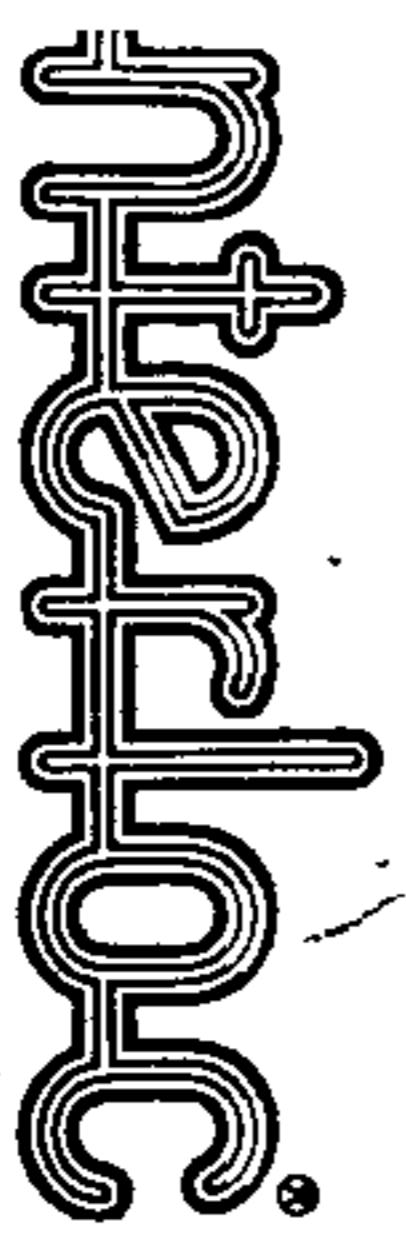
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Unions hail court rulings on fired worker

NATIONAL



Argus Correspondent
JOHANNESBURG. — In a judgment that unionists say will entrench workers' right to be given a fair hearing before being dismissed by employers, the Industrial Court has ruled that a worker who was fired without a hearing be reinstated.

The court found that the company, Pretoria Precision Castings (PPC), had justifiably fired Mr Thomas Mabena for carrying out a dangerous occupational practice.

But, it ruled, the company's failure to conduct a fair disciplinary hearing, in which Mr Mabena's side of the story could be heard, was in itself an unfair practice.

Mr Mabena had been found cooking water on a furnace at the factory, a practice the company considered dangerous and against which workers had been repeatedly warned.

The court ordered his reinstatement to be back-dated for six months.

It ruled that "fairness" was a vital element in labour relations and that "doing what is right may still result in unfairness if it is done in an inequitable manner."

After the hearing, the National Automobile and Allied Workers' Union (Naawu) said it was the first time an Industrial Court had held that any dismissal required a fair hearing, before it could be effected.

The judgment provides an important protection for workers.

Argus Correspondent
JOHANNESBURG. — In a judgment that unionists say will entrench workers' right to be given a fair hearing before being dismissed by employers, the Industrial Court has ruled that a worker who was fired without a hearing be reinstated.

Bakery workers vote to strike

OVER 1 000 bakery workers from eight bakery plants in Durban and surrounding areas, resolved in a weekend meeting to exercise their legal strike option in order to bring the employers to their senses about workers' need for a living wage.

For nearly two months, four unions, the Natal Baking Industry Employees Union, Sweet Food and Allied Workers Union, Food Beverage Workers Union and Black Allied Workers Union have been negotiating with major companies in the baking industrial council for higher wages.

The unions' initial demands were for R27 50 increase in the weekly wage and a minimum wage of R110 a week. Workers are also demanding changes in a range of working conditions which the employers stipulate, can only be negotiated at industry level.

After three meetings, a dispute was declared on June 10. Both parties still

failed to resolve the matter in four subsequent meetings. The final wage offer by employers, was a R11.40 weekly increase. Sowdan 4/7/85

Unions reached their final wage demand for a weekly increase of R23 and a minimum wage of R105 a week. The decision taken by workers from all four unions, is to exercise their legal strike option in order to bring the employers to their "senses" about workers' need for a living wage.

The unions' believe employers have two choices in meeting the demands of the workers • Employers can pressurise the government to increase the subsidy on bread, or • Employers can recognise that, as all other subsidiaries of large private sector monopolies, they will have to engage in collective bargaining over the share of profits that workers are demanding.

Mr Mike Smith, secretary of Industrial Council and secretary of Master Bakers Association, was not available for comment.

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S10914

TRY MALET'S FIRST

1985

Mawu vows to down tools

9/7/85
Sowetan
THE Fosatu-affiliate Metal and Allied Workers' Union has threatened to go on a national strike if employers in the metal industries refuse to negotiate wages at plant level.

This follows Mawu's rejection of a wage offer for the 360 000 metal workers at the Industrial Council (IC) — the Steel Engineering Industries Federation of South Africa (SEIFSA) last week.

Mawu is the only union in the metal industries' IC which refused to sign the wage agreement — the second time in two years. The union is a member of the International Metalworkers Federation (IMF).

Two other IMF members which took part in the IC wage negotiations — South African Boilermakers' Society and the Steel Engineering and Allied Workers Union — have signed the agreement.

The agreement means that metal workers will now receive increases ranging from 8,3 percent to 9,8 percent as from July 1, but the agreement still has to be gazetted by the Minister of Manpower.

However, Mr Brian Fredericks, chairman of the

local committee of the IMF, said the unions were still unhappy about the offer and will be approaching managements at plant level. The unions will clamour for increases above the IC minimum rates and those employers who refuse to negotiate will face action.

Mawu said it was unable to sign an agreement which was not accepted by its members. It will not be pressurised by anybody into accepting the offer because "we are fully committed to the establishment of a living wage."

"The union remains totally opposed to Seifsa's policy of discouraging plant level bargaining and points out that this policy is based on a spurious intellectual and a historical supposition and has the effect of

- Causing massive industrial unrest,
- Protecting highly profitable companies from paying wages commensurate with their income and profits, and
- Distorting the collective bargaining process

Police called after strike

A BRITISH multi-national operating in South Africa has called police to disperse dismissed black workers who have been on strike over wages — and the action has angered trade unionists.

Workers at Winding Wires in Springs, downed tools on Monday after wage negotiations between the Engineering and Allied Workers Union and management had collapsed.

Police who were called to the plant ordered the workers to leave the premises. Workers left peacefully after being addressed by a police officer.

EAWU's national organiser, Mr Shepstone Sotoane, has accused the company of not adhering to the European Economic Community code of conduct and for refusing to bargain with the union in "good faith".

The company's managing director, Mr S Engelbrecht, said the police were called after workers were repeatedly told to vacate the premises.

Mr Engelbrecht has refuted claims by the union that white workers were given salary increases and that the company was not adhering to the code. He has advised the union that wage talks will only take place at the Industrial Council. He said workers were dismissed because they refused to take instructions.

Soweta
June 1985

Britain →
B. Day

fights' shy of BTR dispute

4/7/85

140A

London Bureau

THE British government has refused to intervene in an industrial dispute between BTR Sarmcol - a British subsidiary of BTR - and the Metal and Allied Workers' Union (Mawu).

The refusal was conveyed to Britain's powerful Trades Union Congress by Trade and Industry Minister Norman Tebbit.

Tebbit was responding to an appeal by TUC general secretary Norman Willis for British government action against BTR over alleged contraventions of the voluntary EEC code of conduct.

A copy of Willis's letter was also sent to the British Foreign Secretary, Sir Geoffrey Howe.

British companies operating in South Africa report to the Department of Trade and Industry but, in terms of the EEC code, it is the job of British Embassy officials to monitor application of the code.

Willis had asked Tebbit to take up the case of 1 000 black workers - belonging to Mawu - who were dismissed between April 30 and May 3 for taking part in what the union insists was a legal strike at BTR Sarmcol in Howick, Natal.

BTR hotly disputes that the strike was legal and also disputes a Mawu claim that, before the strike, the company paid wages below the EEC codes's subsistence living level and the household effective Level.

In reply to the TUC Tebbit wrote: "I do not think it would be helpful or appropriate for the British government to seek to intervene in the dispute, especially since it is taking place in another country."

Tebbit believed it was better for the company and the union to "resolve their difficulty directly".

"I cannot accept that the BTR case undermines the credibility of successive British governments towards British interests in South Africa or of the EEC code of conduct," Tebbit said.

He said that British companies generally had a good record of reporting on the code and of adhering to its requirements.

A spokesman for the Department of Trade and Industry said that it was not practice to release details or comment on the performance of individual companies under the code.

"But, there is no reason to believe that the information provided by BTR Sarmcol was inaccurate," the spokesman said.

A TUC spokesman said that the TUC's international committee had found Tebbit's reply unsatisfactory and would be writing to him again to pursue the matter.

"The British Government is not doing as much as other governments to put pressure on the South Africans," he said.

10:07 28-
Bakery
D. DISPATCH
workers
to strike

140A

Durban — More than 800 bakery employees were told by union spokesmen at a meeting here at the weekend that a date for strike action would be announced at a meeting next Saturday

More than 1 200 workers from major bakeries in Durban and the surrounding areas, voted last week to strike in support of their wage demands

Votes cast by them earlier in the week were counted last Friday — Sapa

Driving them to strike?

CAPE TOWN 10/7/85
140A

Own Correspondent

PORT ELIZABETH — Workers at Volkswagen in Uitenhage are said to be unhappy about a decision by the company to provide the All Black and Springbok rugby teams with panel vans, painted in the teams' colours, to be used during the tour.

A worker source said yesterday that industrial action at the plant had been considered.

The majority of workers at the plant belong to the National Automobile and Allied Workers' Union (Naawu) which is affiliated to the Federation of South African Trade Unions (Fosatu).

A company spokesman said yesterday the provision of the vehicles afforded the company a unique marketing opportunity in difficult market conditions. He said the vehicles would be loaned to the South African Rugby Board as courtesy transport. They would then be sold as used vehicles, he said.

3 000 down tools in row over buses for All Blacks

By Sheryl Raine
15017

Some 3 000 members of the National Automobile and Allied Workers' Union (Naawu) today downed tools at the Volkswagen plant in Uitenhage following the company's decision to supply complimentary minibuses to the South African Rugby Board (SARB) during the All Blacks' rugby tour.

The union yesterday told Volkswagen it objected to the company's decision to lend the SARB 12 minibuses, some painted black for the All Blacks and some green for the Springboks, during the tour due to begin later this month.

A spokesman for Naawu in the Transvaal said shop stewards met management again this morning and were told Volkswagen was sticking to its

decision to supply the vehicles.

Workers then stopped work and Volkswagen closed the plant for the day. Workers went home.

PROMOTION

A spokesman for Volkswagen said "Workers downed tools this morning in response to the company's decision to lend minibuses to the SARB as a marketing promotion during the forthcoming All Black tour. The objective of the promotion was to boost sales within a depressed market and thus safeguard jobs

"We are discussing the matter with union officials as we presume that they share this objective. The plant has been closed for the day as further production would not prove economical"

Talks between the union and the company were still in progress at the time of going to press.

Volkswagen said it would reopen the factory tomorrow

"We explained to the union that, in these recessionary times, we believed it was important to use every cost-effective programme to promote our vehicles. The union has given us no feedback yet," said the Volkswagen spokesman

"The 12 vehicles painted specially for the tour will be used by the rugby teams for transport to and from the venues of their matches in the major cities included in the tour.

"After the tour the vehicles will be sold in the normal way in which we dispose of company vehicles."

● See Pages 4 and 15.

Strike still on at VW

By CATHY SCHNELL

THE strike at Volkswagen, involving the entire black labour force, went into its second day today in protest against the company's decision to offer the South African Rugby Board minibuses for the use of All Black and Springbok rugby players during the forthcoming tour.

The regional secretary of the National Automobile and Allied Workers Union (Naawu), Mr Les Ketteldas, said the workers had been told the vehicles would not leave the factory until a final decision had been reached today.

Workers had promised to return to work tomorrow if a decision was reached today.

He said Naawu was opposed to international links which did not further the interest of the oppressed in South Africa.

E. Post

140A

[Handwritten signatures and initials]

All Black row shuts down VW

CAPE TOWN 11/1/85
Own Correspondent

PORT ELIZABETH —
The row over the loan of
12 VW minibuses for
the All Black rugby tour
to South Africa led to the
shut-down of the Volks-
wagen plant at Uiten-
hage yesterday

Production ground to a
halt after more than
3 500 workers downed
tools in protest against
the company's market-
ing plan to lend the
vehicles to the South
African Rugby Board for
the coming tour

A company spokesman
said he could not say
whether VW might
change its mind over the
loan of the minibuses
adding that he could
also not say when the
plant would reopen

The regional secretary
of Naawu, Mr Les Kettle-
das, said "The union is
opposed to international
links which do not fur-
ther the interest of op-
pressed people in South
Africa

"Our members at
Volkswagen are protest-
ing the building of buses
for the pleasure of the
privileged minority
while the townships
burn"

According to Mr Kettle-
ledas, union shop ste-
wards were mandated by

the workers to forward a
request to the company
not to lend the buses

"This request was re-
fused by the company
and the workers hearing
this stopped work," Mr
Kettleledas said

The VW spokesman
said yesterday that the
matter was being dis-
cussed with union offi-
cials. The outcome of the
meeting was not known
last night

He added that the loan
was a marketing promo-
tion to boost sales in a
depressed market and
thus safeguard jobs. He
stressed that the
vehicles were on loan
and not a gift and would
be sold after the tour,
which starts later this
month

He said "Workers be-
came unhappy when
they saw the vehicles
painted in the green and
black team colours, and
mistakenly believed
Volkswagen was giving
the vehicles away"

About 6 000 people are
employed at Volkswa-
gen, but although an-
other 2 500 salaried and
non-union workers re-
mained at the plant yes-
terday it was closed as
further production
would not be economi-
cal, the spokesman said

Auto plant employees refuse to work again

By Sheryl Raine

The 3 000 workers who downed tools at Volkswagen in Uitenhage yesterday in protest against the supply of complimentary minibuses to the All Blacks and Springboks during the coming rugby tour again refused to work today

A spokesman for Volkswagen said the workers, all members of the National Automobile and Allied Workers' Union, reported for work today and held a report-back meeting with union officials. When told Volkswagen had not changed its mind about the minibuses, they refused to work. The workers then went home and production was halted for the second day this week.

Meetings between union officials and management are in progress to try to resolve the row

Trouble started earlier this week when the company decided to supply 12 minibuses painted in the Springbok and All Black colours to the South African Rugby Board for use during the All Blacks rugby tour. The buses were to have formed part of a marketing promotion.

Volkswagen argued that in these recessionary times the company had to use every cost-effective means to promote vehicle sales and preserve jobs in the retrenchment-ridden motor industry.

The union objected to the building of the buses "for the pleasure of a privileged minority while black townships burned"

The eastern Cape, in particular Uitenhage, has been the scene of widespread unrest recently. Several people have been killed in clashes with police and in township violence.

Mr Les Kettledas, NAAWU's regional secretary, said the union was opposed to international links which did not further the interest of the oppressed here.

140A

All Blacks bus strike closes VW

11/7/85 Labour Reporter N.M.

A ROW over the loan of 12 VW minibuses for the All Black rugby tour led to the shut-down of the Volkswagen plant at Quthenage yesterday.

Production ground to a halt after more than 3,500 workers downed tools in protest against the company's plan to lend the vehicles to the South African Rugby Board for the forthcoming tour.

Mr L Kettleidas, Eastern Cape regional secretary of the National Automobile and Allied Workers' Union (Naawu), told The Natal Mercury that union shop stewards had been mandated by workers to forward a request to the company not to lend the buses for use by the All Blacks.

"This request was refused by the company and on the workers hearing this they stopped work," he said.

Mr Graham Hardy, Volkswagen's communications manager, confirmed the closure of the plant following the strike.

He said Volkswagen had offered to lend the minibuses for the All Black tour as a marketing promotion 'to boost sales in a depressed market and thus safeguard jobs'.

Management and Naawu were locked in negotiations yesterday in a bid to resolve the dispute.

NZ tour Workers down tools

THE entire black workforce at Volkswagen downed tools yesterday in response to a management decision to provide courtesy mini-buses for the All Black and Springbok rugby teams during the forthcoming tour of the New Zealanders

A spokesman for Volkswagen confirmed that the entire coloured and African workforce had downed tools in the

morning in protest against this decision

He said the plant had been closed down for the day because further production would be uneconomical

The majority of the workers at the plant belong to the National Automobile and Allied Workers' Union (Naawu) which is affiliated to the Federation of South African Trade Unions (Fosatu), which

opposes the tour

Mr Les Ketteldas, regional secretary of Naawu, said he did not know how long the strike would continue, adding that shop stewards were negotiating with management

Sawu Decision

11/7/85
Indications of worker unhappiness about the decision to provide the cars came yesterday

from a workers' spokesman who said industrial action at the plant was being considered

A spokesman for the company said the objective of the promotion was to boost sales in a depressed market and thus safeguard jobs

He stressed that Volkswagen were not financing any aspect of the tour and that the shop stewards had been advised of this

By CATHY SCHNELL
 ABOUT half of the striking work force returned to Volkswagen today, but as this was not enough staff to enable production to restart the plant stayed shut

Half return but plant stays shut

The workers agreed after discussions yesterday to return today

They downed tools on Wednesday in protest over Volkswagen's plan to provide minibuses to the South African Rugby Board for the forthcoming All Black tour

Mr Ronnie Kruger, public affairs manager said talks with the shop stewards would continue today

The company had taken no decision to reverse its promise to provide the 12 minibuses for the tour

The company expected to be back in full production on Monday

Mr Kruger said the strike had resulted in a production loss of 540 vehicles

The company produces 180 cars daily

Workers at the plant initiated the protest on Wednesday when they saw the vehicles painted in the Springbok and All Black colours

Volkswagen explained that the minibuses were being lent as a promotional exercise to boost sales

Mr Les Ketteldas, regional secretary of the

National Automobile and Allied Workers Union, said those workers who reported for work at the plant today wanted the minibuses moved to the main yard

They feared the minibuses could easily be moved from the shipment yard and given to the touring teams without being seen by the workers. The shipment yard is not at the main plant

At General Motors, in Port Elizabeth, management was locked in

talks with shop stewards today as the strike entered its second day

The strike has halted production at the Kempston Road plant

Workers are dissatisfied about rumours of a decision to schedule week-long lay-offs each month for the remainder of the year

Mr R McIlwaine, industrial relations manager at GM, said it was still not clear why the workers had downed tools

It was impossible to

comment on future lay-offs during the year as everything depended on the market sales and economic conditions, and these could not be predicted.

General Motors will close for the whole of next week to allow stock levels to drop

The week-long lay-off affects about 2 000 hourly paid workers. The workers are to receive temporary lay-off remunerations

140A

Metal industry's wage pact does not guarantee peace

By Mike Siluma

SAW

12/7/85
neering and Allied Workers' Union (Seawu) the Metal and Allied Workers' Union (Mawu) and the Engineering Industrial Workers' Union (EIWU)

The conclusion of a wage agreement in the metal industry this month may not have guaranteed peace between employers and a large section of the industry's nearly 360 000 workers

All unions in the International Metalworkers' Federation (IMF), save one, signed the agreement only last week, after three months of tough negotiations with the employer body, the Steel Engineering Industries' Federation (Seifsa)

The IMF unions are the South African Boilermakers' Society (Sabs), the Steel, Engi-

They have a membership of more than 120 000, comprising mainly unskilled workers

In signing the agreement, these unions made it clear they were doing so 'under protest' as they were unhappy with the employers' final offer

~~SAW~~ REFUSED

Mawu is the only union which has, for the third time in as many years, refused to sign

The other union grouping in the industry, the Confederation

of Metal and Building Unions (CMBU), representing mostly skilled and semi-skilled workers, has also accepted the employers' offer

At the start of the talks, the two union groupings presented separate sets of demands

The CMBU demands included a 42-hour working week and a 20 percent increase in minimum wages for all categories

The IMF unions asked for, among others

- The raising of the hourly minimum wage rate for unskilled workers from R1,78 to R3,50 and a guaranteed across-the-board 50c an hour increase

- The reduction of the working week to 40 hours, without loss of pay

- A strict control on overtime to curb retrenchments

- The recognition of May 1 as a paid holiday

Seifsa's final offer came after talks had broken down several times and a declaration of dispute by the unions

The employers rejected many of the union demands, but have agreed to raise the minimum wage for artisans by 40c to R5,21 an hour. The minimum wage for unskilled workers will be R1,90 an hour

An across-the-board hourly rise of 24c for artisans and 14c

for labourers has also been granted

Although the agreement came into effect on July 1, the unions have rejected it as not meeting the high cost of living

When signing the agreement, the IMF unions said they reserved the right to negotiate supplementary agreements with the more profitable companies in the industry.

ATTACKED

They attacked the Seifsa position as "discouraging plant-level bargaining". The unions contend that the setting of general wage minimums at the In-

dustrial Council (IC) is meant to protect the smaller employers. But the bigger employers whose profits were greater and therefore could pay more, were hiding behind the IC minimums, the unions said

It is these employers with which the unions will negotiate directly

Employers who resisted these attempts would "face whatever action our membership deems expedient", said the local IMF secretary, Mr Brian Fredericks

Mawu was even more explicit, hinting at a possibility of a national strike if employers re-

fused to negotiate at plant level

The union claims a signed-up membership of more than 40 000

A union source this week predicted work stoppages over the next few weeks to back plant-level negotiations with some companies

Last week 500 workers were dismissed by the Pretoria firm Silverton Steel Engineering after striking over the issue

Their union, the IMF-affiliated National Automobile and Allied Workers' Union said the company had implemented the new wage rates while direct negotiations were in progress

VW still out of action in strike over buses

By Sheryl Raine

Production lines at the Volkswagen plant in Uitenhage were silent again today when only a few workers reported for work out of the 3 000 on strike in protest against the company's decision to supply 12 minibuses to the South African Rugby Board for the All Blacks' tour

A spokesman for Volkswagen said too few members of the National Automobile and Allied Workers Union (Naawu) reported for work to make production economical

Mr Les Kettleidas, re-

gional secretary of Naawu said workers today objected to six completed minibuses for the All Blacks' tour being kept in the shipment yard of the factory. Workers insisted that the vehicles, painted in the All Blacks and Springbok colours be kept in the main plant where it would be easy to monitor them and ensure that they did not leave the factory

"When management refused to move the vehicles workers refused to work," said Mr Kettleidas

Shop stewards are meeting with Volkswagen to try to resolve the bus dispute. So far, ac-

ording to Mr Kettleidas, Volkswagen has been adamant it has to meet a commitment to the South African Rugby Board. The company has agreed not to remove the vehicles until Monday

Mr Kettleidas said Naawu had received messages of solidarity from Naawu branches in the Transvaal

In another development in the buses row the Black Allied, Mining and Construction Workers' Union, which is affiliated to the Azanian Confederation of Trade Unions entered the fray by condemning the decision by Volkswagen to

lend the vehicles to the SARB

"Having noted the black community's justified opposition to the tour, we call upon the company to withdraw this gesture immediately and apologise to the black community" a union official said

May the All Blacks also be warned that their tour will lead to general industrial action as witnessed in Uitenhage

The union claims to have 56 000 members in the building, cement and quarry industries throughout the country

Asked if the Federation of South African Trade Unions (Fosatu), to which Naawu is affiliated had any comment on the dispute at this stage a Fosatu official said from Cape Town that Fosatu had already condemned the All Blacks' tour at its last executive meeting

"Members are now taking action following Fosatu's decision. I am not aware of any other action apart from that at Volkswagen at this stage. Fosatu's executive will meet again next Friday when a more detailed report of the Volkswagen dispute will be discussed"

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Star

12/7/85

Volkswagen strike reveals new trend

140A
B Jew 12/7/85

By CLAIRE PICKARD-CAMBRIDGE

THE strike over Volkswagen's plan to loan vehicles for use during the All Blacks tour is unusual because previous strikes of this nature have had a clear thread relating to industrial-relations issues.

This is the opinion of industrial relations consultant Brian Allen of Andrew Levi & Associates, who said NAAWU appeared to have kept itself fairly insulated from politicisation in the past.

This is despite NAAWU being well represented in the Port Elizabeth area, where the workforce is recognised as being highly politicised.

"Of all the Fosatu unions NAAWU in that area is the most likely to become involved in these broader issues because of its highly politicised membership."

"This demonstrated that a union grouping was compelled to a large degree to follow the ebb and flow of the aspirations of its membership," he said.

The strike is also unusual for a Fosatu union because these unions have often been wary of direct involvement in politics. But it is noteworthy that the November stay-away on the Reef was strongest in Fosatu-organised areas.

These stayaways and other actions such as the recent Volkswagen strike are indicative of the way things are moving and the signs of increasing concern with societal issues.

Allen said most unions today, including white unions, were becoming increasingly politicised as a result of polarisation in South Africa.

"I believe there is a clear message here for employers to have to take cognisance of the broader societal issues — not only in industrial-relations decisions but in business decisions generally."

ARGUS 12/7/82

Workers' strike over rebel tour vans continues

Argus Bureau

PORT ELIZABETH — The Volkswagen plant at Uitenhage was silent for the third consecutive day today as workers stayed away in protest against the company's decision to lend minibuses to the All Black and Springbok rugby teams during the rebel tour.

Volkswagen spokesman Mr Graham Hardy said some employees had arrived for work today but not enough to warrant trying to start production.

He could not comment on continuing discussions between management and the National Automobile and Allied Workers' Union representatives.

● The Black Allied, Mining and Construction Workers' Union, which is affiliated to the Azanian Confederation of Trade Unions, condemned Volkswagen's decision to lend the vehicles.

"Having noted the black community's justified opposition to the tour, we call upon the company to withdraw this gesture," a union official said.

Union scores a first in agreement on strikes

1109
S.A.M. 12/7/54

B. Sheryl Raine

The National Automobile and Allied Workers' Union (NAAWU) has scored a first with an agreement with Rowan in a new Natal, which protects workers from dismissal for a month when they go on official strike.

Workers have a limited right to strike in terms of the Labour Relations Act. There is nothing in the law which prevents legal strikers from being dismissed.

Unions have repeatedly questioned what incentive there is to pursue collective bargaining procedures before going on a legal strike. If, in the end, employers fire workers,

there have been numerous examples of ultimatums issued to legal strikers to return to work or face dismissal.

A clause which has been written into an agreement with Naawu and Rowan states that workers who go on a union-authorized legal strike will not be dismissed for a month.

"It is the first clause of its kind to be negotiated by any branch of Naawu. It is the most extensive strike clause negotiated in any recognition agreement in the country," says the latest issue of Naawu's mouthpiece *Naawu News*.

"The Rowan agreement represents a major breakthrough in the fight to decriminalise strikes and make them a normal part of industrial rela-

tions."

The Rowan agreement recognises the right to strike as the last resort in any dispute. The union is still obliged to negotiate any issue up good faith. Should a dispute arise the union is committed to a strike resolution procedure which can last as long as one month. If the dispute is not resolved the union will then be entitled to call a strike.

As long as the procedures have been complied with and the union has called the strike, then management is obliged not to dismiss any striking worker for a month.

If the dispute is settled before the end of the month workers will resume duties on the same terms of employment as before the strike.

direction at the same

Strike into
NM 12 1985
second day

Labour Reporter

THE strike by hundreds of workers at the Scotford Mills, a clothing factory in Ladysmith, continued into the second day yesterday. The workers, who have withheld tools in support of their demand for a R25 a week increase in pay, according to a spokesman for the workers.

Mr Frankle Hansa, general secretary of the Garment Workers' Industrial Union, which has members at the factory, left for Ladysmith yesterday and could not be reached for comment last night. Management at the Ladysmith plant declined to comment.

Strike over tour buses to end today

Labour Reporter

WORKERS at the Volkswagen plant at Port Elizabeth decided to end their two-day strike over a dispute concerning the loan of 12 minibuses for the All Black rugby tour and return to work today, a spokesman for the workers, Mr Les Kettleidas, said last night.

Speaking from Uitenhage, Mr Kettleidas, the Eastern Cape regional secretary of the National

Automobile and Allied Workers' Union (Naawu), said shop stewards decided at a meeting yesterday to return to work, but the minibuses must be held on the factory premises until the dispute over their loan to the All Blacks was resolved.

"The shop stewards are still at a meeting with the management. We haven't heard the management's response yet," he said.

Mr Graham Hardy, VW's communication's manager at Uitenhage, could not be reached for comment last night, but earlier yesterday a spokesman for the company confirmed that the plant was still shut.

More than 3 500 workers — about half the work force — downed tools on Wednesday, protesting against VW's plan to loan 12 minibuses to the South African Rugby Board for use by the All Blacks.

Dispute move

Pietermaritzburg
Bureau 140A

THE Pietermaritzburg Chamber of Industries met BTR Sarmcol management in Howick yesterday following a request by the Metal and Allied Workers' Union (Mawu) to intervene in the dispute between the company and the union

The chamber's president, Mr Louis Sennett, declined however to comment on the outcome of the talks

In view of the complexities and sensitivities of

the issues between the company and the union, it is not possible for the PCI to comment on the deliberations of that meeting

Mr Sennett said The Pietermaritzburg Chamber of Industries has always supported the view that the interests of sound industrial relations are best served through the process of negotiation and conciliation rather than through coercive action and believes that continued efforts in this direction would be appropriate in regard to this dispute, he added

NM 13/7/85

Bakers defer decision on strike date

15/12 1981 Labour Reporter 140A

ABOUT 800 bakery workers met in Durban at the weekend to discuss their planned industrial action in support of wage demands, but they deferred a decision on a date for the strike

In a ballot at seven bakeries in Durban, Pinetown, Tongaat and Stanger last week, 1 221 workers out of a total of 1 782 voted in favour of strike action in a 68.5 percent poll

At Saturday's meeting, convened jointly by the Sweet, Food and Allied Workers' Union, the Natal Baking Industry Employees' Union, the Food and Beverages Workers' Union and the Black Allied Workers' Union, the workers said they were determined to go ahead with their strike action

'But a date has been deferred because workers want to follow the legal procedure set down in the Labour Relations Act in terms of which a strike becomes legal 30 days after a dispute has been declared

'The 30th day expires on July 18,' said Miss Renee Roux, a spokesman for the Fosatu-affiliated Sweet, Food and Allied Workers' Union'

Another meeting will be held at the YMCA in Bealrice Street on Saturday to fix a date and also elect committees from the seven bakeries to co-ordinate the strike action

Miss Roux said it was hoped that in the meantime the employers would reconsider their final offer — a pay rise of R11.40 a week — which the workers had rejected. They are demanding an across-the-board increase of R23 a week.

Mr Steve Govender, secretary of the Natal Baking Industry Employees' Union, said a dispute was declared with employers on June 18 after five meetings at Industrial Council failed to reach agreement on their pay demands

'We also informed the Minister of Manpower, Mr P T C du Plessis, of the dispute,' he said

The chairman of the Durban Master Bakers' Association, Maurice Grant, could not be reached for comment last night.

The seven bakeries affected are Bakers BB Bread, Albany Bakery, Blue Ribbon Bakery, Premier Pies, Wareings in Pinetown, Tongaat Bakery and Beta Bread in Stanger

18/11/85, The...
11/11/85

Union urges firms to protect strikers

(11/11/85) (11/11/85)
N/A 15/7/85

Labour Reporter

THE acting regional secretary, of the National Automobile and Allied Workers' Union, Mr Edwin Maepe, has urged employers to follow the example set by a Jacobs motor firm to protect legally striking workers from dismissal for a month

Describing an agreement which Naawu concluded with motor spares manufacturers, Rowen (S A), as 'unique', he said granting strikers reason-

able time to consider their actions before dismissing them would help improve labour relations

'To simply fire striking workers is not good both for the employer or for workers because a strike is in neither party's interest,' he said

He was against sacking strikers and then re-engaging some of them

The agreement with Naawu and Rowen says workers who go on a union-authorized legal strike will not be dismissed for a month

Strikers to return to work

More than 3 000 workers who went on strike at Volkswagen's Uitenhage plant over the company's decision to supply minibuses for the abortive All Blacks tour will return to work tomorrow, a company spokesman said today

He said the National Automobile and Allied Workers' Union (Naawu), to which the workers belong, had informed management that the strikers would resume work tomorrow morning

A Naawu spokesman said the decision to return to work had been taken in the light of developments regarding the tour. The New Zealand Rugby Football Union has announced that the tour, has been called off

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called for the resignation of the editor of the East London Daily News
sirable

Strikers jailed for 'scab' assault

FIVE striking Sarmicol workers have each been sentenced to 12 months' imprisonment for dragging a "scab" worker from a bus and assaulting him with assegais and sticks

A Pietermaritzburg magistrate convicted the men of assaulting Mr Doto Sokhela with intent to do grievous bodily harm

The men are Mamoyi Sitholi, 40, Mhlokonwa Zondi, 40, Sigova Zuma, 30, Ndunda Cele, 40, and Tatazele Mabaso, 38, all of Haza location

Republic of South Africa

15 July 1985

Central Merchant Bank
(Registered Merchant Bank)



as the case may be, documents of title and business days after whichever is the later

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Strike date to be set

MORE than 800 bakery employees were told by union spokesmen at a meeting in Durban at the weekend that the date for strike action would be announced at a further meeting planned for the next Saturday.

More than 1 200 workers from major bakeries in Durban and surrounding areas voted last week to strike in support of their wage demands.

Votes cast by them earlier in the week were counted last Friday by Industrial Council officials.

About 68,5 percent of

the work force of 1 782 voted in favour of strike action after wage negotiations in the Durban Industrial Council for the baking and confectionery industry ended in deadlock.

The workers rejected the employers' final offer of R11,40 a week and demanded a R23-a-week increase with minimum wages set at R105,50 a week.

The parties involved in the negotiations included the Master Bakers' Association, representing the major bakeries and representatives of the Natal Baking Industry Employees' Union, the Sweet, Food and Allied Workers Union, the Food and Beverages Workers' Union and the Black Allied Workers' Union.

1/10/85

Sowetan

15/7/85

1/10/85

Withdraw police, troops from townships - call

15/7/85

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LEOP

Sowetan

THE Federation of South African Trade Unions has called on the Minister of Police, Mr Louis le Grange, to immediately withdraw members of the SADF and SAP from black residential areas.

The federation has warned employers to support the call because failure by the Government to withdraw the forces will affect employers in the wake of growing unrest in the areas

The resolution was taken by Fosatu's Transvaal regional congress at a meeting held in Germiston yesterday

In a statement the federation said it strongly condemned the "massacre" of black people during confrontation in the areas, especially the recent tragedies perpetrated in Springs and Duduza township

A member of the Fosatu affiliate Metal and Allied Workers' Union (Mawu), Mr Elias Lengoasa, was killed when returning from the funeral of a friend in Springs last week. Mawu has expressed anger at the killing

The Fosatu statement said the refusal by the Government to withdraw members of the SADF and SAP has led to

By JOSHUA RABOROKO

the killing of "innocent people as witnessed in the East Rand and Eastern Cape province"

Approximately 18 people, including members of trade unions have been affected in these township unrests, the federation claims

"The situation in these areas is disturbing because of the police presence. We appeal to the Minister to immediately withdraw these men to avoid a disaster," the federation said

The meeting also called on the management of Sarmcol, in Natal, to immediately reinstate the 975 sacked workers

It supported the boycott called by the Sweet, Food and Allied Workers' Union against the Jabula Food company in the East Rand. They were sacked after a dispute over wages

The federation announced that the funeral of Mr Lengoasa will be held in Springs on July 23, together with other victims of unrest



MINISTER OF POLICE Mr Louis le Grange

2 000 on strike at 5 Siemens factories

About 2 000 workers from five plants of the German-owned multinational electrical engineering firm, Siemens, were still on strike this morning while talks continued between shop stewards and management.

Workers downed tools yesterday to back a demand for an across-the-board hourly wage rise of R1

Siemens' joint managing director, Mr J Trotskie, said the company had told the union during talks yesterday that it was not prepared to meet the workers' demands, but would consider granting merit increases

The Metal and Allied Workers' Union (Mawu), representing Siemens workers, and other unions have been campaigning for plant-level wage negotiations.

REJECTED

They have rejected the metal industry's Industrial Council increase of 14c an hour for unskilled workers, which the company implemented at the beginning of the month

The majority of members of these unions are unskilled workers.

The unions have contended that the Industrial Council minimum rates enabled profitable companies to pay far less than they should

This is the second time in two years that Siemens and Mawu have clashed over the plant-level negotiations issue. Last year about 1 000 workers from three Siemens plants downed tools over the issue

The union called on Siemens to "negotiate fairly" with the workers or quit South Africa

Bakery workers give strike deadline

More than 1 200 bakery workers in Durban are likely to down tools if employers do not improve their wage offer by Saturday

Last week 68,5 percent of the workers voted to strike after Industrial Council negotiations with employers broke down

A union spokesman said yesterday that unions had launched a campaign to explain the workers' position to the community to avoid a situation where "scabs would wait at the company gates" during the proposed strike.

She added that community organisations in the area had offered their support

The unions involved in the dispute with the Master Bakers' Association (MBA) are the Sweet, Food and Allied Workers' Union, the Natal Baking Industry Employees' Union, the Food and Beverage Workers' Union, and the Black Allied Workers' Union.

The employers' final offer included a 12,5 percent weekly increase — R11,40 — with the minimum wage being raised by 13,8 percent to R93,90. Two non-delivery days were to be converted into paid holidays.

The unions rejected this, asking

instead for, among other things:

- An across-the-board 27,9 percent weekly wage rise of R23.
- A reduction of the working week for all workers to 40 hours.
- Triple pay for working on public holidays falling on a Sunday
- Doubling the night shift allowance from 10 to 20 percent

Employers have described the demands as "unrealistic" and "unreasonable" because they would have the effect of nearly doubling existing service benefits.

If called, the strike is likely to affect Durban's surrounding areas as well.

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Bakers make contingency plans over strike threat

Labour Reporter

EMPLOYERS in the baking industry in Durban have taken steps to counter a threatened strike action by 1 200 bakery workers

Mr Maurice Grant, chairman of the Durban and District Master Bakers' Association, announced the contingency plans yesterday amid growing tension among workers and employers over pay demands

But he declined to di-

vulge the plans until after today's crucial meeting of the Industrial Council for the Baking and Confectionary Industry for Durban and Districts

Plans to handle an extended period of strike action had been discussed by the association and arrangements were well in hand to counter work stoppages, he said

More than 1 200 workers from seven bakeries in Durban, Pinetown, Tongaat and Stanger have

indicated support for strike action in support of their demand for a R23 across-the-board rise

Union spokesmen warned that workers were determined to go ahead with their strike, irrespective of the consequences in their struggle for a 'living wage'

The vast majority of workers were earning an average of R82 50 per week and were finding it 'extremely difficult to

make ends meet' Drivers at Bakers BB Bread said their average pay was a 'little under R140 a week'

'Most of us are married men with families to support. Our wages are just not enough,' one said

Mr Grant said 'The offer of R11,40 is as far as we can possibly go Both the unions and their members should understand that there is no question of a further offer'

R23
R2
R23
R140A
R100

Miners strike

Sowetan

10/7/85

By
JOSHUA RABOROKO

MORE than 1 500 black workers employed by a German multinational, Siemens, yesterday went on strike when management refused to negotiate wages with their trade union at plant level.

The workers, members of the Fosatu-affiliate Metal and Allied Workers Union (Mawu), have rejected wages offered by the company at the Industrial Council (IC) for metal industries and preferred plant level bargaining.

The strike action follows growing discontent expressed by metal unions affiliated to the International Metalworkers Federation (IMF) over bargaining, which precludes plant-level negotiations.



Moses Mayekiso

The unions — Mawu, Steel Engineering and Allied Workers Union and the South African Boilermakers Society — have threatened to take industrial action if management refused to negotiate with them outside the IC.

Trade union sources have disclosed to The SOWETAN that the strike action will escalate and spread to other industries with membership of the employers organisation — the Steel Engineering Industries Federation of SA.

Mawu's Transvaal secretary, Mr Moses Mayekiso, has warned Siemens and other mul-

tinational in the metal industry, to negotiate with unions or face the consequences.

"We appeal to these companies to heed the call or get out of the country, because they are not prepared to share their profits with the workers. We also appeal to Siemens in Germany to put pressure on the South African company to negotiate with us at plant level," he said.

Siemens' chief direc-

tor, Mr F Troskie, confirmed the strike. He said the company was not prepared to negotiate with any union on the shop-floor, because an agreement was reached at the IC.

He said there have been cases of intimidation where some workers were allegedly assaulted by union members to join the strike, however, this claim has been dismissed by Mawu.

"We are sorry that

this action has been taken by the workers, because we pay higher than other companies at Seifsa. Employers are currently experiencing economic decline, due to the recession," he asserted.

But, Mawu has contested that they need a "living wage" for their members and want employers to grant workers increases over and above those agreed at during the IC negotiations.

FOR Mr Chris Dlamini the Federation of South African Trade Unions has become a way of life.

Much of his time is spent either addressing mass meetings as Fosatu president, talking to representatives of international trade unions or chairing the federation's highest decision-making body — the central committee

"In fact I am hardly at home or at work," he says with a radiant smile on his face

But he immediately becomes wry when he talks about Fosatu's stance pertaining to the plight of the black working class, the migratory labour system, political issues, disinvestment/investment, the Labour Relations Act and the federation's future in relation to other trade union movements in South Africa

Fosatu, one of the largest trade union federations in the country, has a total of eight emerging black unions affiliated to it with a membership of over 130 000

Unions affiliated to Fosatu are Metal and Allied Workers Union (Mawu), National Automobile and Allied Workers Union (Naawu), National Union of Textile Workers (Nuwu), Paper Wood and Allied Workers

Working for Workers

Union (Pwawu), Sweet Food and Allied Workers Union (Sfawu), Transport and General Workers Union (TGWU), Chemical Workers Industrial Union (Cwu) and Jewellers and Goldsmiths Union (JGU)

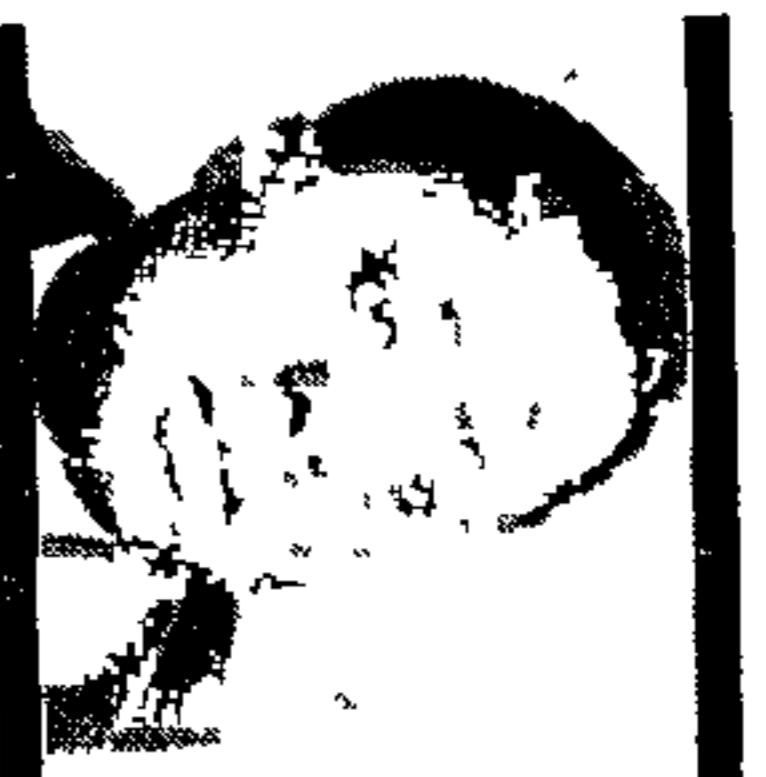
Since its formation in 1979, only one union, the Engineering and Allied Workers Union (EAWU) has disaffiliated, mainly because of its non-racial policy and the fact that whites in Fosatu often played a major role in leading the black working class

Opposed

The EAWU is opposed to white leadership because they contend that whites have their own role to play among their people. As such, blacks, who are oppressed and exploited, have to free themselves from the yoke of apartheid

However, Mr Dlamini says the disaffiliation of the EAWU has not stopped the federation from growing rapidly and becoming one of the major trade union federations to reckon with aimed at fighting for the working class rights

"I joined the trade union movement after I realised how black people were exploited, assaulted and harassed by white bosses on the factory floor. This changed my life completely



FOSATU aims at fighting for workers' freedom, according to president Chris Dlamini. Labour reporter JO-SHUA RABOROKO interviews the hard-hitting Dlamini.

"It is my intention to fight workers' exploitation in whatever form it might take, be it political, social, economical or sexual. It is therefore vital that every worker should become a member of a trade union

"In the past workers were treated inhumanely by bosses. But, the tide has turned. Fosatu aims at bringing all black workers together and challenging the monopoly created by companies

It also aims at fighting for workers' freedom against the shackles of apartheid, oppression and exploitation

"We believe in a non-racial South Africa and that workers will bring about change in this country," Mr Dlamini

Fosatu deplors the migratory labour system which has made most blacks "foreigners" in the country of their birth, the homeland policy, mass removal of people, detention without trial, bannings and other discriminatory laws

Apartheid

Responding to the question of white leadership among its affiliates, Mr Dlamini says "We have no problems with whites leading the workers. As long as the workers believe and elect these officials. But these whites must not super-impose themselves on the workers"

Mr Dlamini says although Fosatu does not affiliate to any political organisation such as Azapo, National Front, UDF or Inkatha, "we have supported these organisations in their fight against the abhorrent

Policies of apartheid. We believe that these draconian laws will have to go. The Government should stop introducing meaningless reforms, such as the repeal of the mixed marriages, but should completely dismantle apartheid

Fosatu has also been active in the anti-tri-cameral parliament campaign, mass stay-away from work in November and the funeral of Mr Andrew Ratsela, a trade unionist, who died after he was released from jail

Mr Dlamini has called for the removal of the SAP and SADF from black residential areas because "their presence is a nuisance". He expressed sympathy with families of those killed in uprisings in the country

"We want the police to go because workers have suffered under their supervision. Employers should also play a role in moves to get the police withdrawn," he adds

Mr Dlamini has warned multi-national companies that emerging unions viewed exploitation "very seriously," and will take industrial action against them

if they continued not to adhere to the codes set up for them". Fosatu — although it does not have any policy towards disinvestment — supports any group or organisation that puts pressure on South Africa to get rid of its racist laws

Fosatu, one of the pioneers of the trade union unity talks, is committed to the formation of a grant trade union federation that will fight workers' rights against employers

Struggle

"We see the super federation as a step towards unifying black workers in the struggle against apartheid and racist laws. Our members should join hands in the national liberation struggle, and this can only be achieved if we are united as a working class," Mr Dlamini says

He dismissed rumours that the trade union unity talks have been spearheaded by white liberals. "The struggle is for the black man to get his rights. The super federation is aimed at uniting black workers. The involvement of whites will not be significant in this regard"

Mr Dlamini says the federation is also interested in getting rid of "apartheid education" and a multi-racial system of education being introduced in the country



FOSATU's president: Mr Chris Dlamini.

The Labour Relations Act was not sufficient for the majority of blacks, because striking workers are normally not protected by the Act. Although workers have gone on legal strikes, they have often fallen victim of "unfair dismissals" and this, he warned, "will lead to serious conflict between employers and employees"

Mr Dlamini says the federation is also interested in getting rid of "apartheid education" and a multi-racial system of education being introduced in the country

1,000 strike
at Siemens

Own Correspondent

JOHANNESBURG.—
More than 1,000 workers
went on strike at five Sie-
mens plants in the Trans-
vaal yesterday as the
Metal and Allied Work-
ers' Union (Mawu)
stepped up its plant-level
wage demands.

Mawu was the only
union which refused to
sign the metal industrial
council's annual agree-
ment two weeks ago.

The strike at Siemens,
which manufactures
cables and power-engi-
neering and telecom-
munication equipment,
followed a refusal by the
firm to negotiate wages
over and above the coun-
cil increases of 14c an
hour.

Workers urged to ignore stay away call

25/140A
NMA 17/7/85

Pietermaritzburg Bureau

WORKERS in the Pietermaritzburg area have been urged to ignore calls to stay away tomorrow.

The Pietermaritzburg Chambers of Commerce, Industry and the Afrikaanse Sakekamer, issued a joint statement yesterday following a decision by the Metal and Allied Workers Union (Mawu) to organise a stay-away in support of the 950 striking workers who were dismissed by BTR Sarmcol in April.

The three employer bodies have asked that workers present themselves at their work places 'on Thursday and subsequently'.

'Management is also requested to plan for normal production or business and to inform their employees accordingly,' the statement said

It added that the policy of 'no work — no pay' should apply.

The chambers and Sakekamer said it was known that intimidators were at work fostering discontent and that all-out efforts would be made to prevent law-abiding workers from proceeding about their business.

Disrupt

'We understand that protection is to be provided but should lives be at risk the individual must decide whether or not to pro-

ceed to his work place.'

The chambers did not believe that the dispute between one trade union and one company should be allowed to disrupt the lives of people and their families.

Nor did they believe that people should 'suffer hardship for a matter which has no direct influence on their lives and which could be resolved by way of court procedures'

Mawu indicated in a telex sent to the Pietermaritzburg Chamber of Industries that they (Mawu) might be able to affect the stay-away

'It is the chambers' contention that Mawu, in terms of their recognition

agreements, should immediately notify all their members to be at work on Thursday and subsequently,' the statement said

Courts

A telex sent to Mawu by the director of the Chamber of Industries, Miss Pamela Reid, said the action of the union in organising the stay-away was clearly in breach of recognition agreements with member companies and had to be interpreted as not being conducive to sound labour relations.

'It is the considered opinion of the Pietermaritzburg Chamber of Industries that if Mawu firmly believe that BTR Sarmcol are guilty of any unfair labour practice

then it is incumbent on Mawu to seek relief in the courts.'

Miss Reid said that in view of the seriousness of the situation the chamber suggested that they apply for an urgent hearing.

The city council was reluctant to comment on the issue.

Assistant Town Clerk Mr Derek Wicks said it was hoped that municipal buses would run as normal and without any interference.

The S A Police Press liaison officer in Pietermaritzburg, Capt P C Kitching, said police would be on standby in all township areas tomorrow to offer protection to workers who wanted to go to work.

White Boys

asked to

help in stayaway

Pietermaritzburg Bureau

CONTINGENCY plans which in at least one case involve using white schoolboys for the day, have been prepared in the capital in anticipation of a mass stayaway of black workers today.

The regional manager of Clover Dairies in Pietermaritzburg, Mr Arthur Shuttleworth, said the Sweet and Allied Workers' Union had informed him yesterday that none of their members would arrive for work this morning.

'Indian staff have also said they will not be coming in to work for fear of intimidation,' he said

Normal *USC*

He appealed to white schoolboys over the age of 16 who wanted to work today to apply at 397 Victoria Road in the capital.

Mr Daniel Anastasis, managing director of Albany Bakery, said as far as he was concerned today would be a normal production day and that bread would be delivered as usual.

A spokesman for the Pietermaritzburg City Engineer's Department said the refuse collection might be affected if insufficient numbers of workers reported for duty.

In the event of refuse not being collected, people should put out their rubbish for collection tomorrow. *MM*

Mr Ron Robbins, Town Clerk of Howick, said the 100 black municipal employees would 'probably stay away for fear of intimidation', in which case white employees would perform essential services.

The S A Police will be on standby in all black township areas to 'render protection and keep the peace', according to a statement by Brig Mulder

van Eyk, Divisional Commissioner for Natal

Brig van Eyk said police patrol units would patrol all bus routes in the Edendale, Imbali and Mpophomeni districts as well as all black townships in and around Howick and Pietermaritzburg.

He said all public services including bus services would continue as normal and 'the public using these services can be assured of police protection'.

Thatcher *140A*

Arrangements have also been made for mobile police units near the entrance to Imbali township and at the Mpophomeni community hall.

It is reported from Geneva that the head of the International Metalworkers' Federation has urged the British Prime Minister, Mrs Margaret Thatcher, to intervene in the dismissal of 950 black South Africans by a British-owned company.

'She should show the people of South Africa that Britain does not endorse the activities of British firms in their support for the most odious aspects of the apartheid system,' the IMF General Secretary, Mr Kurt Rebhan, said.

● See also Page 2.

1986 Times
17/7/85
1404

Pregnant woman shot dead by police

WITBANK — An unidentified pregnant woman was shot dead in Lynville, Witbank, when police fired at a rampaging crowd yesterday, a police spokesman has confirmed.

A witness said he saw police firing at the crowd, which was stoning cars near Sizabantu Motors in the township.

There was a stampede as the crowd fled from teargas and the woman fell after being struck by a bullet in the head, the witness said. She was certified dead on arrival at Witbank Hospital.

Petrol bombs

A spokesman for the hospital declined to give the woman's name before her next-of-kin had been notified.

In another incident in the township, a group of youths hurled petrol bombs into the house of a security policeman, Warrant Officer E Tsotetsi, early yesterday. Police came to his rescue.

A spokesman for the Witbank police, Major C Bloom, yesterday confirmed both incidents.

Unrest in Lynville and Witbank's other two black townships, Ackerville and KwaGugha, yesterday entered its second day.

Petrol bombs were yesterday thrown at the home of the Soweto man who told of an alleged secret plan to kidnap 14 black political personalities, including senior members of Azapo and the UDF.

Mr Molotov Biza said six petrol bombs struck his home about 2am damaging the front room. Nobody was hurt.

Meanwhile, residents of Tsakane on the East Rand have identified a youth who allegedly died after being arrested by police in the township on Sunday as

Mr Colin Mandla Nhlengethwa

In Graaff-Reinet, where it is alleged that a youth died after being hit by birdshot, residents say many of the injured fear that consulting local doctors will lead to arrest on public-violence charges.

The dead youth has not been identified, residents say, because his face was disfigured beyond recognition.

Several residents of Heidelberg's Ratanda township were reportedly held by police in early-morning raids yesterday, while others fled the township.

A spokesman for the Ratanda Civic Association claimed three of the organization's leading members had been held by police.

Police said they had no record of the detentions.

They confirmed that a youth was shot dead on Monday when they used shotguns to disperse a crowd stoning homes.

'Scab' workers

In Howick yesterday, police fired tear-smoke into a crowd of striking workers trying to stop "scab" labourers leaving the Sarmcol factory at lunchtime.

Earlier, Howick Magistrate's Court was packed with Metal and Allied Workers Union members as some of their former workmates appeared in connection with the death of Mr Masikula Ntombele, 69, the father of two Sarmcol workers killed in a disturbance outside his home in KwaMevana.

Ten accused have been remanded in custody until July 26.

In Vryburg yesterday, five youths were admitted to hospital with bullet wounds as unrest continued in Huhudi township — Sapa

Unions deny stay-away 'intimidation'

Pietermaritzburg
Bureau

ALLEGATIONS that intimidators would ensure that workers here did not go to work today were described by the Federation of South African Unions (Fosatu) as 'highly questionable and ridiculous'.

Mr Geoff Schreiner, spokesman for Fosatu, said this following a joint statement from the Pietermaritzburg Chamber of Commerce and Industry and the Afrikaanse Sakekamer which made the allegation this week in a call for workers to ignore calls for a stay-away today.

The statement said: 'It is known that intimidators are at work fostering discontent and that all-out efforts will be made to prevent law-abiding workers from proceeding about their business.'

Mr Norman Middleton, Natal co-ordinator for the Council of South African Unions, said some of the workers had 'not been properly consulted and had no option but to stay away'.

'We have suggested that people judge the situation for themselves, not put themselves in danger, and stay indoors if they were not going to work,' Mr Middleton said.

Mr Schreiner said the stay-away had been the result of lengthy consultations with a number of organisations, which included weekly meetings with the Pietermaritzburg Shop Stewards' Council.

'In fact, earlier this month about 2 500 people and various community organisations from Pietermaritzburg held talks and agreed that a stay-away should take place in support of the 950 workers dismissed from Sarmcol 12 weeks ago.'

'It was felt that if Sarmcol were allowed to engage in union-bashing, then other employers could do the same.'

'The limited rights the black worker has gained over the years would be rolled back.'

Mr Schreiner said Fosatu factories all over Natal, and the Metal Allied and Workers' Union throughout the country, of which the dismissed Sarmcol were members, planned to hold brief 'demonstrations' to show their solidarity with the stay-away.

CAPE TOWN 18/1/85 (1407) 100
1 100 strikers fired

Own Correspondent

JOHANNESBURG — More than 1 100 workers from five Siemens plants in the Transvaal have been fired for striking in support of a demand that the company negotiate wages with them at plant

level. Messages of support for the Metal and Allied Workers' Union (Mawu) have been received from the International Metalworkers' Federation and the West German union, IG Metall.

Mr C Mkhabele, the national chairman of the Siemens shop steward council, told a press conference yesterday that the workers would not go back to work without a wage offer.

Workers have demanded an increase of R1 an hour but Siemens have refused to negotiate wages at plant level over the 14c an hour minimum increase granted by the industrial council earlier this month.

A management-union meeting held yesterday afternoon failed to break the impasse.

1984 1985

2 000 strike at Siemens

July 1985

More than 2 000 workers from Siemens factories in the Transvaal downed tools today to back demands for a R1 across-the-board hourly wage increase, the Metal and Allied Workers' Union (Mawu) said

1984
1985
1986

The workers are from Siemens factories in Spartan (Kempton Park), Isando, Kudu-spoort, Watloo and Rosslyn (Pretoria)

A union spokesman said the workers were not satisfied with the 14c an hour rise granted by employers at the Metal Industry's Industrial Council

"From the company's financial statements, we are convinced that the company can afford what we are asking for," the spokesman added

Argus 18/7/85

East Cape plants shut down by strikes

Argus Bureau

PORT ELIZABETH — Volkswagen SA in Uitenhage and the locomotive plant of General Motors at Aloes shut down today because of strikes

Workers at Ford who went on strike yesterday returned today

Volkswagen management said that because so few workers reported for duty today the entire plant would close for the day

Last week Volkswagen workers downed tools for three days over the management's decision to lend mini-buses for the All Blacks rugby tour

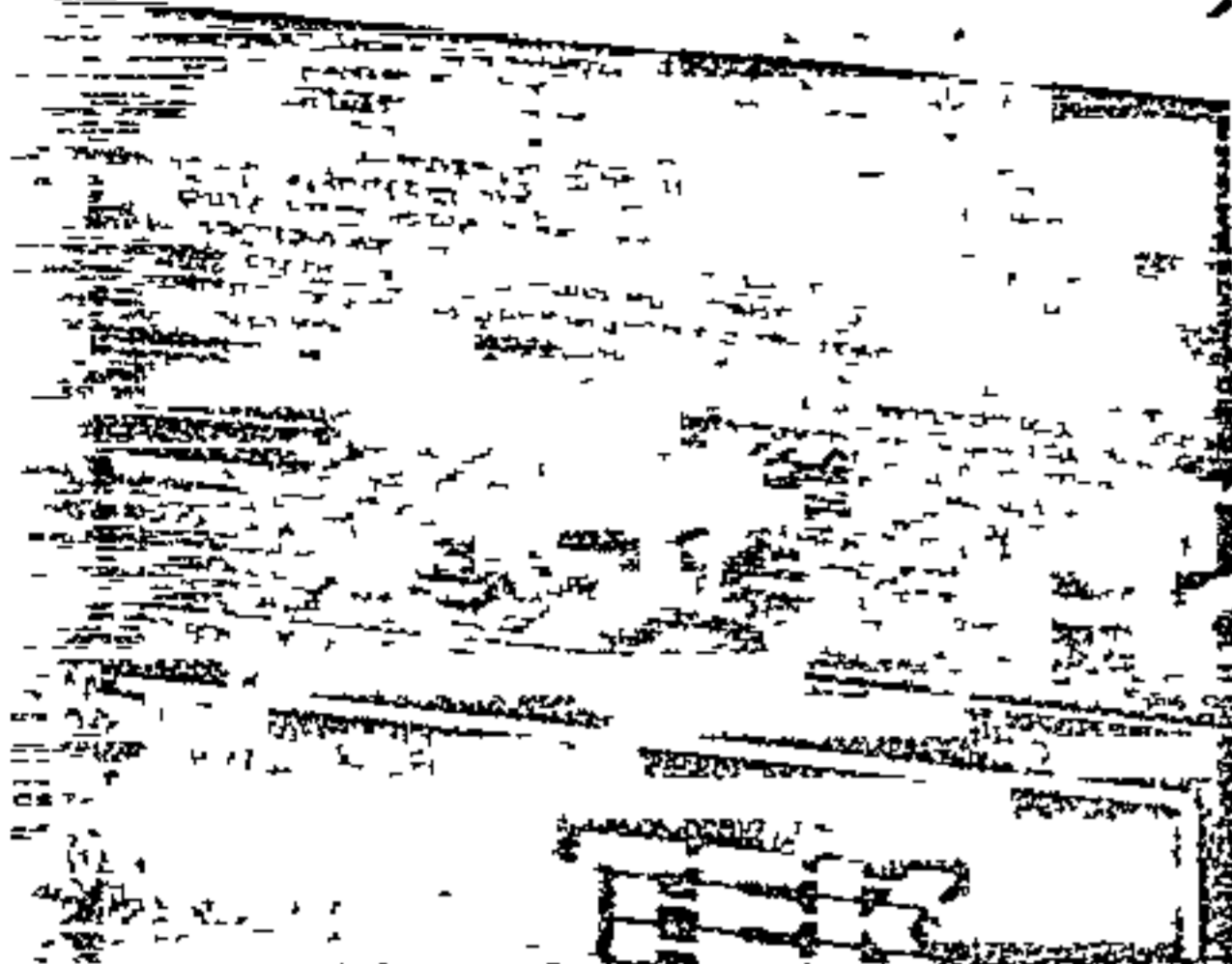
The plant closed yesterday afternoon after workers on the Golf production line downed tools

The workers say they want their pension contributions paid out to them and are also unhappy with the existing pension scheme

The Aloes locomotive plant is to close until Monday through an unresolved strike that started on Monday

The workers at the Aloes plant downed tools on Monday over an alleged altercation between a white supervisor and a worker

Velworth
the photo
Parow



CAPM Times 18/7/85 (1407) 010
**Strikes halt work
at Ford and VW**

Own Correspondent
PORT ELIZABETH — Industrial action at Ford's Neave assembly plant in Port Elizabeth and at Volkswagen in Uitenhage stopped production at both factories yesterday

Operations halted at Neave when 16 workers in the paint section downed tools because of dissatisfaction over wage increases

"As a result the assembly line halted and Ford had no option but to close. About 1 500 workers were affected," a Ford spokesman said

An estimated 500 employees on Volkswagen's Golf line stopped working yesterday. According to a company spokesman, a National Automobile and Allied Workers' Union (Naawu) delegation asked management for payments from their pension contributions

The spokesman said VW would consider this once Naawu had made an official request

He said the work stoppage caused a disruption and imbalance of the entire production line

Diplomatic sources say that if the dispute goes to court of law, South Africa, non members I continued last night that

ILFOA



Sowetan
18/7/85

Mawu in row with Siemens

THE Fosatu-affiliated Metal and Allied Workers Union (Mawu) is to send messages to local and international trade unions to pressurise a German multinational, Siemens South Africa, to negotiate wages with the union at plant level

The union's Transvaal secretary, Mr Moses Mayekiso, told THE SOWETAN yesterday that the more than 1 500 workers at Siemens' plants in the province were still out on strike, demanding wage increases

He said "We have sent an urgent message to the company to open

talks with us at plant level because we are not satisfied with the wage agreement reached at the Industrial Council for metal industries"

However, the company has said it was against its policy to negotiate wages with the union at plant-level

The company's board of directors will meet to decide on the issue, the spokesman said

Mr Mayekiso said messages will be sent to the International Metalworkers Federation (IMF), to which Mawu is affiliated, and to all unions in Germany in an attempt to pressurise the

local company to start negotiations with them

Meanwhile the 600 workers who have been on strike for nearly six weeks over long-standing wage demands at Aeci's Ballengeigh, Newcastle, factory, will return to work today, according to a company spokesman

The spokesman said a further meeting would be held between management and the South African Chemical Workers' Union (Sacwu) to finalise an agreement. The 110 workers dismissed earlier have been re-employed

Natal stayaway call

By JOSHUA RABOROKO

THE battle between black emerging trade unions and multinationals is gaining momentum with community organisations calling a stayaway from work in Maritzburg today

The stayaway has been planned in support of dismissed workers from BTR Sarmcol company — a British multinational in Howick, Natal. The workers were sacked two months ago.

About 975 members of the Fosatu-affiliate Metal and Allied Workers Union (Mawu) were fired after going on a legal strike over wages and working conditions.

Campaign

Since the sacking of the workers the union has launched a campaign against the company products, organised demonstrations and picketing.

The union has held meetings with community-based organisations and called for support from residents, according to sources.

Meanwhile the public relations officer for the Natal division of the SAP, Captain Pieter Kitchen, said the planned stayaway would probably result in no bus service in the greater Maritzburg.

Captain Kitchen warned employers not

to enter black areas. Workers not wanting to participate in the campaign would probably have no means of getting to work.

He advised employers to go into the townships to collect workers and said if anyone — employers or employees —

experience any problems, they should ask police for help.

He said police will be on duty at strategic points.

Employers should make arrangements to collect any employees at pre-arranged places not in the townships.

Sowetan 18/7/85

Stay-away call by 2 500 over sacked staff

Pietermaritzburg
Bureau

ABOUT 2 500 people in Pietermaritzburg and Howick say they will support a province-wide stay-away if the Pietermaritzburg and Natal chambers of industries failed to persuade Sarmcol to reopen negotiations with 950 dismissed workers

The support was given at a meeting convened by the Metal and Allied Workers' Union (Mawu), in Pietermaritzburg at the weekend after they had been addressed by speakers from church organisations, civic organisations and the United Democratic Front.

The Howick-based rubber manufacturing company Sarmcol dismissed its workforce at the end of April when it went on a legal strike following two years of negotiations with the company on recognition of Mawu

Mr J Vilane, president of Mawu, which has 40 000 members in Natal, told the meeting 'In the light of massive grass-roots support and calls for co-ordinated worker action, the Pietermaritzburg and Natal Chamber of Industries would be asked to intervene in the dispute by getting Sarmcol to the negotiating table'

'If our proposal fails, plans for solidarity action will go ahead,' Mr Vilane said

The meeting passed a resolution committing it to 'fully supporting a stay-away if called by Fosatu' in the event of Sarmcol failing to reopen negotiation concerning the reinstatement of the dismissed workers

Mawu is expected to approach the Pietermaritzburg and Natal chambers of industries with their proposal this week

N. Mercury
8/7/83

140A

Stay-away call after unrest death

By PHILLIP VAN NIEKERK

THE Transvaal region of the Federation of SA Trade Unions (Fosatu) is organising a stay-away and stoppages next week to coincide with the funeral of a union member who died in unrest

Elias Lengoasa, a member of the Metal and Allied Workers' Union, died after he was allegedly shot by police while returning from a funeral in KwaThema near Springs last Tuesday.

Fosatu president Chris Dlamini said yesterday that the call was similar to that made after the death in May of Andries Raditsela, an organiser of the Chemical Workers' Industrial Union.

Raditsela died of head injuries shortly after release from police custody.

Dlamini said that at the time of the Raditsela stoppages Fosatu had warned the police the union would take a day off for every union member killed in the unrest

He said "Our call is for workers who can make it to take the day off, or otherwise to organise stoppages at their workplaces"

He said the union would be approaching management to see if they could arrange time off for workers or some form of symbolic protest

"We are also appealing to other unions to support us in this call," Dlamini said

deed the keystones of the Reagan presidency — jammed up in the Congress for him to be even partly incapacitated

The time pressure is especially acute. Congress goes on holiday on August 1. When it returns in mid-September the lawmakers will be looking ahead to the mid-term 1986 elections for the full House and 33 of the 100 senators — 22 of them incumbent Republicans.

So the Congress will be in even less a mood than to compromise over tax reform, the budget deficit and important foreign policy questions such as the sanctions against Nicaragua and SA and the president's October summit meeting with Soviet leader Mikhail Gorbachev.

The question thus is how quickly can Ronald Reagan snap back?

The president has experienced only mild discomfort from the operation. He is resting well and relaxing between briefing documents with a series of bedside novels and visits from his wife.

And as for the American presidency, except for a seven-hour period when George Bush was in charge, it remains clearly in the hands of Reagan. Chief of Staff Donald Regan has taken over much of the detail work which the president had passed on before he entered the hospital.

But soon that backlog of executive decisions will be exhausted. New decisions will have to be taken, initiatives planned and — insofar as the recalcitrant Congress is concerned — bargains will have to be struck. ■

F M 19/7/85

LABOUR RELATIONS 140A

Novel strike clause

Durban motor components manufacturers Rowen, and Fosatu's National Union of Automobile and Allied Workers (Naawu), have signed a recognition agreement containing a unique clause whereby the company undertakes not to dismiss strikers for four weeks — provided they have adhered to the agreed dispute procedures.

Unions have long argued that striking workers should be entitled to some form of protection from dismissal if they have followed dispute-resolving procedures. This agreement goes further than any other in providing this protection, and is set to be a major talking point in industrial relations circles.

The agreed dispute procedure comes into effect once a deadlock has been reached in negotiations over conditions of employment, or when the disciplinary or grievance procedures have been exhausted. It includes

- A five-day cooling-off period,
- Thereafter management and the union are obliged to meet twice within 14 days to attempt to resolve the dispute,
- If that fails, a mediator may be appointed by mutual consent, and he has seven days to bring the two sides to agreement, and
- Unless mutually agreed otherwise, the

dispute-resolving mechanisms contained in the Labour Relations Act must be invoked.

Once these steps have been followed, workers are entitled to embark on an "authorised" strike (which may also be legal) with the guarantee that they will not be dismissed for at least 20 working days.

The philosophy behind the agreement, says a Rowen spokesman, is to create an onus on both sides to prevent strikes and to build a relationship based on trust. "We do not want wildcat strikes. This clause is an incentive for the union to follow the lengthy procedures. Hopefully, once they have been followed, any dispute will be resolved. But if not, and there is a strike, we believe that to dismiss our employees immediately would destroy any trust that has been built," he adds.

Rowen employs 800 people. It is part of the Met Air group and supplies a major portion of its products to Toyota. Toyota is, in fact, a shareholder in Met-Air and a Naawu spokesman believes the agreement has implications for the whole Toyota group. The first strike following the wage settlement at the National Industrial Council for the Iron, Steel and Metallurgical Industry has been resolved. According to a Naawu spokesman, 500 members at Silverton Engineering have returned to work having won improved wage increases. They are to receive hourly increases of 15c as from July 1, with two further 5c increases in October and December. The new minimum rate at the company is R2,15/hour. The new Industrial Council minimum is R1,90/hour with guaranteed increases of 14c/hour in the lowest job category.

Still at issue, however, is whether the workers should be fully reinstated or treated as new employees. They went on strike on July 1 over a management decision to implement the council increases while plant-level negotiations were in progress, and were dismissed (*Current Affairs* July 5).

Naawu is not a party to the Industrial Council. However, another Fosatu affiliate which is, the Metal and Allied Workers' Union, refused to sign the agreement and has said it plans to campaign for extensive plant-level wage settlements. ■

THE PFP AND REFORM

Brokering peace

The leader of the Progressive Federal Party (PFP), Frederik van Zyl Slabbert, pulled the self-fashioned mantle of national peace broker more firmly around his shoulders this week with a well-reasoned and apparently effective lecture to influential young Afrikaners in Stellenbosch.

Speaking at the annual congress of the Afrikaanse Studentebond (ASB), Slabbert laid the country's choices before delegates: continue on the road towards siege, or negotiate away from it.

Judging by questions afterwards, his concept of dialogue certainly captured some

(140A)

BAKING INDUSTRY

Cutting the cake

A ballot among unions in the bakery and confectionery industry in the greater Durban area indicates strong support for strike ac-

Financial Mail July 19 1985

tion But the unions involved are reserving their options

Says Renée Roux, branch organiser of the Sweet, Food and Allied Workers Union (SFAWU), one of four unions involved "We're in no hurry to strike. The pressure is now on the employers to move"

There could be a further reason why industrial action is being delayed. The dispute was declared on June 18 and, in terms of the Labour Relations Act, there has to be a 30-day grace period before workers can resort to a legal strike. The statutory period expires on Thursday this week. Roux hopes both parties

will use the time to resolve the dispute

Employers were taken aback at the ballot outcome. With four unions involved in the dispute, the degree of solidarity displayed clearly surprised them. Of the 1 782 workers involved in the dispute, 1 221 voted in favour of a strike in a 68,5 percentage poll.

Other unions involved in the wage deadlock, apart from Fosatu's SFAWU, are the Natal Baking Industry Employees' Union, Cusa's Food and Beverage Workers' Union and the Black Allied Workers' Union. Negotiations within the industrial council ground to a halt when employers offered an

R11,40/week increase against the unions' final demand for a R23/week increase on the basic wage of R82,50.

Employers maintain wage levels in the Durban and District Industrial Council for the Baking and Confectionery Industry are the highest in the country. Moreover, they claim that bread is a controlled product. The prices of raw materials are controlled. So are profits, due to a mechanism known as the "bakers' margin".

The unions reply that, by means of an unofficial cartel, employers have kept wages in the industry artificially depressed. ■

end of 1984, Fosatu's eight affiliates had organised a total of 594 factories throughout SA and had more than 2 800 shop stewards

The Metal and Allied Workers' Union (Mawu) was the affiliate showing the most impressive growth. Not only does it operate in one of the sectors worst hit by layoffs, but it suffered a loss of about 12 000 members from its East Rand branch. These members broke away to form the United Metal, Mining and Allied Workers of SA after a period of severe internal tensions. Despite these factors, Mawu grew by 75%.

The Paper, Wood and Allied Workers' Union and the Chemical Workers' Industrial Union — which sprang to prominence when more than 5 000 of its members were dismissed by Sasol during the November stayaway — both more than doubled in size. Most of the Sasol employees were later reinstated.

According to the report, the November stayaway "overshadowed many other developments in what was a tumultuous year." Four leading Fosatu officials were among a number of the stayaway organisers detained

PAID-UP MEMBERSHIP

| Affiliate | Dec '83 | Dec '84 |
|---|---------------|----------------|
| Chemical Workers' Industrial Union | 6 260 | 13 752 |
| Jewellers' and Goldsmiths' Union | 476 | 470 |
| Metal and Allied Workers' Union | 20 050 | 35 870 |
| National Automobile and Allied Workers' Union | 18 390 | 20 257 |
| National Union of Textile Workers | 13 150 | 21 408 |
| Paper Wood and Allied Workers' Union | 5 030 | 11 430 |
| Sweet, Food and Allied Workers' Union | 10 150 | 12 255 |
| Transport and General Workers' Union | 6 335 | 7 330 |
| | <u>79 841</u> | <u>122 772</u> |

Says the report: "Government actions and policies continue to draw Fosatu ever deeper into the political arena."

The report notes that the attainment of union recognition at individual plants is no longer a dominant issue — it is now achieved more easily. But a new dimension is the battle with the older established unions affiliated to the Trade Union Council of SA (Tucsa), which have altered closed shop agreements so as to recruit black workers "unknowingly" into their unions. This, says the report, has been most serious in the clothing, textile, printing and packaging, motor components and transport industries. Fosatu unions have also been blocked from joining a number of industrial councils by Tucsa unions, it adds.

The report highlights the lack of legal protection for unions and their members operating in homelands. It particularly attacks a number of multinational companies which have moved into these areas, accusing them of "blatantly exploiting the separate development policies of apartheid." ■

FOSATU

K40A

Sustained growth

Despite the ravages of retrenchments caused by the recession, paid-up membership of the Federation of SA Trade Unions (Fosatu) grew by well over 50% to 122 772 during 1984. This is reflected in the organisation's annual report released last week. As at the

19/7/85.
Siemens and union
B. Day
meet over strike 140A

SIEMENS management and the Metal and Allied Workers' Union (Mawu) are meeting today in the hope of breaking the strike deadlock and re-employing 1 250 dismissed workers

Both parties have indicated their willingness to negotiate and to come to an acceptable agreement

Workers' demands of plant-level bargaining and a R1 across-the-board increase led to a deadlock in talks with Siemens management on Tuesday evening

Mawu, representing most of the strikers, is the only union which rejects the wage increase negotiated with employers through the Industrial Council for the metal industry

Joint Siemens MD Johan Trotskie said yesterday that Mawu had dropped its plant-level bargaining demand, while Mawu's Transvaal organising secretary, Moses Mayekiso, said their demands remained the same

By FRED STIGLINGH

"We don't know what management have up their sleeves," Mayekiso said, "but if they are serious about considering our point, then we too are committed."

He expressed his disappointment in the Steel and Engineering Industry Federation of South Africa (Seifsa), who "sided with Siemens"

Seifsa director Sam van Coller had indicated that Seifsa members were strongly opposed to plant-level (shop-floor) bargaining and did not believe it possible to bargain on the same matter on two different levels

Siemens' Trotskie said that 500 coloured workers who were threatened by striking workers at the Pretoria factory on Wednesday had returned yesterday, together with "some black workers"

Reports concerning a sympathy strike at Dorbyl plants remained unconfirmed yesterday

Board to help resolve dispute over mill pay

Labour Reporter

THE Minister of Manpower, Mr PTC du Plessis, has appointed a conciliation board to help resolve a pay dispute between the Sweet Food and Allied Workers' Union and Bakers Flour Mills in Durban

The 11th-hour development came hours before a strike ballot was to commence. Mr R L Sullivan, the company's managing director, told the Mercury last night

'In the light of this development the union agreed to delay the strike ballot. The conciliation board hearing is scheduled to take place on Monday

'The union has demanded a minimum wage of R108,40, which amounts to a 23 percent increase

on current wage rates. Management has responded with a final offer totalling R99,50, which is a 13 percent increase,' he said

Union spokesmen could not be reached for comment last night, but workers at the flour mills disclosed at a meeting at the weekend that they had planned to join the 1 200 bakery workers in Durban who have threatened to go on strike in support of their pay demands shortly

No date has yet been set for the bakery workers' strike which is likely to affect the greater Durban area, Pinetown, Tongaat and Stanger. The workers are due to meet at the YMCA in Beatrice Street tomorrow afternoon to finalise a date for the strike

140A
NM 19/7/85

Two die workers stay home

MARITZBURG — Sixty percent of the black workforce stayed at home yesterday, almost bringing Maritzburg to a halt, as two people died in countrywide unrest.

Sapa reports that a youth was shot dead in Soweto and a 25-year-old woman was axed to death and set alight on Wednesday night after apparently ignoring threats not to shop in white areas.

Business 'slow'

The incident — at Nonzwakazi near De Aar in the Northern Cape — was reported by police yesterday. Four deaths were reported in countrywide unrest on Wednesday.

Surveys conducted by the Maritzburg chambers of commerce and industry showed that the stayaway of blacks varied between 10 and 100 percent. Business was reported to be "very, very slow" throughout the day.

Only two of the 48 buses on the white service operated during the morning rush-hour and none of the 270 buses on the black, Indian and coloured services ran at all.

The stayaway was called in support of the 950 Sarmcol rubber-factory workers at Howick who were dismissed by the factory two months ago following a strike in support of their demand for recognition of the Metal and Allied Workers' Union.

In Howick, hardly a

black person was to be seen and buses from the townships were with drawn. Workers stopped work briefly or held lunch-hour demonstrations at a number of Durban and Pinetown firms yesterday in sympathy with the Maritzburg stayaway.

Unrest flared at the Mpophomeni township outside Howick around lunchtime yesterday when houses, a clinic and three vehicles were set alight.

The house belonging to a Sarmcol employee Mr Samuel Buthelezi and a car belonging to his brother, Mr Piet Buthelezi were burnt.

● In Soweto the homes of two policemen were petrol-bombed in Naledi yesterday morning and in another incident a policeman was attacked and robbed of his official vehicle and firearm.

Thousands of pupils carrying placards marched through the township in protest against injuries caused to schoolchildren in clashes with police.

Questioning

● In Port Elizabeth police spent nearly three hours questioning Mr Mkhusele Jack, publicity secretary of the committee responsible for the consumer boycott which began on Monday.

Mr Jack told a reporter "It was only when I told them (police) that the committee had met last night and decided to negotiate with whoever was prepared to respond positively to the situation, that the questioning came to an end."

Port Elizabeth traders continued to report a loss of sales.

● Police last night reported incidents of unrest from the Eastern Cape, South-Western Districts, East Rand, West Rand, Natal Midlands and on the Witwatersrand — Sapa and Own Correspondents.

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CAPL - Tru 65 20/7/84

Car industry strikers 'to go back to work'

Own Correspondent

PORT ELIZABETH — Workers at Volkswagen in Uitenhage and Ford's Neave plant here are expected to return to work early next week, ending strikes at both factories.

A spokesman for the National Automobile and Allied Workers' Union (Naawu), which represents most hourly-paid workers at both plants, said workers at VW were expected to return on Monday and Tuesday and Neave workers on Tuesday.

Strikes at both companies started on Wednesday this week and affected about 5 000 workers. Both plants were closed yesterday.

Workers at VW downed tools after demands for refunds from pension contributions were refused. Workers at Ford stopped work because of the company's

refusal to backdate interim wage increases, the Naawu spokesman said.

These issues are expected to be high on the agenda when Ford, General Motors and VW meet trade union representatives in the Industrial Council on Monday.

Industrial Council negotiations over wage increases have been going on for about eight months with no results.

Ford and Volkswagen spokesmen could not be reached late yesterday to comment on the expected return to work.

● Sapa reports that yesterday's talks between Siemens and the Metal and Allied Workers Union (Maawu) to break a deadlock after 1 250 workers were fired for striking this week will be resumed on Monday.

A Siemens statement

last night said Maawu delegates were told that the company was willing to re-employ the vast majority of the dismissed workers, as it believed them loyal to Siemens. It said that while the company "clarified" its refusal of the R1/hour increase, individual workers would receive an additional increase based on performance and merit.

The statement said however "A small number of the dismissed workers will not be re-employed where acts of violence and intimidation can be proved. In addition, where disciplinary records exist, this will also be taken into account."

The company added it was willing that a small committee, representing both sides in the dispute, investigate the fairness of each case.

APR 22 1965
140P
Fosatu denies stayaway call

Own Correspondent

JOHANNESBURG — Mr Chris Dlamini, president of the Federation of SA Trade Unions (Fosatu), has denied that the Transvaal region of Fosatu has called for a worker stayaway tomorrow.

Mr Dlamini said Fosatu's Transvaal region had simply appealed to

its members to attend the funeral of Mr Elias Lengwasa, a Metal and Allied Workers' Union (Mawu) member who died during unrest in KwaThema. They also appealed to members to ask their employers for time off to do so.

Mr Dlamini said that at no stage did he state that he made a call for a stayaway.

22/7/85

Bakery workers say they'll strike

Mercury Reporter says the strike is imminent. Closing no more than 10 percent increase. But according to unions the increase in the cost of living in the past year has been 19,5 percent and workers are not prepared to take a drop in their standard of living.

BAKERY workers in Durban, Pinetown, Tongaat and Stanger say they have decided to strike this week. A spokesman for the Fosatu-affiliated Sweet, Food and Allied Workers' Union said: 'It's up to the committees in each factory to finalise the exact time.'

More than 1 000 workers from seven bakeries — members of the Sweet, Food and Allied Workers' Union, the Natal Baking Industries Employees' Union, the Food and Beverages Workers' Union and the Black Allied Workers' Union — met on Saturday to fix a date for the strike.

'We are aware of the managements' contingency plans, but hope they will come to their senses and we will have a speedy resolution to the strike which is going to inconvenience all, especially the workers of Durban and districts.'

The vice-chairman of the Durban Master Bakers' Association, Mr Maurice Grant, said he was not aware of any statement being issued after Saturday's meeting.

If the workers were to strike at 5 30 a m today, as he had heard rumoured, they would be doing so 'for their own ends' and not just for wages, he said.

Earlier, Mr Grant told the Mercury that the price-controlled baking industry could not remain profitable if it had to carry 'additional cost increases'.

Critically ill
 JOHANNESBURG—Mr Hennie du Preez Nel, general manager of the Maize Board, is critically ill in the HF Verwoed Hospital in Pretoria — (Sapa)

Durban reaches 150 years
 Durban 150 years old

Strike goes on at PE motor plant

By CATHY SCHNELL

THE strike at Ford's Neave plant continued today when employees again refused to work because of a management refusal to bring forward the date of wage increases

The workers at the Neave plant were expected back today after going out on strike on Wednesday last week

Striking workers at Volkswagen and the General Motors' Alocs locomotive plant all returned to work yesterday after downing tools last week

Ford, which is on a four-day week, has now lost four days' production

Negotiations continued between shop stewards and management today

The Neave plant workers want their salary increase to be effective from August 1 instead of November 1, in line with workers at VW and GM

A spokesman for the National Automobile and Allied Workers Union (Naawu) said the Ford workers had reported for work today, but had been told at a report-back meeting that management had refused to alter the date of their increases

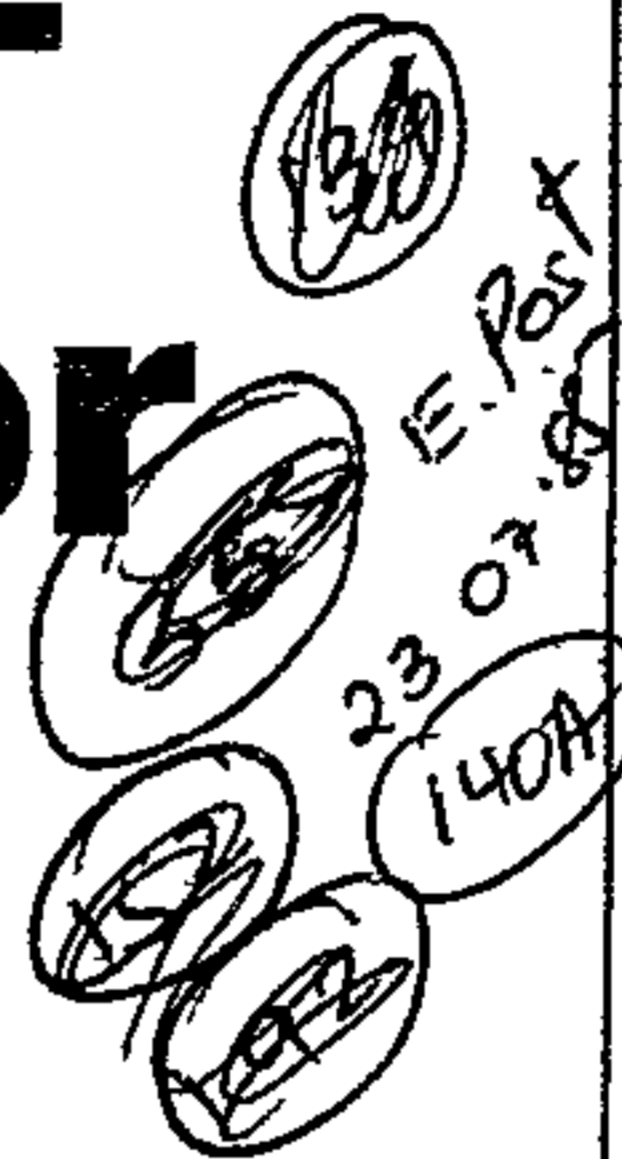
They consequently walked out of the plant

The spokesman said the workers were adamant they would not return unless their wage increases were changed in line with the other companies

The regional secretary of Naawu, Mr Les Ketteldas, said executive members of Naawu and shop stewards at Ford were meeting today to try to solve the dispute

There would be report-back meetings at all three motor plants tomorrow and on Thursday

● Another spokesman for Naawu said an executive member of Naawu, who is also a shop steward at GM, had been detained by security police today



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Tvl A-G asks for
details on unionist

Argus Correspondent

PRETORIA — All medical personnel who treated trade union leader Mr Andries Raditsela before his death in detention have been asked by the Attorney-General of the Transvaal to give details of their dealings with him.

Mr Raditsela died under mysterious circumstances while in custody

The Attorney-General, Mr Don Brunette, said today that he would not know whether to prosecute until he had all the details.

So far, he said, he had received the post-mortem findings.

Once he has gathered all the information he may order an inquest. When the outcome of this is known charges may then be laid.

Mill workers join bread strike

DURBAN — The bread strike in Durban took a new turn yesterday when employees at Bakers Flour Mill, on the same premises as BB Bread also stopped work and halted production

The 160 mill workers joined the 700 baking workers who stayed on the premises last night,

ostensibly to prevent the 100 000 loaves baked at the weekend from being distributed

23/7/85
Yesterday people were rushing to shops for flour to bake their own bread

The managing director of Bakers Flour Mill, Mr R L Sullivan, said the workers went on an illegal strike two hours be-

140A Star
fore a conciliation board meeting was scheduled to settle a wage dispute with the company and the Sweet Food and Allied Workers Union

"Management have made a final offer of R99,50 The union is demanding a minimum wage of R108,40 a week"

— Own Correspondent

Conflict looms over dismissal of striking workers in SA

THE dismissal of striking workers in South Africa is fast becoming a major issue of conflict between black emerging trade unions and employers in recent days.

Workers going on either legal or illegal strikes have faced the wrath of the bosses who dismissed them or called police to intervene.

This disturbing feature of industrial relations has been criticised by unions — especially those engaged in the present unity talks aimed at forming a "super federation" — lawyers and industrial relations consultants.

The black working class is angry, militant and is resisting any form

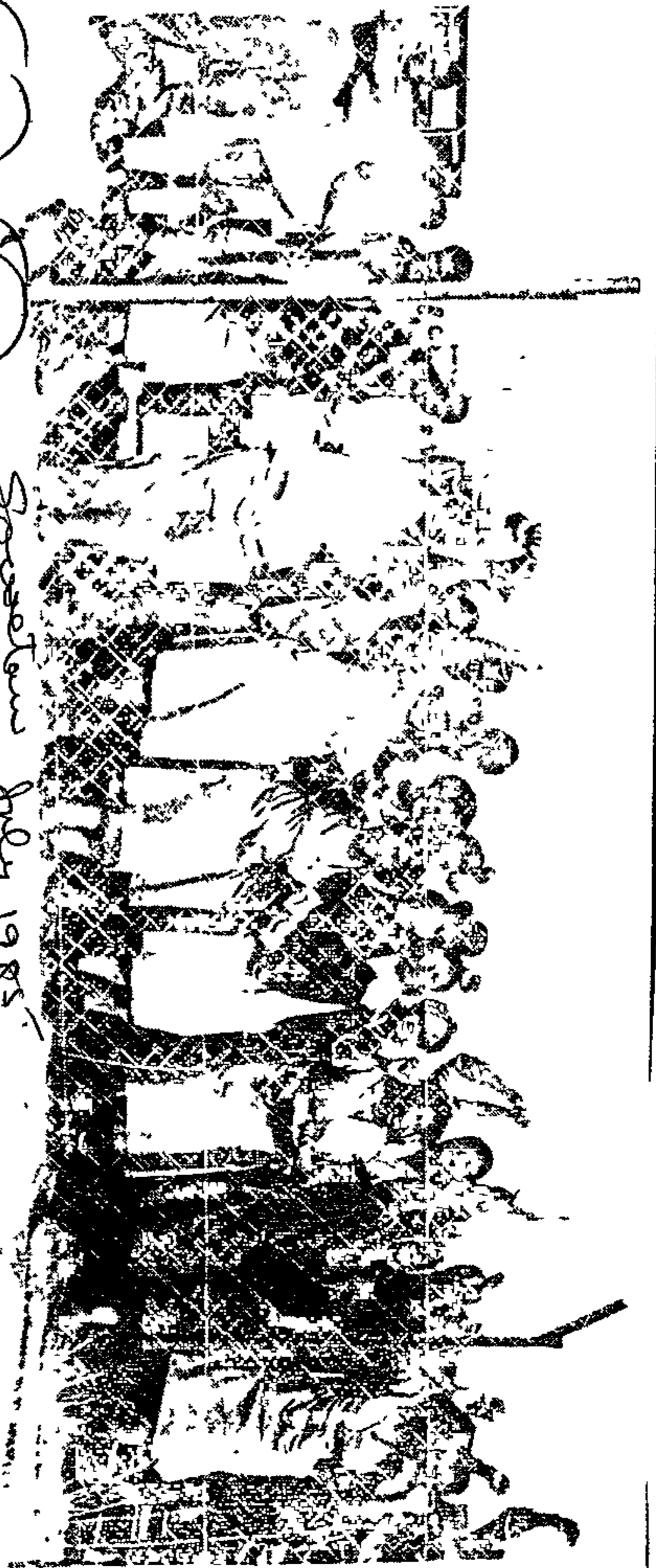
By JOSHUA RABOROKO

of oppression, exploitation and are even prepared to fight apartheid on the factory floor. Thirty percent of strikes in South Africa are caused by "unfair dismissals", retrenchments and disciplinary actions, sources say.

Demands

In an article entitled "Strikes new practices and new law", labour lawyer, Mr Clive Thompson, says a worker who goes on strike in South Africa, not always anticipates that his demands will be met, but he has, at least until recently, had good reason to expect certain other consequences police action, criminal prosecution and dismissal.

"This sequence, typical of the seventies and the early eighties, seems set to change as unions,



STRIKING workers... they face the wrath of the bosses

trial workers, continue to expand and consolidate that power and to make aggressive use of the opportunities presented by the amended labour legislation," he says.

"The primary purpose of labour law is to regulate industrial conflict. Ten years ago a mass dismissal by an employer ended a dispute by eliminating the opposition, these days the procedure has changed.

"Throughout the industrialised and developing world, legislatures have come to recognise that the best way of dealing with labour-management strife is through the promotion of genuine and effective collective bargaining", he says.

Mr Thompson adds

tried to facilitate matters through the introduction of a very open-ended unfair labour practice jurisdiction.

An unfair labour practice is any practice by an employer which affects a worker unfairly or which, without justification, creates labour unrest. Only the industrial court can actually decide that a particular practice is unfair.

It is against this background that the law of strikes seems on the verge of undergoing a major transformation. The first break-through has already occurred.

"The conventional wisdom says that even lawful strikers can be dismissed by employers at will. However, the National Automobile and Allied Workers Union and the Metal and Allied Workers

concluded agreements that protect their members for up to 30 days against dismissal."

Again, the on-going battle between the SA Chemical Workers Union and AECL is even more telling when workers could not be dismissed after several negotiations which ended up in the Supreme Court.

Mr Thompson says developments can be expected in the South African labour law, such as decriminalisation of strike action. No successful prosecution has been brought against strikers recently, notwithstanding the fact that the number of offenders in this area is eclipsed only by the number of pass offenders.

He cited the example of several members of

Mineworkers (NUM) who had charges of instigation against them withdrawn. The charges arose out of a dispute at the East Driefontein gold mine.

He further argues that strike action must only be taken once all avenues of negotiation have been exhausted. This will mean that an employment contract is suspended for the duration of a strike, but that at the end of the dispute all workers will be entitled to return to their jobs.

The present practice of selective re-hiring of dismissed strikers — should be outlawed as it is a fundamental concept of justice that like cases should be treated in a like manner.

He adds that where strikers occur as a result

of selective re-hiring of dismissed strikers — should be outlawed as it is a fundamental concept of justice that like cases should be treated in a like manner.

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Bakery workers on strike

ABOUT 1 800 workers went on strike yesterday at seven bakeries in Durban, Pinetown, Tongaat and KwaMashu, leaving 400 000 loaves of bread undelivered.

At B B Bread in Sydney road 700 workers downed tools at 5 am, leaving packed bread in trucks. They refused to deliver and could not let customers fetch their quotas.

Mr Cokie said his company had thought of closing the plant on Saturday to prevent wasting bread, but decided against the idea because they were not certain the strike would continue yesterday.

A spokesman for the Sweet, Food and Allied Workers Union said employers were responsible for the strike, "because of their hard-headed attitude in refusing the workers demands of a R23 a week wage increase, despite the fact that the bread price will go up between 15 and 20 cents in September."

Workers get R82,50 a week and a R11,40 increase offered by employers has been rejected by labourers and driver/salesmen alike because, they say, their living standards are declining too fast.

The other unions involved are the Natal Baking Industries Employees Union, The Food and Beverage Workers Union and the Black Allied Workers Union. Mr Maurice Grant, vice-chairman of the Durban Master Bakers' Association, said the Stanger bakery was also expected to go on strike yesterday. Workers were working normally this morning and there had also been some deliveries from the Blue Ribbon Bakery yesterday — Sapa 23/7/85

Raditsela's
death
140
seeks details

147/85
All medical personnel who treated the late trade union leader Mr Andries Raditsela before his death soon after being released from detention have been asked to give details to the Attorney-General of the Transvaal

Mr Raditsela died earlier this year

The Attorney-General, Mr Don Brunette, said today that he would not know whether to prosecute anyone over the death until he had all the relevant details. *stai*

Once he has sufficient information, he may order an inquest. After this, charges may then be laid. — Pretoria Bureau

Striker's shut Ford plant

No work until pay dispute is sorted out

By CATHY SCHNELL

FORD'S Neave plant is to close for an indefinite period following the continued strike by workers over the past five days.

The company's employee relations manager, Mr Dirk Pieterse, said today the plant would remain closed until employees gave notice of their intention to resume work

About 1 500 workers will be affected This decision was taken after workers once again downed tools today — for the fifth consecutive day

The Neave plant produces the Escort and Granada models, pick-up trucks, cargo trucks and tractors The plant has been on a four-day week

Workers have been striking over the date of the implementation of their wage increases

They want the wage increase back-dated from November 1 to August 1, to be in line with the wage increases at General Motors and Volkswagen

Yesterday a spokesman for the National Automobile and Allied Workers Union (Naawu) said the employees refused to resume work unless this demand was met

The spokesman said workers had been told Ford management had refused to back-date wage increases

But a spokesman for Ford management said the whole wage issue was still being discussed by the Industrial Council

It is believed that the negotiations at the Industrial Council will be concluded soon

Earlier this year workers at all three motor industries went out on strike over interim wage increases The disputes at General Motors and Volkswagen were later settled

1604

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1604
Post 24/07/85

Strikers bar Red Cross bread trucks

Own Correspondent

~~2-11-85~~
DURBAN — Striking
workers at BB Bread in
Durban today refused to
allow any further Red
Cross trucks on to the
premises to collect the
remainder of the bread
baked at the weekend

140 H
A spokesman for the
Sweet, Food and Allied
Workers' Union claimed
the workers and shop
stewards had taken this
decision after a combi
which had collected
bread at the bakery yes-
terday was allegedly
seen selling bread.

Star 24/7/85
"We were given guar-
antees by the Red Cross
that the bread it took
from the bakery would
not be sold"

Natal's needy get bread

140A
Last-minute negotiations by Mrs Inka Mars, Durban representative of Operation Hunger, saw the Sweet, Food and Allied Workers Union allow thousands of loaves of strike-bound bread to be taken to needy communities in Natal country areas yesterday.

The union, which is affiliated to Fosatu, laid down a condition that some of the bread be taken to the striking BIR Sarmcol workers and their families in Mpophomeni, near Howick

They also wanted to handle the packing of the bread onto the trucks, but BB Bread management would not agree and in the end, staff members loaded the open-bed trucks with brown and white bread that was still fairly fresh

Mr Maurice Grant,

Sowetan
managing director of BB Bread, said he did not want a scene at the premises and was concerned that things could get out of hand

"All I want to see is all this bread going to people who can use it before it all goes rotten"

He said he refused to

24/7/85
let the strikers load the bread because they were not needed for this purpose and they had decided to strike — so were not working

Reasons

"This is our operation and we will keep control of the situation," he said

Mrs Mars said she had

listened to the conditions of the union and took directions for delivering the bread to the Catholic Church in Mpophomeni

"I am doing this for purely humanitarian reasons I have had requests from people in that area and will serve the interests of the starving children

Red Cross saves only 5 500 loaves from bread 'mountain'

140 ft

BBB

NM

24/7/85

BBB

24/7/85

Mercury Reporter

THE Red Cross was able to remove only about 5 500 loaves out of a mountain of more than 100 000 loaves of bread at BB Bread's Sydney Road factory yesterday.

Striking bakery workers yesterday held discussions and agreed to allow Red Cross trucks to enter the factory and take bread for Operation Hunger. The operation will continue today.

But the flat-bed trucks and vans mustered by the charity proved unequal to the task. A BB Bread spokesman said: 'Our company's got a fleet of 80 trucks designed to carry bread daily.'

'What the Red Cross was able to take was only a drop in the ocean.'

The bread was baked at the week-end but strikers would not allow it to be delivered.

Dispute

Mrs Inka Mars, chairman of the Red Cross in Natal, said: 'I can only congratulate people that common sense prevailed and we were allowed to take bread.'

Yesterday's operation appeared briefly to be in jeopardy when a dispute arose over who should load the bread but the management mustered non-union, mainly white employees to do the job. Hundreds of singing, dancing strikers crowded

Diakonia, the Settlers Home for the Aged and in the Mahlathini area north of Ulundi where people were starving. She said the bread had seemed 'surprisingly fresh' when she examined it and she was sure it would still be fit for consumption today.

Glad

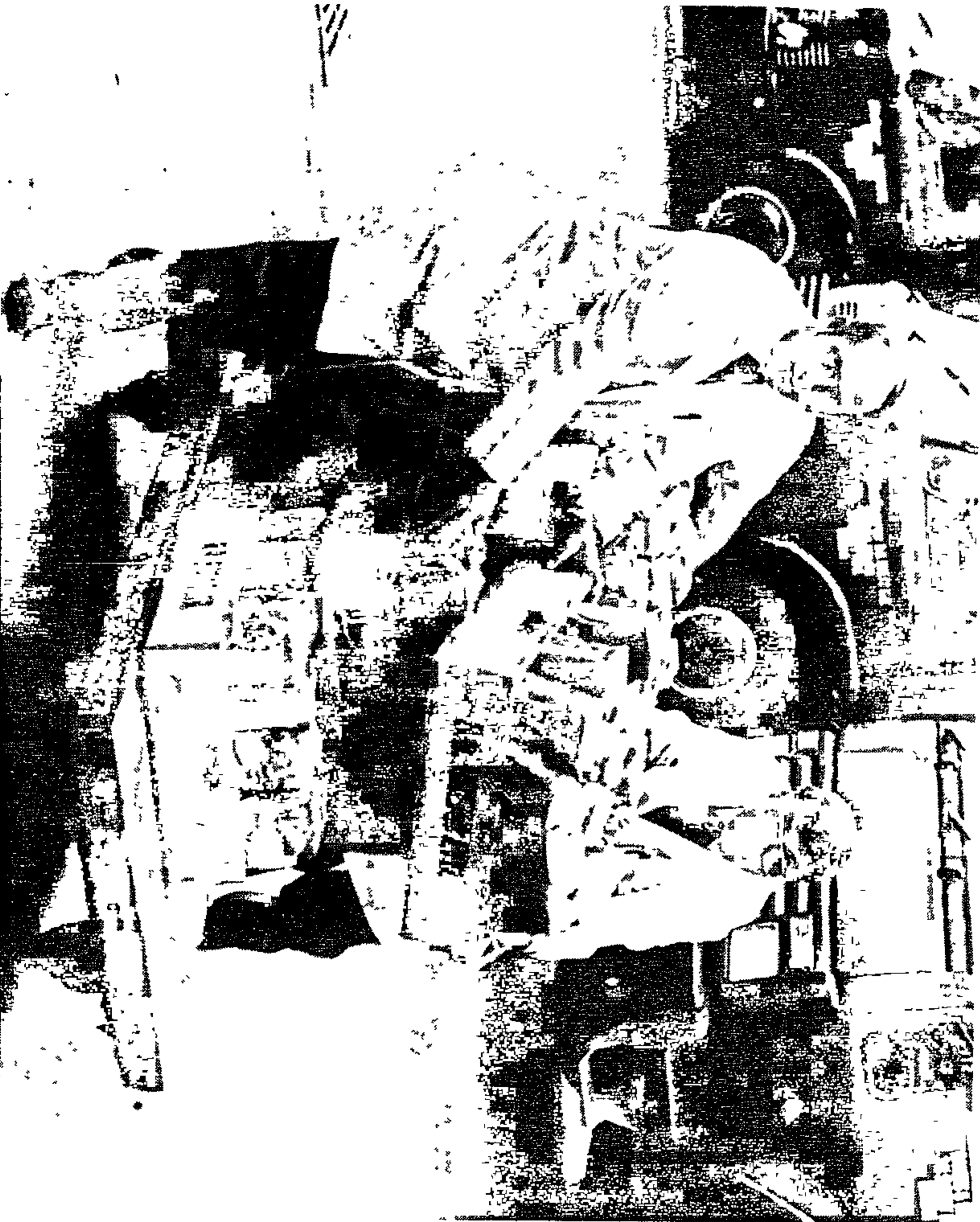
Mr Grant said workers had allowed customers to collect bread at Blue Ribbon, Tongaat and Albany bakeries. Only the pile at BB remained to be disposed of.

'We were glad the Red Cross could get some of that bread away to needy cases,' he said.

A statement from the Durban Master Bakers' Association said last night that a point in the strike had been reached, 'where no immediate solution appears to exist'.

It said there was 'serious doubt among employers whether the unions have fully realised the consequences of their strike action'.

'The unions' demands are still damaging the prospects of a settlement and the situation remains tense.'





Non-union BB Bread staff on the way to throw away hundreds of loaves which had spoiled in the ovens when the strike began

Strike keeps Durban flour mill shut

Labour Reporter

THERE was still no production at one of Durban's large flour mills, Bakers, yesterday as the 160 workers who joined the bakery workers' strike refused to return to work.

A spokesman for the Sweet, Food and Allied Workers' Union said

workers were frustrated with their wages and were not prepared to be divided from their colleagues in the baking industry

The mill, which is on the same premises as BB Bread, supplies flour to bakeries owned by Bakers Ltd
Supplies to supermarket

kets are not likely to be affected

The union spokesman said that in the past wage negotiations had been made jointly for the bakery and mill workers. She said wage negotiations had started in April and after 10 meetings the company was still not prepared to meet the

workers' demands

Mr R L Sullivan, managing director of the flour mill, said worker representatives and officials of the union failed to appear at the conciliation board meeting yesterday morning. The board had agreed to reconvene.

Meanwhile, the workers remained on illegal strike at the mill and remained on site overnight.

The management had agreed not to take any drastic action against workers before today, to give the union an opportunity to persuade the workers to return to work and continue negotiations at the conciliation board.

The management had agreed not to take any drastic action against workers before today, to give the union an opportunity to persuade the workers to return to work and continue negotiations at the conciliation board.

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'What the Red Cross was able to take was only a drop in the ocean.'

The bread was baked at the weekend, but strikers would not allow it to be delivered.

Dispute

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Yesterday's operation appeared briefly to be in jeopardy when a dispute arose over who should load the bread but the management mustered non-union, mainly white employees to do the job.

Hundreds of singing, dancing strikers crowded around the factory gates but parted to allow trucks to leave. In spite of their aggressive chanting, strikers remained remarkably good-humoured and polite.

The Red Cross had discussions yesterday with both management and the union. Workers suggested to the Red Cross that some bread be distributed to striking Sarmcol workers in Mphohemeng near Howick, members of a fellow Fosatu union.

Mrs Mars said bread had been distributed to the Kwamashu Polyclinic,

north of Ujundi where people were starving. She said the bread had seemed 'surprisingly fresh' when she examined it and she was sure it would still be fit for consumption today.

Glad

Mr Grant said workers had allowed customers to collect bread at Blue Ribbon, Tongaat and Albany bakeries. Only the pile at BB remained to be disposed of.

'We were glad the Red Cross could get some of that bread away to needy cases,' he said.

A statement from the Durban Master Bakers' Association said last night that a point in the strike had been reached 'where no immediate solution appears to exist.'

It said there was 'serious doubt among employers whether the unions have fully realised the consequences of their strike action.'

'The unions' demands are still damaging the prospects of a settlement and the situation remains tense.'

The statement confirmed that workers remained on site at all factories around Durban, except Albany and Wareings in Pinetown, where management and union leaders had agreed workers could leave at night and return in the mornings.

Bread again from biggest bakery

Mercury Reporter

140A

BAKING has started again at Durban's biggest bakery, which has been paralysed by a strike for a week.

The strike by employees at B B Bread, Albany Bakery, Blue Ribbon Bakery, Betta Bread, Premier Pies, Tongaat Bakery and Wareings entered its second week yesterday.

But monthly paid staff at B B Bread in Durban yesterday managed to produce about 25 percent of the factory's usual daily supply of brown bread.

Mr Maurice Grant, managing director of B B Bread, said the bakery's regular customers would be able to collect a quarter of their

usual order from the bakery from 8 a.m. today. The bakery could not deliver any bread.

Workers who had occupied the factory all week moved out on Friday after the bakery management applied for a Supreme Court order to evict them. Striking employees at the Bakers Flour Mill left the mill premises at the same time.

Mr Grant said the monthly paid staff had spent Saturday cleaning the factory and emptying delivery vans, which had been standing full all week.

The bread which had been in the vans was still edible, although very stale, and was handed over to several charitable organi-

July 1985

sations for distribution to the needy.

'But the bulk of the bread — about 60 000 loaves — had to be thrown away.'

Mr Grant said the bakery's attempt to bake bread again was not a 'publicity stunt'.

'It is a genuine attempt, with the limited resources available to us to make bread available to the ordinary consumer again.'

Workers from the seven bakeries decided at the weekend not to return to work until their demands for a R23 a week pay rise were met.

The unions representing the workers have rejected an offer of an increase of R11.40 a week.

1500 workers shut out at Ford plant after stoppages

Argus Bureau

PORT ELIZABETH — Samcor have shut out 1500 workers at Ford's Neave plant and have threatened to keep the plant closed until the workers return to work and agree to continue working

The move follows a week of stoppages by workers demanding that recent wage increases be backdated to February 1

Samcor insists on sticking to an Industrial Council agreement and backdating the increase to May 1

Recently General Motors and Volkswagen agreed to workers demands to backdate the increases to February 1,

precipitating the Ford Neave walkouts

Samcor public relations officer Mr Bob Kernohan said the company had decided on the shutout because 'gearing up for work every day in the expectation of work not performed is a hopeless exercise'

'Before we reopen the plant we want an assurance from the workers that they will return to work and continue to work,' he said

Denial

He denied that Samcor was taking advantage of the stoppages to close the plant permanently — scheduled to happen at the end of the year in terms of the Ford/Amcar merger

"We have parts and material in the plant for several months' production. In the motor industry planning has to be done months in advance as parts have to come from as far afield as Europe," Mr Kernohan said

"We negotiated with the workers for four days before we took this action. That should show that we are not trying to take advantage of the situation"

25/7/81 140A R.D. au

Strike-hit Siemens improves offer to Mawu

AGREEMENT has still not been reached at Siemens where about 1 250 strikers were dismissed last week, but the Metal and Allied Workers' Union (Mawu) said yesterday the firm had made an improved offer

Moses Mayekiso, Mawu branch secretary did not want to talk about the offer until the matter had been discussed with members but said the union was still demanding a R1 an hour across-the-board increase and rejected the industry minimum

By CLAIRE PICKARD-CAMBRIDGE

of a 14c increase implemented on July 1 Mawu is also demanding plant-level bargaining as an additional alternative to industrial council negotiations, and the reinstatement of all dismissed workers

Johan Trotskie, joint MD of Siemens, said the company had offered to re-employ the majority of the dismissed workers, but could exclude about 40 where acts of vio-

lence and intimidation could be proven A small committee representing both sides in the dispute would investigate the fairness of each case, he said

The company have also said they do not want to agree to plant-level bargaining until the outcome of certain developments in Seifsa, the employer federation

Seifsa plan to meet with certain trade unions to discuss collective bargaining arrangements in the industry

Natal dairies quash rumours

Labour Reporter

HOUSEWIVES in Durban rushed to supermarkets yesterday to stock up on fresh milk and other dairy products after widespread rumours that dairy workers had gone on strike

But, the management of the two major dairies in Natal, Clover and National Co-op (NCD), and Miss Renee Roux, spokesman for the Sweet, Food and Allied Workers' Union, quashed the strike rumours

Mr Raymond Floweday, coastal area divisional

NM 25/7/85
manager of Clover Dairies, told the Mercury all Clover staff were at work and there were no problems

'A number of our customers telephoned us to inquire whether our workers had gone on strike following the rumours. But, I assured them that all our staff are at work and we are talking to our shop stewards,' he added

A spokesman for NCD at Prospecton said all his staff were 'definitely at work' and he did not anticipate any problems. Stores and supermar-

kets in and around the City yesterday reported receiving 'unusual demand for milk, eggs, butter and cheese'

Mr Martin Rosen, general manager of the Durban North Hypermarket, could not be reached for comment, but a spokesman for the hypermarket said they were selling milk yesterday 'well above their normal sales for the day'

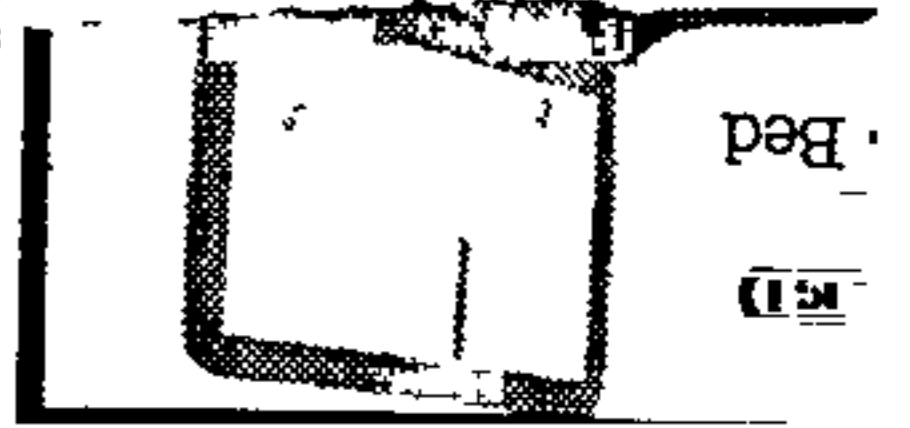
He said they were getting in extra deliveries of milk late yesterday, although they still had enough supplies.

Phänomena show — which will be from Switzerland this
sper Schwabe is pict
a cube which forms
Picture by PHILIP L

had called in to viewers had been

equally hilarious entire studio team the fateful words

ered the curse dur- instead of rewinding error, a technician



R **TY**

(140A)
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METAL INDUSTRY

Wage talks roundup

Industry-wide strike action, threatened by the Metal and Allied Workers' Union (Mawu) after its refusal to sign the metal industry's wage agreement, has not materialised. But Mawu and other metal-sector unions, including the SA Boilermakers' Society and those affiliated to the Confederation of Metal and Building Unions, are proceeding with — or have completed — plant-level wage negotiations with a number of major metal industry employers.

A new agreement for the National Industrial Council for the Iron, Steel and Metallurgical Industry came into effect on July 1, providing for minimum increases ranging from 14c/hour for unskilled workers to 24c/hour for those in the highest job categories. Most members of the Steel and Engineering Industries Federation of SA (Seifsa) are implacably opposed to plant-level wage bargaining, and, says Seifsa director Sam van Coller, "Seifsa seeks to guide members accordingly." But Seifsa is a voluntary organisation, and members who disagree with this policy are entitled to do so, he adds.

At Siemens, wage talks precipitated a strike by 1 250 Mawu members at five plants. They were dismissed by the company and at the time of going to press the union was considering whether to accept a management offer of selective re-employment.

The strike began on Wednesday last week when deadlock was reached over a Mawu demand for R1/hour wage increases. The *FM* understands that Siemens has offered to take back most of the strikers, but some would be placed on suspension pending disciplinary hearings over their conduct during the strike.

Meanwhile, other wage talks have gone ahead. According to a Mawu spokesman, agreement has been reached whereby some 1 400 employees at Alusaf in Richards Bay will receive increases ranging from 20c/hour-41c/hour, plus improved shift and tool allowances and sick leave.

Negotiations with other companies are not yet completed, but indications are that most settlements will be above the industrial council minimums. The Mawu spokesman says the Highveld Steel and Vanadium Corporation is offering 17c/hour-27c/hour increases for its 5 000 employees. All unions involved in the talks, except Mawu and the SA Boilermakers' Society, have already accepted the offer.

Samancor, which employs about 1 500 people, has offered 19c/hour-38c/hour increases. According to Mawu, Ferralloys has made a "final offer" of 25c/hour-40c/hour increases. The company will not confirm the figures, saying only the parties' respective proposals are not far apart. But it is unclear whether 370 of the workers — almost the entire black workforce — will benefit from any wage agreement.

They staged a work stoppage on Thursday

in sympathy with the striking BTR Sarmcol workers (see page 73), and, on their return the following day, were told they had been dismissed. Most of the 370 are Mawu members, although a small number belong to the Boilermakers' Society. Talks with the two unions over their re-engagement are in progress.

In another set of negotiations, Mawu has declared a dispute with Iscor. Iscor has offered workers in the lower job categories increases only marginally higher than those agreed at the industrial council, but the offer to the skilled workers is in the 38c/hour-42c/hour range. ■

MARITZBURG STAYAWAY

Biting the bullet

The majority of black workers in Maritzburg and surrounding areas responded to the call for a work stayaway last Thursday in support of the 975 members of the Metal and Allied Workers' Union (Mawu) dismissed from the British-owned Howick company BTR Sarmcol nearly three months ago. But there is no indication so far that the action has caused local commerce and industry to shift from its position of refusing to intervene in the dispute.

Mawu estimates that 70% of the total workforce in the area stayed away from work and says that all Indian-owned businesses in Maritzburg were shut, as were all schools in the total area affected by the stayaway. According to the preliminary results of a survey conducted by the Labour Monitoring Group (LMG), a group of academics based at the University of Natal, 92% of those who stayed away were black workers. The LMG says its statistics are based on interviews with management at 49 factories, a 20% sample.

A spokesman for the Pietermaritzburg Chamber of Industries (PCI) estimates that the stayaway was 60% effective. The stayaway was directed at the PCI which had previously turned down a Mawu demand

that it "intervene in the (BTR) dispute and secure from the company the necessary commitment" to negotiate the re-engagement of the dismissed workers. A joint statement issued by the PCI, the Pietermaritzburg Chamber of Commerce and the Afrikaanse Sakekamer two days before the stayaway, argued that a dispute involving one company should not be permitted to disrupt the lives of people not directly involved. And the PCI spokesman says its views have not been changed by the stayaway. BTR declined to comment to the *FM* on the stayaway, but is expected to issue a statement later in the week.

Procedural agreement

The workers went on strike on April 30 when Mawu and BTR failed to reach agreement on the terms of a recognition and procedural agreement after two years of negotiations.

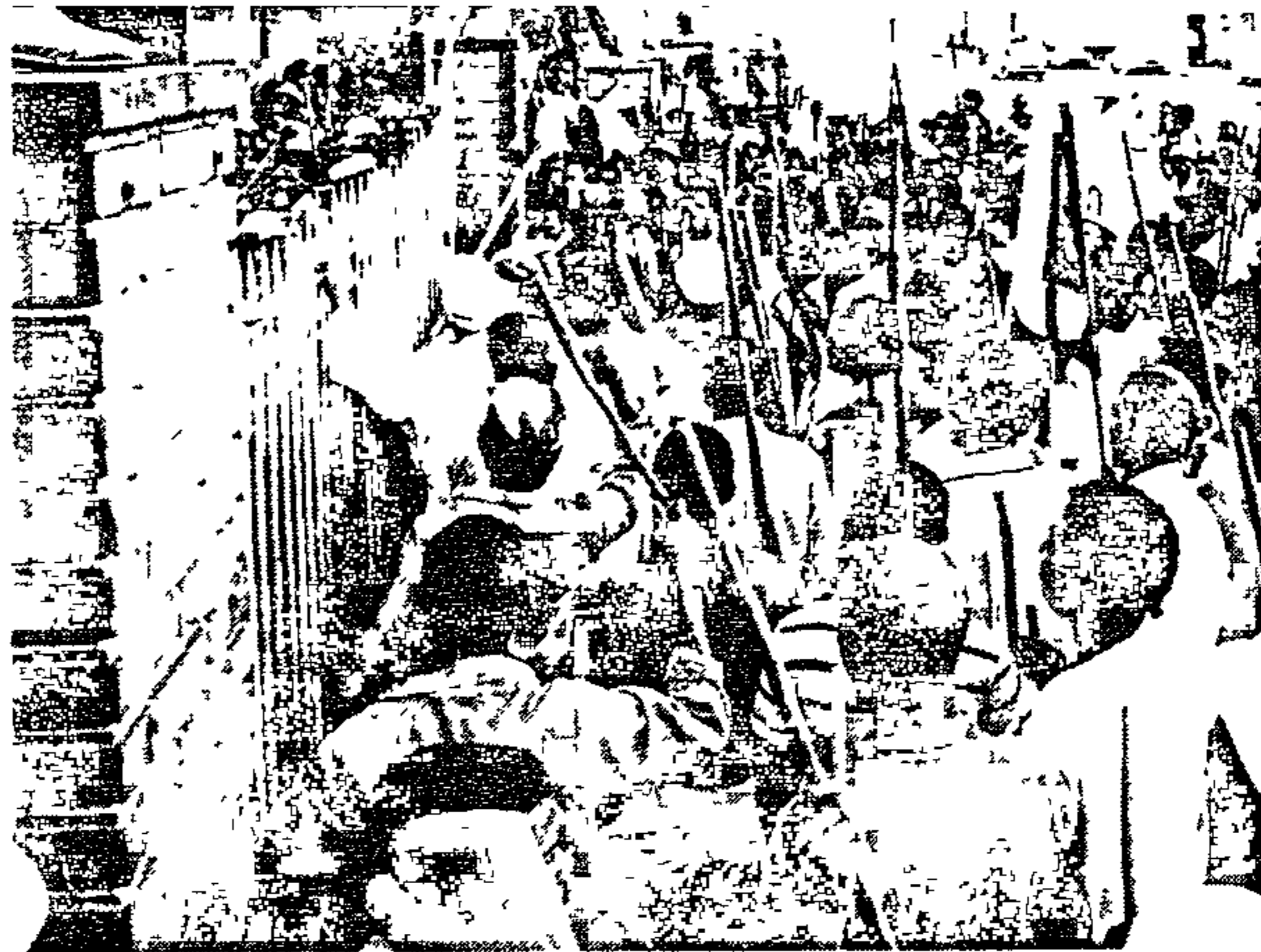
The company has replaced the strikers and has remained firm in its resolve not to reinstate them — in the face of one of the most concerted union campaigns ever seen in SA. In addition to the stayaway, it has included a consumer boycott of white-owned business in Howick and threatened sympathy strikes at BTR subsidiary Dunlop.

The dispute has also taken on an international dimension. The union has received moral support from the International Con-

federation of Free Trade Unions. Mawu has accused the company of contravening the EEC Code of Conduct and the British Trades Union Congress (TUC) appealed to the British government to intervene, but this was rejected. Labour Attaché at the British Embassy, Tony Gooch, who has had talks with Mawu and the company, says there is "no reason to think the company has contravened the letter of the EEC Code."

There have been several violent incidents involving people who have taken up new employment with BTR. In June two people, one of whom was a BTR employee, were killed when a bus entering Howick's Mpophomeni township was stoned. The homes of others have reportedly been attacked in recent weeks, and there have been a number of other police reports of unrest in the township. Meetings in Mpophomeni were banned for three weeks, and more than 100 people have been arrested and charged with intimidation, assault or disturbing the peace. Five have already been convicted and sentenced to one year in prison.

Does Mawu have any arrows left in its bow? Observers believe that the union may now attempt to extend the boycott of white-owned business from Howick to the rest of the area, including Maritzburg. And with BTR and organised commerce and industry standing firm, it seems this bitter labour dispute is far from over. ■



A crowd of sympathetic factory workers, carrying sticks and banners, marched to the nearby Durban's BB Bread bakery yesterday to express their solidarity with striking workers

Crowd gathers at bakery to support strikers

MORE than 100 people from Clover Dairies and neighbouring factories marched down Sydney Road to Durban's BB Bread bakery yesterday to express their solidarity with the striking workers.

The chanting demonstrators, including workers from Clover Dairies, carried banners and waved sticks and knobkerries as they marched and assembled in front of the main gates to the bakery

They were joined in singing and dancing by the hundreds of strikers in the bakery premises before marching back along Sydney Road to Clover Dairies

When riot police arrived in a convoy of vans, the demonstrators were in Commodore Road, almost nearing the back entrance to Clover Dairies. The police did not intervene

A trade unionist at the scene praised the police for the 'commendable manner' in which they handled the situation

'The demonstration was purely a peaceful gesture on the part of workers expressing solidarity with the bakery workers. Police intervention would have only aggravated an already explosive situation,' he added

Meanwhile more than 2 000 striking bakery workers were yesterday

given an ultimatum by the managements of the affected bakeries that if they did not return to work by Sunday they might be dismissed

The warning was given in English and Zulu in notices included in their pay packets as the strike dragged into its fourth day

Workers from seven bakeries — BB Bread Ltd, Albany Blue Ribbon, Betta Bread in Stanger, Premier Pies, Tongaat Bakery and Wareings in Pinetown — rejected employers' offers of an R11,40 a week pay rise and are demanding a R23 a week increase

They were later joined by workers from Kwa Mashu and Umlazi bakeries

In another development yesterday, strikers on the BB Bread premises — some of whom had been at the site since Sunday — were told to vacate the premises by 4 pm yesterday but after talks with the management they were allowed

to remain on the premises last night

A spokesman for the four trade unions involved in the pay dispute said the management had agreed to extend their 4 pm ultimatum until after today's meeting of the Industrial Council for the Baking Industry

The council is to make another attempt today to resolve the pay dispute which has paralysed bread deliveries since Monday

Mr Maurice Grant, vice-chairman of the Durban Master Bakers' Association, said no ultimatum was given to workers, but workers were informed while collecting their outstanding wages that they could not indefinitely continue to occupy the baking premises

In the notices the strikers at all the bakeries affected were warned that they might be dismissed if they did not return to work by Sunday

A BBC television crew filmed the strikers at the bakery and the demonstration in Sydney Road

Labour Reporter

NM 26/7/85

Bosses warn striking bakers: You'll be fired

(140A) (26/7/85)
B. Day

EMPLOYERS yesterday warned the 2 500 striking bakery workers in Durban that they could not be allowed to continue to occupy the premises indefinitely and that they could face dismissal

According to a spokesman for the four trade unions involved, strikers were given a verbal ultimatum to leave the premises of B B Bread by 4pm yesterday

In their pay packets yesterday the workers found notices that their services might be terminated if the strike continued

A spokesman for the Master Bakers' Association said "The actions of the unions have now held the people of Durban to ransom for long enough. Sooner or later workers are going to be asked to leave bakery premises to let bakeries get on with the business of making bread," he said

He reiterated that the workers had been told that the association's pay offer was final and workers were free to accept it

Meanwhile a ninth bakery, at Umlazi, joined the other strikers, making a total of more than 2 500 workers refusing to work as the strike entered its fourth day

Consumers were still battling to get bread as small independent

bakeries worked overtime to produce enough special "fancy" bread for hospitals as well as the public

The B B Bread plant workers in Sydney Road were refusing to allow Red Cross trucks into the plant to collect bread baked at the weekend for charitable distribution

Rumours of a milk workers' strike sent shoppers scrambling to supermarkets and cafes on Wednesday afternoon

However, a spokesman for Clover Dairies said emphatically "There is no strike" He said his firm had been swamped by calls from anxious shoppers

He had spoken to a senior shop steward who had confirmed there were no plans for a strike

Rumours of strikes by petrol delivery workers and petrol station attendants also proved unfounded

The bakers' association message the strikers found in their pay packets read

1 Management urgently requests workers to accept the wage offer of

R11,40 a week increase to all weekly paid workers,
 Two additional public holidays

(being 10 October and 26 December);

Hours of work for security guards to be reduced from 60 hours to 48 hours, and pay for public holidays and Sundays for security guards to be the same as for all other workers

2 Management cannot allow the strike to continue indefinitely Bread is an important basic food and the strike is affecting very many people

3 Management cannot increase the wage offer which it has made The new wage will be the highest in the baking industry in South Africa

4 Management earnestly requests workers to accept the wage offer and to return to work Management advises striking workers that if they do not return to work on their normal shifts with effect from Sunday, 28 July 1985, they may be dismissed Any worker who does not return to work on his normal shift commencing 28 July will therefore understand and accept that he could be dismissed

5 Workers are clearly reminded that they may be dismissed by management if they strike

Dismissal threat to strikers

As the Durban bread strike entered its fourth day yesterday the Master Bakers' Association (MBA) issued a warning to striking workers that they would be dismissed if they did not return to work. *1405*
Star 26/7/85

The 1 800 workers have been on strike since Monday to back a demand for an across-the-board weekly rise of R23 as against a management offer of R11,40

On Tuesday they were joined by 160 colleagues from a flour mill at one of the affected bakeries, BB Bread

The MBA said in a statement that workers had been told when paid money due to them that they could not indefinitely occupy bakery premises

Employers had pointed out to the workers that their "services might be terminated if the strike continued", the statement said

'K Team' emulates A Team — with ditties

By Sheryl Raine

140A

Move over Murdock Back off
BA. South Africa has discovered
the "K team" *Star 20/7/85*

While the "A Team" ensures
entertainment for television
viewers every Friday evening,
the K Team provides action and
entertainment of a different va-
riety.

The "K Team" is an affection-
ate nickname for the music sen-
sation of the labour movement.

Originally formed in early
1983 by Mr Agrippa Xaba and
his three brothers, this 11-mem-
ber choir consists of former em-
ployees of Kelloggs

If you're looking for the K
Team, try the kwaThema hos-
tels in Springs. That's where the

choir composes songs which re-
flect the times in South Africa

Like the A Team, the K Team
is on the side of the exploited It
fights injustice — not with
weapons, but with words, music
and dancing

The A Team belongs to the
back streets of Los Angeles The
K Team belongs to the Federa-
tion of South African Trade

Unions (Fosatu) The choir sings
about matters like the detention
of Fosatu president Mr Chris
Dlamini, the mass dismissal of
workers from Sasol and the
deaths of trade union leaders.

A Team colleagues would
have difficulty understanding
their songs because they're writ-
ten in Zulu

Durban bakers plan

BAKERS plan to thwart the strike which has left Durban without "regulation" bread for a week.

They will bake their loaves today for collection by consumers.

The wage strike this week was one of the most widespread and highly visible legal strikes seen in South Africa

It totally cut off the supply of "regulation" bread to Durban

Demand

More than 2 000 workers at eight different bakeries and a flour mill in Durban are demanding an increase of R23 a week.

Employers say they can offer no more than an R11,40 increase

By late yesterday it

S. Times
28/7/85 (140A)
to thwart the strikers

By SHAUN HARRIS and
MICHAEL JOHNSON

seemed that at least one bakery in Durban, the B B Bread plant near the city centre, would be making bread today despite the strike

Mr Maurice Grant, vice-chairman of the Master Bakers' Association, said. "I have all my monthly paid staff here and we will start making bread if our workers don't return today"

The workers were asked to return to work today, but a union spokesman said it was

unlikely that they would

Mr Grant said. "If the men don't return, one of our options would be to start hiring new staff, although we certainly won't fire our men if they are not here for the first shift."

A spokesman for the strike committee set up by four unions said workers were "strong in their resolve" not to return to work until their wage demands were met

"We have been blamed for causing this strike, but it is the low wages and the attitudes of employers that has caused it"

THE STATE OF EMERGENCY

THE BACKGROUND

LAST year South Africa entered a new political era — a state governed by consensus and reform. Last week South Africa entered another era — a state of emergency.

While President Botha thought he was merely lighting the flame of reform, other stronger flames began to blaze in the townships.

What went wrong between the day Mr Botha opened the brave new tricameral Parliament last September and the day last week when he announced the state of emergency in 26 areas?

Government spokesmen have a simple explanation. They say that, throughout history, unrest has tended to accompany reform. For example, black rioting in the United States accompanied the granting of civil rights to blacks.

They say that, in South Africa, the violence has to be curbed so that the reform process can continue. Hence the state of emergency to crack down on violence.

That may sound plausible enough but, like most simple explanations, it is not the whole truth and nothing but the truth.

What has also happened is that many chickens which have been long in hatching came home to roost.

For example, blacks were left out of the constitution. They were left out of the 1910 Union constitution. They were left out of the 1984 reform constitution. So they rioted.

For years, blacks have been herded into ghettos with inferior housing and facilities. So they rioted.

For generations, black family life has been disrupted by the migrant labour system. So black children lack family discipline and they riot.

For years, blacks have had inferior education and the lowest qualifications. When the economy took a dive, their jobs were the most vulnerable.

Years of job reservation retarded their training. Job reservation has been largely scrapped but the damage was done. Blacks have fewer job prospects. So they might as well riot.

These are the root causes of the unrest and the need for a state of emergency. Most can be blamed on the Government and, especially, the Nationalist Government since 1948.

The unrest or insurrection has fed on these root causes. But mass unrest is not only spontaneous — it must also be organised.

Since 1983, South Africa has seen the growth of mass organisations under the umbrella of the United Democratic Front and, to a lesser extent, the National Forum, including Azapo.

Previously, black political action against the "system" was underground. Movements such as the African National Congress, the Pan Africanist Congress and the Black People's Convention were banned.

But the new mass movements were not banned — so they could organise openly.

One reason they were not banned is that the Government believed it could play one off against the other. It could divide and rule. This strategy succeeded to some extent when conflict occurred between the UDF and Azapo. But this has been slight compared with attacks against the "system"

The other reason they were not banned was Government sensitivity to world opinion. But world opinion has turned against South Africa anyway. As a direct result of the state of emergency, France has withdrawn its ambassador and banned new investment in South Africa. The US has withdrawn its ambassador and is on the verge of sanctions. Canada has imposed sanctions. More could follow

as the United Nations takes up the issue of voluntary sanctions

Pretoria's relatively soft stand on the UDF and Azapo has not worked for the Government

So, only one course remained for the Government. A return to the old jackboot. A return to "kragdadigheid" Force had to be used to fight force. The state of emergency has created the legal and psychological framework for the crackdown

But, so far, the jackboot has had a little more polish under the verligte Mr Botha than it had when the first state of emergency was declared under Dr Verwoerd after Sharpeville in 1960

With the help of television, the Government scored a propaganda coup when it announced the measures

The day the state of emergency was announced, two events occurred which played into the Government's hands and made the state of emergency seem reasonable and even desirable

Rosaline Maki Skosana, a 24-year-old mother, was burnt alive by an angry mob at a funeral in Duduza. She was suspected of being a police spy although, according to the latest Press reports, she had known about these rumours and had denied them. Her death agonies were seen on television by millions in South Africa and overseas.

The second event was the funeral in Cradock of four UDF men who were murdered in mysterious circumstances. Prominent among the flags at the funeral were those of the Soviet Union, the banned ANC and a banner of the SA Communist Party. The hammer-and-sickle Soviet flag featured prominently on SABC-TV

Many South Africans who may have regretted the state of emergency, were persuaded by these two events that the step was necessary

SALDRU
SCHOOL OF ECONOMICS
U.T.
28/7/85

The Government has also tried a more urbane approach than in the past. Names of hundreds of detainees under the emergency law have been released. The Commissioner of Police, General Johan Coetzee said he intended to ensure a free flow of information

But Major General Bert Wandrag, the SAP's chief of counter insurgency, showed the old spirit of Mr Jimmy (It leaves me cold) Kruger was still alive and well in the force

Announcing that details of unrest would be given by region and not by town, he said that the provision of a detailed breakdown gave the impression that "the whole world is on fire instead of just the usual Sunday sports"

People are asking why it was necessary for Mr Botha to declare a state of emergency in terms of the Public Safety Act of 1953 when the Government has so many permanent security laws

Under the Internal Security Act police can detain people indefinitely and ban meetings and organisations. Under the Defence Act and Police Act it can curb Press reporting on any army or police actions

Legally the security forces could have cracked down much as they did without an official state of emergency. The emergency law gives the power of arrest to the army but, in practice, the police do the arresting

The answer is that the state of emergency creates an atmosphere in which no security action will come as a surprise. It might have been calculated to "sell" to the world the idea that strong security measures were necessary

So far this seems to be failing, as the French disconnection has shown

Informed comment both inside South Africa and from overseas, including the US, is that the state of emergency is the logical result of the Government's own policies

Inside South Africa, violence has continued even though hundreds have been arrested □



Emergency: unionists may be affected

While there was no evidence that the declaration of the state of emergency was specifically directed at trade union activity, there seemed to be room for security force action against trade unions in affected magisterial areas, a legal expert said

A prominent Johannesburg labour lawyer, Mr Clive Thompson, said under the Public Security Act, union activity *per se* was immune to security force action during a state of emergency

But the proclamation issued by the State President empowered members of the force to disperse a meeting if they were satisfied that such a meeting would endanger public safety or the maintenance of public order

Force could be used against people disobeying an order to disperse.

Under the proclamation, unionists may be held if they are considered a threat to public order and safety

Mr Thompson said union offices could be raided and searched if the commission of an offence was suspected.

SEAL OFF

Another potential problem for unionists was that the Commissioner of Police, or anyone acting on his authority, could seal off part of an affected area and prevent people from entering it if he deemed such action in the interests of public order or safety.

Such people could include union officials on day to day union work

Mr Thompson said union/community struggles such as at Empophomeni, Natal, were not protected from security force action in times of a state of emergency as they were not covered by the Labour Relations Act

But industrial action like strikes and work stoppages should not be affected by the state of emergency

His view was supported by a spokesman for a major food processing chain, who warned against confusing township unrest with labour unrest

Premier Food Industries' Mr Rob Childs said "Urban unrest should not be confused with genuine labour unrest. Strikes and work stoppages are acceptable as extreme facets of all industrial relations systems."

SAP chief spells out new curbs on funerals

Daily News Correspondent

PRETORIA. Curbs on funerals in "emergency" areas were spelled out in yesterday's Government Gazette by the Commissioner of Police, General Johan Coetzee.

The notice, issued by the Ministry of Law and Order in the name of General Coetzee, said certain restrictions were placed on "funeral ceremonies, including any memorial service, commemorative service, funeral procession or burial, of any person who has apparently died of unnatural causes," in the 36 magisterial districts in which a state of emergency has been declared

The restrictions are

- No memorial or commemorative service shall be held out of doors
- Only an ordained minister of a religious denomination or organisation may act as speaker during any proceedings providing "that he will not in any manner defend, attack, critic-

ise, propagate or discuss any form of government, any principle or policy of a government of a state, any boycott action, the existence of a state of emergency or any action by a force or a member of a force"

- People attending the funeral shall only travel by vehicle from the memorial or commemorative service to the burial site and along a route determined by a Divisional Commissioner of the SAP

- No flags, banners, placards, pamphlets or posters can be displayed or distributed at or during the funeral ceremony

- No public address system may be used and
- A ceremony may not be held for more than one deceased

The notice said Divisional Commissioner of police could grant exemptions to all or any of these curbs on receiving written applications

away from work if conditions in townships demand such action

One labour lawyer says it is possible that stayaways after a lawful strike related to industrial demands will be regarded as legal

Violence

Union-led stayaways in support of lawful strike action could, however, be interpreted as being illegal

The Commissioner of Police has the power to limit access to certain industrial areas to employees

A lawyer says "If such restrictions barred trade union officials, normal industrial relations practices could be disrupted"

Labour consultant Gavin Brown agrees that strikes following procedures laid out in the Labour Relations Act will be considered legal

"Violence after strikes in emergency zones could be interpreted in the same way as unrest in townships

By Amnt Manga
INDUSTRIAL relations are likely to come under pressure because of the state of emergency.

But labour lawyers and consultants say the legality of strikes is not likely to be challenged in terms of the emergency

A labour lawyer says: "The emergency does not affect the Labour Relations Act."

Boycotts

Johan Piron, of the University of South Africa's School of Business Leadership, says: "Industrial relations instruments should be used to further strengthen stability.

"Employers should not transplant the state of emergency into factories even though community-based frustration could spill over into the work place"

That industrial action is

Strikes still
legal despite
emergency

unlikely to be confined to the factory floor is almost certain. Trade unions have tested their capacity to hurt the economy with stayaways and consumer boycotts

The emergency would have implications for unions if industrial action were extended to townships where the regulations apply

But Daan Ehlers, president of the Industrial Court, says that the merits of each case will have to be examined

Trade unions have warned they will not hesitate to stay

"Trade unions should impress on their members the need for disciplined industrial action"

Professor Piron warns that the emergency should not be seen by employers as an opportunity for union bashing.

"Because industrial relations are likely to come under severe strain, both employers and trade unions have a joint responsibility to preserve the negotiating spirit."

Economy in a mess, says paper

The Star Bureau
LONDON — South Africa's economy was in a mess and the widespread disturbances there would have profound implications for Britain, *The Sunday Times* said yesterday

In a full page business survey, the *Sunday Times* painted a gloomy picture of South Africa sliding deeper into recession and wrestling with growing unemployment, increasing emigration and vast sums of "funk" money leaving the country

It noted that 250 000 British jobs depended on South Africa

The *Sunday Times* said South African attempts to counter the plummeting gold price and the strong dollar last August, by raising interest rates three percent to an unprecedented 25 percent and imposing "savage" hire purchase restrictions, did not work

The fall of the rand did not stop, it lost 47 percent in a year And South African companies misread the foreign exchange markets when buying dollars forward and lost another R5,2 billion

Inflation is now 17 percent Unemployment is up 65 percent in a year, with about three million blacks unemployed

CRUCIALLY

The *Sunday Times* said 'More crucially, the black National Union of Mineworkers is set to strike over pay in 27 gold mines and collieries

"This would cripple the minerals sector, the one bright spark in the economy"

Port Elizabeth, once the Detroit of South Africa, is now derisively called "the ghost on the coast"

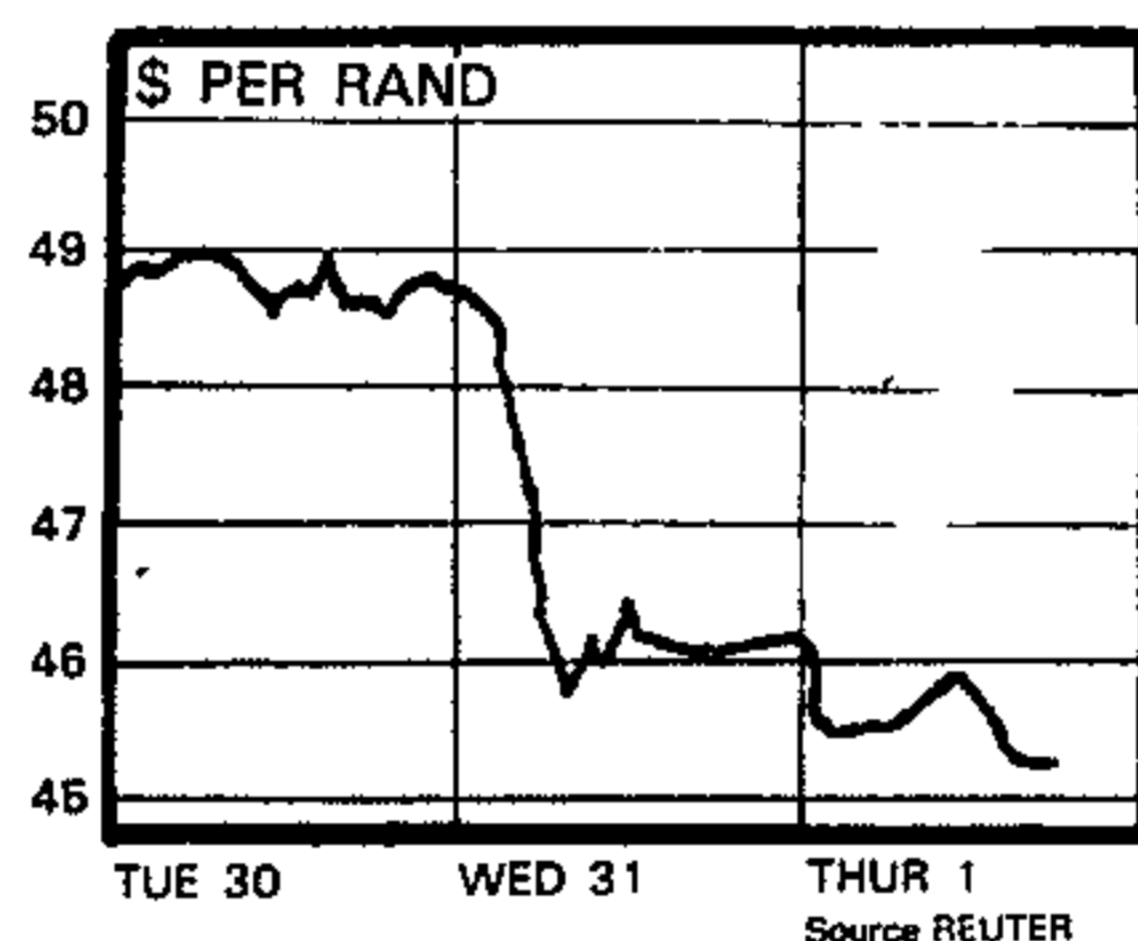
Only three of the country's 10 carmakers expect to make a profit this year Sales figures for June are 52 percent down on June 1984

The housing market has crashed Houses in Johannesburg's elegant suburbs which were selling at R350 000 a year ago are now marked R190 000 and "very negotiable"

Last week, after the announcement of the state of emergency, prices simply nosedived with falls of up to 50 percent at the top end and 20 percent on homes below R120 000

The outflow of funk money was accelerating In the first quarter of 1985 Reserve Bank figures show that nearly R2,9 billion left the country for "safer" destinations, the same figure as for the whole of 1984

Rand slips back again



Black week on markets

FINANCIAL markets were shaken this week by the state of emergency, the spate of arrests in its wake and France's hostility.

Sharp deteriorations were registered in the stock market, the money and capital markets, foreign-currency markets and property

But business spokesmen warned against panic, saying that those who sold property and shares after Sharpeville in 1960 and Soweto in 1976 lost heavily

Joop de Loor, outgoing Director-General, Finance, said yesterday "Markets always over-react. Confidence will return once the dust has settled."

Golds pounded

Gold shares on the Johannesburg Stock Exchange took a particular pounding, the

JSE Actuaries golds index falling 13% by Thursday before a small bounce on Friday left them 11% down on the week. Marginal shares fell by more than 20%

The slump in golds was caused by heavy selling from America Since October last year, they have bought more than R100-million of gold shares a month

Americans turned sellers not only because of negative US media coverage of political events in South Africa but because their investments have performed disappointingly The dollar price of gold has not yet benefited from the slide in the dollar against other currencies

By David Carte

Partly because of gold share selling but also because South African importers panicked on Thursday, buying as many dollars as they could, the rand fell 6% on the week. On Friday it dropped to \$0,47, about five US cents above its all-time low, before recovering to \$0,48

The Reserve Bank intervened to support the rand on Thursday and Friday It also acted to prevent rates jumping in the money market

Chris Stals, Deputy Governor of the Reserve Bank, said. "It was a bit hectic up to 11 am on Friday. But after that, things stabilised I think it was a short-term reaction

and did not reflect the economic fundamentals"

Dr Stals said import and export figures indicated an even bigger current account surplus than was expected a month ago

But there had been an outflow on the capital account. This partly reflected selling of gold shares. In addition "the leads and lags" had turned negative, exporters repatriating proceeds more slowly, and importers settling as quickly as possible in case of a rand slide.

Regret

Industrial shares were also appreciably weaker, the JSE Actuaries index slumping 5% on the week. Industrials are still within 10% of their all-time highs

WCA

Business gets blunt with PW

Botha pledge on state of emergency

Business Day 2/8/85

IN A top-level summit in Pretoria, President P W Botha has reassured business leaders that government remains committed to reform and that he will lift the regional state of emergency as soon as possible.

At the same time, the business leaders urged the President to start high-profile talks with effective black leaders



● Botha

The exchange between Botha and an Assocom/FCI delegation took place in an intensive and apparently constructive two-hour session at the Union Buildings yesterday.

Botha's assurance comes in the face of a deepening diplomatic crisis with the announcement that 11 European ambassadors will be temporarily withdrawn to brief their governments prior to a meeting next month on the question of South Africa.

France has already pulled its ambassador out. And Herman Nickel of the United States remains in Washington, where President Reagan may sign a disinvestment bill any day now

Yesterday's meeting follows the imposition of the state of emergency 12 days ago

The nine-man delegation was led by Assocom president Michael Weir and FCI president John Wilson. Also present were five cabinet members. Law and Order Minister Louis le Grange, Defence Minister Magnus Malan, Manpower Minister Pietie Du Plessis, Trade and Industry Minister Dawie de Villiers and Minister in the President's Office Eli Louw Deputy Defence and Law and Order Minister Adriaan Vlok also sat in.

It is understood the business message was fairly blunt: government cannot hide behind the state of emergency indefinitely; it must get on with real reform. One description given to *Business Day* of that message was, the country and the international community need a visible demonstration that the reform baby has not been thrown out with the emergency bathwater

Botha was apparently also warned the

PAUL BELL
Political Correspondent

patience of business was not inexhaustible, there were indications the external disinvestment threat was not the only one and there was already a discernible internal disinvestment trend.

Botha is said to have listened positively as the delegation told him that, in many ways, all that stood between government and an even greater possible disaster was the business community

The delegation indicated there were areas in which business had a freer hand in promoting a climate of negotiation than government

It is understood they urged Botha to pursue reform on a participatory basis rather than to try to rush it by imposing it from the top.

A participatory process might mean SA would have to tolerate a less tidy and even delayed package, but this reform was preferable to that of imposition and its concomitant risk of rejection

One comment on the meeting was that the state of emergency — and the growing diplomatic crisis — seemed to have concentrated the government's mind wonderfully

The statement issued by Assocom/FCI said the delegation emphasised that, though law and order had to be restored in the short term, the reform process must be strengthened

"Government accepted this in principle, but emphasised the practical difficulties involved. Apart from the political aspects of the present situation, it was emphasised that basic economic and social problems exist at local community level. It was agreed this was a sphere where government and business could co-operate usefully to tackle the issues involved"

Botha issued a statement later saying he had conducted open discussions with the organisations

"The views of the government were discussed in great detail with the delegation. The frankness of the delegation towards the government was much appreciated

"We have agreed that the government, Assocom and the FCI must work together to maintain stability"

Mineral Exports (cont.)

And a former French foreign minister has warned of the dangers of the EEC becoming identified with the white minority in SA. He has also stated that to put the problems of Africa under the East-West conflict would be totally incorrect

Despite its growing trade with ACP countries, the EEC is not at this stage prepared to break its SA ties. Nevertheless, the future development and importance of the ACPs could soon become a threat for SA exports

It would be wrong for SA to assume that its current relationship with the EEC will last forever

WEST GERMANY

GERMANY: KOHL'S VETO *FM 2/8/85*

Germany, SA's biggest foreign goods supplier last year, will not impose sanctions against Pretoria. German Chancellor Helmut Kohl recently referred to an EEC resolution of July 22, in which SA was condemned for its apartheid policies and Pretoria urged to lift the Emergency and release those detained under its provisions. Matters are unlikely to go beyond such token warnings.

Like Britain, Germany will not follow the French government's decision to withdraw its ambassador to SA and freeze investments aimed at forcing SA to change its policies. Kohl expressed doubts whether sanctions could actually change the situation, and said political influence was the best way to persuade the white-

supplier, followed by the US, Japan and the UK. Nearly 16% of all South African imported goods came from the Federal Republic. German exports to SA last year totalled R3 435,8m — reflecting a growth in trade over 1983 of 53,2% in rand terms, or 33,5% measured in D-marks.

Direct German investment in SA also plays an important part. Whereas the Federal Republic had invested a total of DM29,8m in SA in 1979, by 1984 this had risen DM171,2m.

Though only 1% of all German exports are delivered to SA, it is estimated that a total halt to German export and investment here would result in about 130 000 German jobs being lost.



Chancellor Kohl (right) ... disinvestment would cost German jobs

ruled state to reform.

However, Kohl's position is none too comfortable. Opposition to his moderate line towards SA has become stronger. It is not only the leader of the opposition Social Democrats' (SDP) Joachim Vogel who now insists on sanctions against SA. Even members of Kohl's coalition government, and his youth wing, are starting to call for tougher action.

But Kohl has good reason not to impose sanctions against SA. Economically, Germany is very much involved in SA — with some 400 companies employing over 47 000 people here.

In 1984 Germany became SA's biggest

German business expectations for 1985, however, appear to be less sanguine than last year. The growth rate of German exports to SA is now expected to be much smaller than in 1984, possibly growing by little more than 10% (in D-marks), cautions the German-SA Chamber of Commerce. Factors such as high SA interest rates and prohibitive SA import prices, given the weak rand, are starting to bite into trade volumes. And direct German investment may well suffer because of political unrest and troubled perceptions about the long-term stability of SA. That is a worldwide consequence of the unrest.

Bill proposes that US Krugerrand imports be ended, loans and computer sales to the SA government also to be ended. Proposes that a US devised labour code based on the Sullivan principles to be enforced in foreign countries. Pretoria will have 12 months to shape up or face real sanctions including an embargo on its coal and uranium.

Unrest is no threat to Government — report

By Ramsay Milne, The Star Bureau

Star
29/7/84

NEW YORK — In a surprisingly strong and positive report which is expected to persuade the Reagan Administration to maintain its present relationship with South Africa, a State Department study has concluded that the present unrest in South Africa poses no threat to the South African Government or to its racial policies.

The report, strongly at variance with newspaper and television commentaries which have largely presented a picture of a South Africa in a state of revolution and with "white supremacy" facing almost imminent downfall, predicts that the present disorders will subside.

It quotes a senior US official as saying "Sharpeville blew over, Soweto blew over and, even though this is worse, there's nowhere it can really go."

Administration officials say that the study, which is based on intelligence, reports that most South African protesters are teenagers who are controlled by the African National Congress (ANC).

The report notes that, even though the disorders appear to have wide backing among blacks, the protesters have neither arms nor access to arms.

"There is no sense this could get out of hand in a lie-threatening way for the Government," said an official. "It could have adverse short-term economic effects — boycotts and no-shows for work. But it will not stop foreign investments. People who want to invest always find a way to do it."

Another senior White House official, commenting on the report, said that the situation in South Africa "is not a revolutionary or a pre-revolutionary situation but we are looking to Pretoria to show restraint and lift the state of emergency."

While concerned about what the South African Government might do next, Washington officials expressed even greater concern about what they called an "overreaction" in the US that might put South Africa further beyond the reach of American influence.

This was a reference to the growing public criticism of the clamp-down under the state of emergency, influenced by the massive daily newspaper and television coverage being given to the disorder in South Africa.

The report sees the disorders as part of a cycle of violence, pressure for change and power-sharing, and police repression, with the cycle getting a little worse each time.

They expect the failure to make progress towards power-sharing with blacks to lead to an eventual explosion — but they do not believe that time is near.

But the report, while moderate in tone and generally sympathetic to South Africa, is nonetheless critical in one important aspect. It points out that the South African Government is now arresting what exists of a "moderate leadership group" as

well as the teenagers who make up the bulk of the demonstrators, and describes this as a "mistake."

The report, which has not yet been officially released, may have a considerable bearing on moves by Senator Richard Lugar, chairman of the Senate foreign relations committee, and other legislators who are pressing for a final congressional vote on US sanctions against South Africa before Congress adjourns for a six-week summer break next week.

If President Reagan is influenced by the report and influences others to take note of its contents, he is even more unlikely to agree to a sanctions Bill at this time.

Sharp words from US but it won't pull out yet

Sanctions
from
28/7/84

Ramsay Milne

NEW YORK — The Reagan Administration has bluntly demanded an end to South Africa's week-old State of Emergency, but it will not impose economic sanctions even if the South African Government continues the crackdown on township violence.

A carefully worded White House statement contained some of the sharpest language yet directed at South Africa. But it appeared to be intended primarily as a defence of the policy of "constructive engagement" which is facing increasing criticism throughout the US.

"We believe we can provide a voice of reason and influence on the South African Government and that's why we think it's important that we maintain our contacts," White House spokesman Mr Larry Speakes said.

Nevertheless, there is growing pressure for some sort of sanctions to put at least a little muscle behind the Reagan Administration's efforts at friendly persuasion.

A Congress committee is scheduled to begin work next week to reconcile differing sanctions Bills that were passed overwhelmingly earlier this year.

The State of Emergency is considered an increasing embarrassment to the Reagan Administration which, earlier, had pointed to a list of social re-

forms instituted in South Africa.

US spokesmen had not previously called explicitly for an end to the State of Emergency, although they had criticised its results. But, when asked if the statement were intended to be a threat to end the policy of constructive engagement, Mr Speakes said emphatically it was not.

Senate Foreign Relations Committee chairman Mr Richard Lugar predicted that the

Administration would reverse its policy and impose sanctions of some kind during the five-week recess beginning on Thursday.

Among the options under review is a high-level US-South Africa meeting to be held in Europe. US Secretary of State George Shultz, who is believed to be the prime mover for such a meeting, said "If you want to express a point of view in a direct way, you have to do it directly."

PRESS STATEMENTS



PRESS STATEMENT

At a meeting held on Saturday 3 August 1985 the following unions –
Cape Town Municipal Workers Union (CTMWA)
Commercial Catering and Allied Workers Union (CCAWUSA)
Food and Canning Workers Union (FCWU)
Federation of South African Trade Unions (FOSATU)
General Workers Union (GWU)
National Union of Mineworkers (NUM)

discussed the present emergency and what action should be taken. It was decided to initiate and coordinate national action to protest against the present situation and the state of emergency.

The meeting expressed its total abhorrence of the apartheid state which is the cause of the present crisis. The meeting condemned the repressive measures being used to suppress political opposition to the apartheid state.

The planned national action will be to:-

- * protest against the denial and repression of political rights
- * demand the lifting of the emergency
- * demand the withdrawal of the South African Defence Force (SADF) and the police from the townships
- * demand the release of all detainees

CTMWA, CCAWUSA, FCWU, FOSATU, GWU, NUM

3.8.85

New move in bakery pay strike

SJW 29/7/65
The International Union of Food Workers (IUF) has intervened in the Durban bread strike urging management to modify its pay offer and to settle the wage dispute in good faith

In a statement issued in Durban today, one of the four unions involved in the strike, the Sweet Food and Allied Workers Union (SFAWU), said that the IUF was intervening on behalf of the SFAWU and another union, the Food and Beverage Workers Union. The IUF is reported to have 2,2 million members in 66 countries worldwide.

About 2 000 striking bakery workers met in Durban at the weekend and reaffirmed their decision to continue striking at the city's major bakeries in support of wage demands.

Workers are demanding an across-the-board weekly rise of R23, bringing wages to R105,50 a week, compared with management's offer of R11,40, bringing wages to R93,90 a week.

On Friday one of the bakeries involved in the strike, BB Bread applied to the Supreme Court for a court order to evict about 1 000 striking workers from the company's premises.

The SFAWU, which represents the majority of BB workers, contested the application. The hearing was postponed and continues today.

Pmb faces stores boycott

30/7/85

CLAIRE PICKARD-CAMBRIDGE

A THREATENED consumer boycott of white shops in Maritzburg is hanging in the balance as the Metal and Allied Workers' Union (Mawu) await responses from BTR Sarmcol and the Chambers of Commerce and Industry

The threatened boycott is intended to get businessman to persuade Howick-based BTR Sarmcol to meet with the Metal and Allied Workers Union (Mawu), who are demanding the reinstatement of 975 workers fired by the company last month

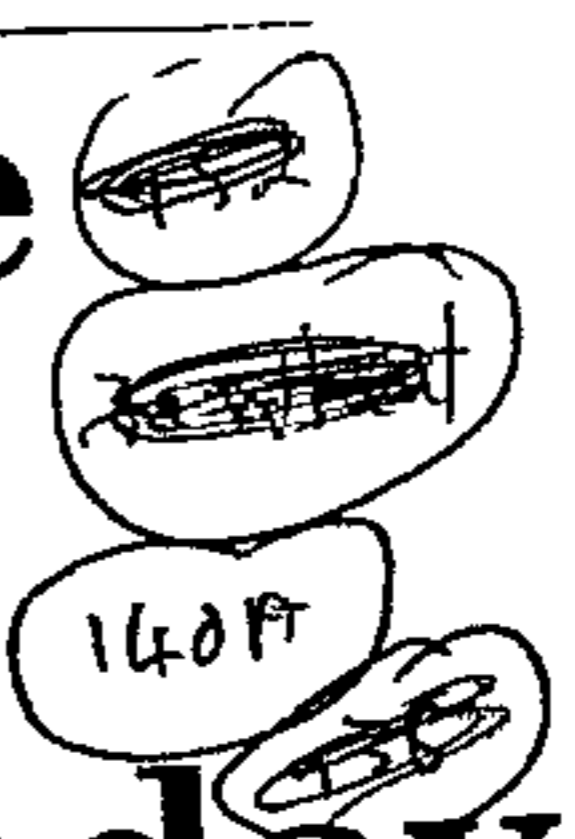
A Mawu spokesman said yesterday that if the boycott was launched it would be the joint decision of community and labour organisations in the area

Maritzburg was hit by a work stay-away two weeks ago which closed most industries in the area. The stay-away was also launched to pressure BTR Sarmcol into reinstating workers who went on strike over union recognition

Dr Keith Wimble, president of the Maritzburg Chamber of Commerce, said they had decided to meet both Mawu and BTR Sarmcol in an attempt to get the two parties together

He said the chamber did not see stay-aways or consumer boycotts as productive measures because they could force employers to consider further retrenchments. He also said he believed that such a move would alienate sympathy for their cause

Bakery strike likely to take a new turn today



Labour Reporter

THE Durban bakery workers' strike, now in its second week, is likely to take a new turn today as the strikers meet to consider their next step in their battle for 'a living wage'

A spokesman for the four trade unions spearheading the workers' demand for an across-the-board pay rise of R23 a week, yesterday declined to divulge any further information except to say that a statement would be issued after the meeting

Bread deliveries in Durban, Pinetown, Tongaat and Stanger, were still disrupted yesterday but at BB Bread bakery, which has resumed limited production by non-union staff, private vans and other vehicles continued to pick up their quota of bread

City Police cordoned off a lane in front of the bakery in Sydney-Road to allow easy access into the premises

Mr Maurice Grant, managing director of BB Bread Ltd, and vice-

chairman of the Durban Master Bakers' Association, said although the strike continued yesterday there was 'some easing' of the situation as non-union staff at BB Bread bakery were producing bread

'Threats of violence to staff and threats of destruction of equipment had been received and brought to the attention of various management personnel

Doubt

'It is most contradictory to be advised of these threats because through the daily Press we read that the leaders of the strike are urging us to resume negotiations,' he said

'This makes us doubt whether they are serious about negotiation, which process they themselves ended,' he said, adding that the view of the employers was that management-union negotiations had never been closed

The employers' final offer remained on the table and the workers were

free to accept it at any time, he said

However, Miss Renee Roux, a spokesman for the Sweet, Food and Allied Workers' Union — one of the four unions involved — rejected as 'utter nonsense' claims by the employers that the union leaders themselves had ended the negotiation process

She pointed out that at the midst of talks during the crucial Industrial Council meeting on Friday, the employers' party, totally out of the blue, served papers on union leaders of their intention to seek a court order to evict the strikers from the bakery premises

'Clearly by their attitude they were not interested in seeking a solution to the wage dispute through negotiation,' she added

NM 31/7/85

3/17/85 (140A) B. Day

Employers see strike easing

THE Durban bakery strike — now in its second week — eased yesterday as non-union staff at the city's biggest producer made bread the Durban Master Bakers' Association said

It added that there were indications some other bakeries in the area would soon be following suit

Threats of violence to staff and destruction of equipment had been brought to the attention of management, the association said

"It is most contradictory to be advised of these threats because, through the daily Press, we read that the leaders of the strike are urging us to resume negotiations"

"This makes us doubt whether they

are serious about negotiation, which process they themselves ended"

The statement said the view of the employers was that management-union negotiations had never been closed

The employers' final offer remained on the table

"The strike cannot continue indefinitely and it is not benefiting workers, employers or consumers Nor will it do so in the future and the sooner this is understood by the workers, the better"

A spokesman for the Master Bakers' Association said that it appeared union leaders had still not stressed the finality of the offer

It had been arrived at after lengthy

negotiations with the workers' representatives It had been extensively revised and all possible ways of improving it had been exhausted

"The unions, and not the employers, withdrew from negotiations," he said, "and they rejected mediation as a way of solving the dispute"

"The industry sees responsibility as the provision of bread to consumers and this is why some bakeries are doing all they can to produce even though they are unable to deliver

"We are aware that bread is a staple for many people and regard it as essential to provide as much as we can The strike cannot continue indefinitely," he said

Last 200 strikers go back

31/7/87
THE last 200 strikers at Siemens' cable factory in Rosslyn, Pretoria, returned to work yesterday with the Metal and Allied Workers' Union (Mawu) warning it would keep on demanding shopfloor bargaining facilities

The strike by 1 250 began two weeks ago with workers wanting plant-level bargaining and rejecting industrial council increases implemented on July 1

The company said it could not discuss formal plant-level bargaining until efforts to restructure col-

CLAIRE PICKARD-CAMBRIDGE

lective bargaining in the metal industry had been resolved at industrial council level Mawu has condemned this, saying it would cause further delays Mawu also said it had lost confidence in the employer body, the Steel and Engineering Industries Federation of South Africa, and was not sure possible restructuring would be adequate

Mawu accused Siemens of re-

employing workers selectively because 40 workers, who had been suspended to await mediation on charges of intimidation and violence, were "mostly shop stewards and active union members"

Joint MD of Siemens, Johan Trotskie, denied this yesterday, saying he was only aware of two shop stewards among the 40 He said mediation would take place on Monday because the plan to have a joint adjudicating committee had fallen away

THE demand for shop-floor bargaining by striking members of the Metal and Allied Workers Union at Siemens highlighted the controversy over the level at which negotiation should take place

At one extreme are those advocating collective bargaining at the centralised or industrial council level, with no union facilities for those outside the council. At the other are those claiming the industrial council system is so inadequate it is in danger of collapsing and that bargaining should take place only at plant or company level.

However, many unions and managements believe it profitable to "dance at both weddings" arguing that a dual system provides the flexibility needed to maintain industrial peace

Industrial councils were established by the Industrial Conciliation Act of 1924, passed in the stormy aftermath of 1922 labour unrest

The councils are a negotiating forum created by registered unions and employer organisations in a specific industry, occupation or trade

It was only after the Act's amendment in 1979 — allowing blacks to form or join registered trade unions — that their unions could apply for industrial council membership. Prior to that official negotiations took place through management-initiated liaison and works committees

However, the decision by a party to participate in centralised or local bargaining depends on where their power is most effective and the specific circumstances of their industry

Thus distinctions need to be drawn about industrial councils. For instance, the prime motive of the General Workers Union in applying for registration is to consider an industrial council for the stevedoring industry.

The stevedoring industry is a small one and most of the stevedores are members of the union. In the case of the stevedoring industry, the union feels they would be meeting employers with strength and not bargaining alongside a great number of other unions as occurs in the metal industry.

The situation on the metal and engineering industry's industrial council is particularly tense at present. This is because there is a united employer body, the Steel and Engineering Industries Federation of South Africa (Seifsa), facing unions who battle to reach agreement among themselves owing to widely differing memberships and needs

Last year both the SA Boilermakers Society and Mawu rejected the agreement signed by the other unions on the council, and a long impasse existed this year with Mawu finally remaining outside the agreement

The unions — particularly the four International Metalworkers Federation (IMF) unions, which include Mawu — are fighting for additional

Unions seek solution to striking a balance

There is controversy over whether unions should press for shop-floor bargaining or adhere to the collective principle. A dual system may have merits

CLAIRE PICKARD-CAMBRIDGE

plant-level facilities with some employers where they are well represented. They have warned that union members will consider strike action at companies which are approached about plant-level bargaining and reject this

However, Seifsa has advised employer members to avoid plant-level bargaining. Seifsa argues that similar issues cannot be bargained effectively on two levels and that shop floor bargaining will lead to a highly disorderly situation in their industry

Many managements believe centralised bargaining protects a company from "leapfrogging," when unions use one company's settlement as a base at the next

However, the IMF unions and Mawu are so dissatisfied with bargaining arrangements on their industrial council that they are threatening to abandon the council if their proposals for restructuring it are rejected. They believe the balance of power in the industrial council protects larger employers who can hide behind minimum rates suiting smaller companies

Seifsa, in turn, is prepared to discuss collective bargaining arrangements with members, but is waiting for the IMF proposals

Today most black unions — who initially rejected industrial councils as a symbol of apartheid and a body always favouring employers — are rethinking their stand

The Federation of South African Trade Unions (Fosatu) reversed its initial rejection of industrial councils and most affiliates are party to one, although they still prefer plant-level bargaining

Their change of stance has largely been attributed to their establishment of a sound shop floor presence and the difficulty in administering a growing multitude of different plant-level agreements

Some general advantages of industrial councils include their provision for industry wide pension funds, medical aid schemes and minimum wage safeguards for the industry

which are legally enforceable.

Disadvantages are that they do not cater for specific local problems and can lead to wildcat strikes at plant level. Problems flare up at factories and cannot be speedily resolved through the council

It is also argued that the industrial councils are losing control of wage levels and of the whole remuneration structure in the industry because the gap between published minima and actual wages can be so great

Plant-level bargaining in turn can cater for diverse and unique interests, diminishes tension at the workplace and provides for control of incentive schemes, job evaluation, productivity and bargaining. Conversely, many plant-level agreements become difficult for unions to administer and unions cannot negotiate with the hundreds of smaller employers in an industry

Most black unions see plant-level bargaining as more democratic because shop stewards can remain an advising power behind union negotiators. But another Fosatu affiliate, the National Automobile and Allied Workers Union (Naawu), was one of the first emerging unions to utilise both plant and centralised bargaining in the early Eighties

The fear that council bargaining removed talks from worker control was overcome by arranging continual report backs to members and receiving fresh mandates during all stages of negotiation

The multiracial Trade Union Council of South Africa (Tucsa) stresses that supplementary agreements can exist side by side with centralised agreements. Most members of the Council of Unions of South Africa (Cusa) now utilise centralised bargaining as well, but also see plant-level bargaining for companies who can and do pay above minimum rates as an essential complement

There is no industrial council for the mining industry and this led many employers to conclude recognition agreements with the National Union of Mineworkers at mines where it is representative. However, the NUM has previously said it would not want

to become a council because employer

Another argument is that some bureaucratic inadequacies of unions. A majority of be outvoted

Therefore the industrial council is like more

One problem is the right of existing councils. An example is the Fosatu Textile Workers Union established since mergers Union and Clothing Workers Union access to the country's council court events

It's been the Industrial Council rules on labour peace, recent industrial councilly minimum these workers set of press

There is that a dual extended with enable collection at its own

This system British one creasingly union at plant decades

Germany, turn have failing systems for decentra have made a minimum wa-try

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The outcome cant effect on and engineering few years since sphere of arrangements

Unions seek solutions to striking a bargain

B. Day 31/7/85

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CLAIRE PICKARD-CAMBRIDGE

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The Federation of South African Trade Unions (Fosatu) reversed its initial rejection of industrial councils and most affiliates are party to one, although they still prefer plant-level bargaining.

Their change of stance has largely been attributed to their establishment of a sound shop floor presence and the difficulty in administering a growing multitude of different plant-level agreements.

Some general advantages of industrial councils include their provision for industry wide pension funds, medical aid schemes and minimum wage safeguards for the industry

which are legally enforceable.

Disadvantages are that they do not cater for specific local problems and can lead to wildcat strikes at plant level. Problems flare up at factories and cannot be "speedily resolved through the council."

It is also argued that the industrial councils are losing control of wage levels and of the whole remuneration structure in the industry because the gap between published minima and actual wages can be so great.

Plant-level bargaining in turn can cater for diverse and unique interests, diminishes tension at the workplace and provides for control of incentive schemes, job evaluation, productivity and bargaining. Conversely, many plant-level agreements become difficult for unions to administer and unions cannot negotiate with the hundreds of smaller employers in an industry.

Most black unions see plant-level bargaining as more democratic because shop stewards can remain an advising power behind union negotiators. But another Fosatu affiliate, the National Automobile and Allied Workers Union (Naawu), was one of the first emerging unions to utilise both plant and centralised bargaining in the early Eighties.

The fear that council bargaining removed talks from worker control was overcome by arranging continual report backs to members and receiving fresh mandates during all stages of negotiation.

The multiracial Trade Union Council of South Africa (Tucsa) stresses that supplementary agreements can exist side by side with centralised agreements. Most members of the Council of Unions of South Africa (Cusa) now utilise centralised bargaining as well, but also see plant-level bargaining for companies who can and do pay above minimum rates as an essential complement.

There is no industrial council for the mining industry and this led many employers to conclude recognition agreements with the National Union of Mineworkers at mines where it is representative. However, the NUM has previously said it would not want

to become party to an industrial council because it believed it would be employer dominated.

Another burning issue is the charge that some industrial councils are bureaucratic and undemocratic, giving inadequate representation to black unions. Although representing the majority of workers, black unions can be outvoted by smaller, less representative unions and be bound by agreements they rejected.

Therefore most black unions see the industrial council system as inadequate on its own and would at least like more involvement in drawing up council rules.

One problem for employers is the right of existing parties to veto applications of other unions to join councils. An example is the collision between Fosatu's National Union of Textile Workers (NUTW) and two established Tucsa unions which have since merged — the Garment Workers Union and the National Union of Clothing Workers (NUCW) — over access to the Transvaal knitting industry's council. However, the industrial court eventually overruled the objections.

It's been contended that the Industrial Council system and its tough rules on strike action promotes labour peace. However, the more recent involvement of black unions in industrial councils has not necessarily minimised strike action among these workers who have a different set of pressures and grievances.

There is now increasing opinion that a dual system of bargaining be extended with sufficient flexibility to enable collective bargaining to develop at its own pace.

This system would be similar to the British one where unions have increasingly sought and obtained recognition at plant level over the past few decades.

Germany, Greece and Japan in turn have fairly centralised bargaining systems although Japan allows for decentralised talks after unions have made a united opening bid for minimum wages throughout the country.

Judgement is presently awaited on a key industrial court case, Mawu vs Hart Ltd, in which the union is requesting plant-level bargaining facilities to negotiate wages over and above industrial council minima.

The outcome could have a significant effect on employers in the metal and engineering industry and the next few years should prove decisive in the sphere of collective bargaining arrangements.

Workers declare dispute with Dorbyl group

140A

3/17/81

Business Day Reporter

THE Metal and Allied Workers' Union (Mawu) has declared a dispute with the Dorbyl group over wages and other issues, and plans to take strike ballots among members on August 12.

The dispute affects Dorbyl Railway Products, Dorbyl Structural Products, Dorbyl Structural Engineering and Dorbyl Forging and Machining Division.

Mawu said yesterday that deadlock had been reached with the group on several issues, including the company's refusal to meet Mawu's request of negotiating wage benefits at plant level.

The company could not be reached for comment last night.

The union's demands include a 40-hour working week without loss of pay, an increase in the long-service bonus and improvements in severance pay. It is also demanding that the Dorbyl group provides family accommodation at a reasonable rent for all its workers, regardless of Section 10 qualifications.

A union statement said Dorbyl had refused all its proposals except family housing, on which it said the union should come up with the concrete proposals.

The matter was referred to the industrial council to arrange conciliation and deadlock was also reached there, the statement said.

The statement added that Metkor controls Dorbyl and that Metkor workers would also consider solidarity action with those at Dorbyl.

140A
1/8/85

Non-strike bakery damaged by blast

By Business Day and Sapa

A BLAST caused more than R100 000 worth damage to Umlazi Bakery premises in Durban yesterday morning only hours before a scheduled industrial council meeting between striking bakery workers and employers

The is not one of the eight Durban bakeries affected by the wage strike and there is no proof that it is linked with the dispute

Production of bread was stopped

At no stage had the Umlazi bakery supplied to anyone in the council area and traditional customers in the Umlazi area were the only ones to get bread from it

Despite the Durban bread workers' strike and its effects, and threats and reports of strikes over the past few days, there had been no industrial action at the bakery. Police were still investigating the incident and management would

decide later when to resume production, a management statement said

Umlazi Bakery manager W Pretorius said he thought there could be "some connection" with the strike, but did not know who had been involved

He said senior officials had received threats but the workers had decided to continue with production

Maurice Grant, of the Durban Master Bakers' Association, said the explosion would not influence negotiations between employers and the four unions involved in the strike

The Sweet Food and Allied Workers' Union, which has co-operated with three other unions in the strike, could not be contacted for comment yesterday

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LABOUR DISPUTES (140A)

FM
Feralloys spinoff

The SA Boilermakers' Society is seeking an urgent meeting with the executive of the Metal and Allied Workers' Union (Mawu) in an attempt to resolve a dispute which has arisen between the two unions. The Boilermakers allege that 35 of their members were forced by Mawu unionists to participate in a one-day work stoppage at Feralloys two weeks ago. They have suffered severe finan-

(140A) (140A)
cial losses as a result. The Boilermakers also plan to declare a dispute with the company over members' losses.

The strike by 371 black workers at the Anglovaal subsidiary in Machadodorp on July 18 was in sympathy with Mawu members dismissed from BTR Sarmcol in Howick (*Current Affairs* July 26). The workers were dismissed the same day.

Last week, management agreed to re-employ most of the strikers. However, they have been taken back as new employees — meaning a loss not only of long-service benefits, but also a fall in wages. Feralloys is now paying the strikers at minimum company rates for the various job categories. According to Boilermakers president Ike van der Watt, some long-serving employees are being paid up to 20c/hour less than before the strike.

The Boilermakers have alleged that there was "large-scale intimidation" of its members during the strike. At least seven have made statements to the police claiming just this and three Mawu members have been arrested. The three, plus another two have not been re-employed because of their alleged conduct during the strike.

Mawu and the Boilermakers have unique links. There is the closest working relationship that exists between an emerging union and an old established union in SA. They are both leading forces in the SA Co-ordinating Council of the International Metalworkers'



Boilermakers' Van der Watt . . . a tremendous strain

Federation and have collaborated closely in recent wage negotiations in the metal industry.

Van der Watt acknowledges that latest developments are likely to create "a tremendous strain" in the relationship, but the union felt it had to take action. He hopes this will not create a breach "that cannot be healed." The Boilermakers wish to meet Mawu to defuse the situation and to discuss "how similar problems can be avoided in future." The *FM* was unable to reach Mawu for comment.

Meanwhile, Feralloys is faced with possi-

ble Industrial Court action instituted by the Boilermakers for the full reinstatement of the 35 workers, on the grounds that they did not participate in the strike voluntarily. Says an Anglovaal spokesman "Action was taken against the workers for refusing to resume work after being warned to do so." It may be, however, that the action taken against the 35 will be reconsidered.

No more dough

The Durban bakers' strike is rapidly reaching a crisis point. With the stoppage now well into its second week and bread production virtually at a standstill, employers say their options are narrowing.

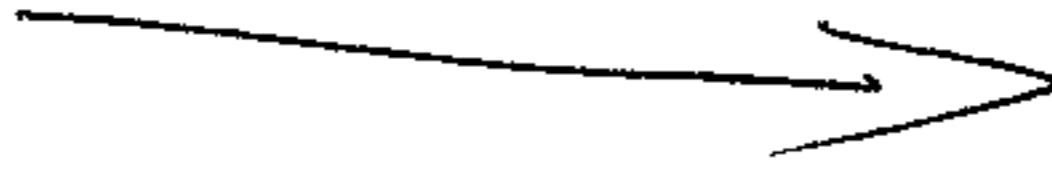
If there is no breakthrough within the next few days, they could conceivably turn to their weapon of last resort — the dismissal of the entire work force.

The strike, which involves around 2 000 workers from eight bakeries represented by four different unions, has been marked by intransigence on all sides.

Workers claim they are not prepared to go back to work until management meets their final demand for an additional R23/week on their basic R82,50/week wage. That position was reiterated at a meeting of the unions on Saturday.

Employers say their final offer of R11,40/week stands. They want workers to go back to work but they are not prepared to talk further on the wage issue.

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As is typical in these situations, there is a degree of reasonableness in both positions. The real bugbear appears to be inflation.

Workers maintain they are part of a larger family of food unions and their basic wage of R82,50 is below average for the sector. They say they want to bridge the gap — even if this requires an immediate large increase.

Employers, on the other hand, maintain that their R11,40/week offer represents a 13,8% increase, well in line with other wage awards and high by comparison with other bakers' increases.

The R23/week increase demanded by the union, they charge, is totally unrealistic. It would represent a 27,8% increase on current wage levels.

Further, employers contend that bread is a controlled commodity. Their profits are determined by a mechanism known as the "bakers' margin" which is agreed annually in

discussions between industry representatives and government. Therefore they don't have the degree of elasticity required for making a higher offer.

Unions argue that it is not their fault the workers are involved in an industry that relies on government subsidies. They, too, deserve to be paid a living wage — even if it means that the industry has to be restructured.

Meanwhile the stalemate continues. Some bakeries are using white collar workers to bake about a quarter of their normal production and others are likely to follow suit. Workers who were encamped on the premises of some bakeries left after the managements threatened legal action to have them evicted.

However, they are against scabs being hired to produce bread and say they will block any moves in this direction. Employers

have warned that "the strike cannot go on indefinitely and normal production must be resumed."

Undeterred, union spokesmen remained hopeful that "employers will see reason and return to the negotiating table."

Bread strike ends at five bakeries

Monday

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3/8/85 Meeting

The passion and the power face to face

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Mercury Reporter

THE two-week bread strike has ended at five of seven bakeries in the Durban area and workers at the other two bakeries have said they will return to work tomorrow

But the management at the two outstanding bakeries, which together produce more than 70 percent of the city's bread, threatened to lock out workers unless their union signed an agreement accepting a wage offer and formally ending the dispute

In negotiations on Thursday employers offered a R12-a-week pay increase, which was accepted yesterday by members of three of four unions involved in the strike

Employers had offered R11,40 in answer to workers' demands of R23 when the strike began

Agreement

Yesterday, according to a spokesman for the Durban Master Bakers Association, only the Sweet, Food and Allied Workers' Union, which represents workers at BB Bread and Premier, had not accepted the offer

The spokesman said 'The strike started with a dispute and it must end with an agreement that the dispute has been solved. Workers won't be allowed to work unless an agreement is signed'

A statement last night by the union said workers had decided at a meeting yesterday to return to work tomorrow but had vowed to continue their struggle for a living wage

by JACK RAY

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137 facing retrenchment at sugar mill

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3/8/85
Mercury Reporter

MORE than 130 people are to lose their jobs at the Sezela sugar mill on the Natal South Coast next month

The workers, most of them Indian and black, have not been consulted but have learned that the company, C G Smith Sugar, plans to retrench 137 of them

Many of the workers have been with the company for between 20 and 40 years. Some are close to being pensioned

A mill worker with the company for 30 years said yesterday that people were having sleepless nights since news of the company's plans to retrench workers had leaked out this week

He said many of them lived in company houses and had nowhere to go if they were sacked

Mr Henry Zondi, organiser for the Sweet, Food and Allied Workers' Union, confirmed that the sugar mill had decided to sack 137 workers

'We have had discussions with the company but no decision has been taken in connection with benefits for retrenched

workers,' he said, adding that a further meeting would be held next week to resolve the issue

Mr Zondi said his union was opposed to retrenchments and would fight to the bitter end to stop any

'If we cannot save the jobs then we will fight for a good deal,' he said

He said the union had been informed that retrenchments were due to economic problems and also because of the recent modernisation of the mill

Worker, Mr Charles Ramsamy told the Mercury that the company should have informed workers last year when it decided to modernise the mill

'We have not been told of the retrenchments but have heard through the grapevine,' he said

Mr Glyn Taylor, managing director of C G Smith Sugar, said the company had entered into discussions with the union representing the workers regarding retrenchments

'I cannot say at this stage how many workers will be dismissed or when they would have to go,' he said

Union threatens further action

140A
NM 20/7/85

Labour Reporter

THE Metal and Allied Workers' Union, an affiliate of the Federation of South African Trade Unions, yesterday threatened further industrial action if the management of Howick rubber company BTR Sarmcol still refused to resolve its dispute with the union.

Mr Geoff Schreiner, Mawu's Natal branch secretary, told the Mercury that Thursday's massive stayaway by black workers of Pietermaritzburg and Howick was a clear indication of massive support by community-based organisations for Sarmcol workers' battle for union recognition.

'We'll be meeting shortly again with these organisations to assess the stayaway and to evaluate whether there has been

any shift in Sarmcol's position.

'If, in fact, they haven't changed their decision we'll jointly consider further action,' Mr Schreiner said, commenting on the Mawu-organised stayaway which hit many businesses in Howick and Pietermaritzburg.

The industrial action was in protest against Sarmcol's refusal to sign a recognition agreement with Mawu and the subsequent dismissal of more than 950 striking rubber factory workers.

Mr Schreiner said the union had been trying for nearly three months to get Sarmcol management to the negotiating table to resolve the recognition dispute.

Mr S C Blackstock, Sarmcol's managing director, was not available for comment yesterday.

Boycott on for
Maritzburg,
says Mawu

INDUSTRY REPORTER

IN an escalation of the BTR-Sarmcol dispute, white-owned shops in Maritzburg are to be boycotted, said the Metal and Allied Workers Union (Mawu).

Mawu said the methods of the boycott had yet to be decided.

A spokesman for the Federation of South African Trade Unions (Fosatu) said a delegation of Fosatu and Mawu officials, along with representatives from community organisations, would hold meetings with the Mayor of Maritzburg, Robin Dales, and the Chamber of Commerce today and tomorrow, respectively. "But the boycott is definitely on" he added.

Mawu is also to have a separate meeting with the Chamber of Commerce, which it hopes will put pressure on BTR to reinstate dismissed workers.

"There will be a general meeting of the Maritzburg community next Saturday to report back on the meetings with the mayor and various chambers and to launch the boycott," said the Mawu spokesman.

The dispute between Mawu and Sarmcol began when the company fired 975 workers who went on strike over union recognition several months ago.

In a weekend Press release MAWU drew attention to the interest the BTR dispute has sparked in Britain.

"The BTR issue has been raised in the House of Commons regarding foreign investment in SA and a representative of Mawu will be appearing on British TV to outline the dispute," said the union.

The release added that the British Trades Union Congress had agreed to send a senior trade unionist to SA to investigate the BTR dispute and report back to UK, if invited by Fosatu.

STRIKING bakery workers were back at work in Durban yesterday for the first time in two weeks and employers were hopeful the entire dispute would end today

They said bread shortages would be eased as a result of the development although work at the two bakeries which produced 70 percent of the area's supplies had not resumed

Baking resumed at five of the seven bakeries in the Durban area and although a Sunday shift of workers arrived at BB Bread in Sydney Road and Blue Ribbon Bakery in Leicester Road they were turned away by shop stewards not happy at the men having to sign agreements accepting a R12 a week wage increase

A Sweet Food and Allied Workers' Union spokesman said members had reported for work at the two bakeries yesterday morning, but had been told they would not be allowed in unless they signed individual agreements accepting the R12 a week offer

Hopeful

Durban Master Bakers Association spokesman Mr Maurice Grant said union members had reported for work at the two bakeries but had been turned away by shop stewards, or had refused to agree to the R12 offer

Mr Grant said he was hopeful union officials would sign the new wage agreement at a meeting of the Industrial Council they planned to organise today

He said there should be an increased supply of standardised bread in shops today, although it

would not be back to normal

Mr Grant said 'The position is very clear. We are anxious to have them back but they have to agree to the final offer on the table, either individually or collectively

'Although I'm still waiting for a report from one bakery as far as I can make out workers at the five bakeries we predicted would return — SASKO in Stanger Premier at Tongaat, Albany Premier Pies and Wareings in Pinetown — have done so, and they are back into production

'The tragedy is that the lemon has been squeezed absolutely dry. It is the workers who are losing. It seems to be a question of the union trying to save face

Union spokesman Mr Jav Pillay yesterday attacked the lockout and said members demanded that employers deal directly with union representatives

Union members had decided on Friday to return to work yesterday when it became apparent that non-union workers and workers from other unions wished to return to work

'But today none of the 1200 we represent started working when the employers insisted that they sign individual undertakings accepting the R12 offer,' he said

Meanwhile, management at the Bakers flour mill are to meet workers off site today

Mercury Reporter

Bread for tomorrow?

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5/8/85 Mercury

The Mercury Reporter
reports of

Durban bread strike ends

Cape Times 6/8/85

1409

Own Correspondent

DURBAN — The bread strike here is now officially over and normal bread supplies should reach shops tomorrow morning

A formal agreement between management and unions ending the strike, which virtually stopped bread supplies in Durban for the past two weeks, was reached yesterday afternoon

Six of the seven bakeries on strike were producing normally yesterday after many workers and three of the four unions involved had accepted management's final pay offer at the weekend

But the biggest bakery,

BB Bread, was idle

Deadlock between management and the Sweet, Food and Allied Workers' Union over the signing of an agreement was broken only at yesterday's lengthy Industrial Council meeting

It is understood baking industry workers accepted employers' final offer of a R12 a week across-the-board increase, reduced working hours for security guards and the dropping of a requirement that new employees serve six months before qualifying for full rates of pay

When workers decided to strike "for a living wage" they were demanding a R23 increase

Strike ended by some Durban bakery workers

DURBAN — The two-week bread shortage in Durban eased slightly yesterday, about 800 workers at five bakeries having returned to work on Sunday

They will be able to produce only about one-third of normal needs because the 1 200 workers at B B Bread, Blue Ribbon and KwaMashu Bakeries, who bake most of the city's bread, are still not back at work

Workers at Blue Ribbon and B B Bread arrived at work on Sunday and yesterday but, after seeing a notice posted on the gate and talking to Sweet, Food and Allied Workers' Union officials (SFAWU), they went home

The notice, which management had put on the gates, stated that the company would not allow any worker on to the premises until he had signed a declaration that he accepted the R12-a-week wage increase, which would stay in force for a year

This was interpreted as a "lockout" by the SFAWU, which condemned the action B B Bread MD Maurice Grant confirmed

that staff had arrived at work but refused to talk about the conditions set down by the company

He said that there should soon be an increased supply of standardised bread in the shops, even though production was not back to normal throughout the industry

B B Bread, which is producing one-quarter of last week's quota, did not bake bread at the weekend and people who began queuing this morning will have to get their bread from one of the five bakeries that are working normally

However, Grant hoped that all the bakery workers and the bakers' flourmill workers would be back at work by today

Employers and the unions hoped to resolve the latest dispute at B B Bread and Blue Ribbon at an industrial council meeting late yesterday

SFAWU members decided at a weekend meeting that while they would return to work, they would continue their struggle for improvement in working conditions — Sapa

YB3
140A
3. Day 6/8/85

Six unions join forces to act on emergency

Six trade unions, representing several hundred thousand workers, will take action to protest against the state of emergency and the "repression of political rights" in South Africa.

The Federation of South African Trade Unions, the Commercial, Catering and Allied Workers' Union, the Food and Canning Workers' Union, the National Union of Mineworkers, the Cape Town Municipal Workers' Association and the General Workers' Union

at the weekend blamed the "apartheid state" for the "crisis" ~~the~~ STAR 6/8/85

They also condemned the repressive measures being used to suppress political opposition to the "apartheid state"

The Council of Unions of South Africa has called for the release of all people held under security laws, for black political groups to be unbanned and for negotiation aimed at a "democratic South Africa".

(150) (140A) B. Day
9/8/85
Siemens workers return

THE 1 150 workers who were dismissed and re-hired by Siemens after a major strike at five of its plants last month have been re-instated without loss of accumulated service benefits

This follows a meeting between Siemens and the Metal and Allied Workers Union (Mawu) yesterday over the issue of reinstatement and plans for scheduled mediation on the cases of 40 workers suspended on charges of alleged violence and intimidation during the strike

Mawu's Transvaal organiser Moses Mayekiso warned yesterday Siemens should reinstate all 40 suspended workers or else there would "be no peace in these plants"

Joint MD of Siemens Johan Trotskie said yesterday the company had re-instated the workers because there were 200 black employees facing retrenchment due to forthcoming technological changes

"Some of these employees have been working with us for nearly 15 years and lost all their accumulated benefits after

CLAIRE PICKARD-CAMBRIDGE

the strike We believe many of them were intimidated and did not want to stop work."

Mayekiso said yesterday the union had also requested negotiations on their long-standing demand for a R1 across-the-board increase But the company had refused to negotiate across-the-board increases at plant level, he said

A statement yesterday said the union had declared a dispute with management over its refusal to negotiate an across-the-board increase However, Trotskie said yesterday he did not know about the alleged dispute because neither the company nor the Industrial Council had been informed

Negotiations between Mawu and Siemens for the granting of merit increases have been tentatively planned for August 20

Mediation on the 40 suspended workers begins today



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MOTOR INDUSTRY

An interim accord

Parties to the Industrial Council for the Automobile Manufacturing Industry (Eastern Province) are close to agreement on interim wage increases. But a full agreement continues to evade them. This is the second interim wage hike in negotiations that have dragged on since the end of 1984.

According to council chairman Henry Ferreira, the trade union parties have largely accepted the latest employer offer of increases ranging from 14c/hour to 24c/hour and new minimum wage levels from R2,70/hour in the lowest job category to R5,70/hour in the highest.

Fosatu's National Automobile and Allied Workers' Union (Naawu) has accepted this deal at General Motors, Mercedes and Volkswagen where it was implemented from August 1. Samcor plans to implement it on November 1, but Naawu has not yet indicated acceptance of this. Ferreira's own union, the whites-only SA Iron, Steel and Allied Industries Union, has accepted the offer at all four companies.

The last interim agreement, which came into effect six months previously — in May at Samcor and in February at the other companies — provided for similar wage increases. The negotiations have been punctuated by strikes at all four companies, with the industry attempting to delay wage increases for as long as possible.

Ferreira says negotiations for a full agreement are due to recommence by the end of the year.

FM 9/8/85

Union talks go on without two groups

UNITY talks for a proposed super-federation of trade unions took place this week without the participation of two large union groupings

This follows the withdrawal of the Council of Unions of South Africa (Cusa) from the talks and the exclusion of the Azanian Congress of Trade Unions (Azactu) by organisers

Although talks between remaining unions are unlikely to flounder, hopes for widespread unity have been scotched by ideological differences

The major stumbling block revolves around the issue of black leadership. The 18-odd unions affiliated to Cusa and Azactu believe in black leadership and Black Consciousness, while the others support non-racialism

The unions believed to be participating in the talks include eight affiliated to the Federation of South African Trade Unions (Fosatu) — the National Union of Mineworkers (NUM), the General Workers' Union (GWU), the Cape Town Municipal Workers' Association (CTMWA), Food and Canning Workers' Union (FCWU), the Commercial, Catering and Allied Workers' Union

140A
B. Day 9/8/85
CLAIRE PICKARD-CAMBRIDGE

(Cawusa) and some unions affiliated to the United Democratic Front

Principles for unity include

- That unions accept the principles of non-racialism,
- Present union federations should disband,
- General unions disband and move towards grouping on an industrial basis,
- That unions in the same industry merge and form one union

The withdrawal of Cusa is regarded as disappointing by some for it was included in the original initiation of unity talks as far back as 1981

However, the NUM, which disaffiliated from Cusa over the weekend, said it had done so because of Cusa's "lack of seriousness" regarding moves towards the new federation

Azactu co-ordinator Pandelani Nefalhovdo confirmed yesterday that they had received a letter from organisers informing them that the nine Azactu unions would not attend the next unity meeting

~~1143~~ 140A
UNION UNITY TALKS ~~1143~~

F M 9/18/85
The base narrows

The withdrawal of the Council of Unions of SA (Cusa) from the unity talks aimed at forming a new federation of emerging trade unions will inevitably narrow the base of the proposed new body. But it is unlikely to be a deathblow to the plans.

Cusa's announcement coincides with the National Union of Mineworkers (NUM) decision to disaffiliate from the organisation due to "lack of seriousness" shown by other Cusa affiliates toward the unity moves. The NUM represents about half of the total membership of Cusa unions.

It became apparent in June that at least some Cusa unions had mixed feelings about the unity moves when they sided with the black consciousness Azanian Confederation of Trade Unions (Azactu) at a meeting on the issue of white leadership. This, it transpires, is a major reason for Cusa's withdrawal.

According to a statement issued this week, Cusa believes that "because of the present oppressive and exploitative system of apartheid, the black workers have reservations about participating in talks which do not enforce the principle of black leadership."

The remaining members of the unity talks — Fosatu, the Food and Canning Workers' Union, the Cape Town Municipal Workers' Association, the General Workers' Union, the Commercial, Catering and Allied Workers' Union and the NUM — which strongly support the principle of non-racialism, have been distinctly cool toward Cusa since then. They have made it clear that participation in the new federation depends on support for this principle. Cusa says this is an example of "the white policy of divide and rule."

There has not yet been any formal response to Cusa's announcement. A further round of unity talks is due to be held on Wednesday this week where the matter will be discussed. The loss of Cusa's SA Chemical Workers' Union and the Transport and Allied Workers' Union will probably be viewed as particularly disappointing. Apart from the NUM they are Cusa's two most influential unions. Nevertheless, Cusa's withdrawal also means there will be fewer delays caused by ideological squabbling.

Although they were invited to one meeting in June, it was never likely that Azactu would be linked to the unity moves. It remains to be seen whether any of the unions allied to the United Democratic Front (UDF) will participate in the establishment of the new federation. ■

15 Day

12/8/85

140A

Disputes hit BTR hard

LIZ ROUSE

BTR SA's interim earnings were hammered by labour disputes. Profits could continue to be affected in the second half.

Chairman and MD Peter Fatharly says in the interim report that, while BTR welcomes constructive participation of unions, "it cannot accept disruptive, destructive and political actions which are totally incompatible with the successful running of a commercial operation".

Earnings slumped by 47,4% to 15c in the six months to June from 28,5c in the 1984 half-year. The interim dividend has been cut to 12c from 19c. Cover has been reduced to 1,25 from 1,5.

The Sarmcol strike, sit-downs and go-slows resulted in a sales loss of R9,69m, reducing interim sales to R45,8 from

R61,9m in the 1984 half-year.

Attributable profits were reduced by R2,93m, resulting in a slump to R2,27m from R4,3m. In addition, realised losses at Sarmcol and other costs make up extraordinary losses of R1,1m.

However, BTR's liquidity improved. Total borrowings were reduced to R16,46m, from R19,63 at the end of December, and the ratio of borrowings to shareholders' funds improved to 35% from 42%.

Terms and conditions of the BTR SA-Dunlop SA merger will be announced at the end of this month. The merger will create a powerful group and BTR shares, currently trading at 460c, should be viewed in this light.

Sarmcol and Mawu to resume talks

by
Mike Siluma

140A

STAR 8/87 10/8/85

Yesterday's statement by BTR Sarmcol in Howick, that it is willing to meet the Metal and Allied Workers' Union (Mawu), has raised the possibility of the reopening of talks aimed at resolving the three-month-long dispute between the parties

The statement comes after weeks of bitter conflict.

The dispute was sparked by the dismissal of about 1 000 workers for going on strike to back demands for the recognition Mawu.

The union had been battling for several years to gain recognition at Sarmcol and the dismissal came at a time when it looked as if an agreement was about to be concluded.

The company, after dismissing the workers, replaced them with workers from surrounding townships and declared that it would no longer discuss the dismissals with Mawu as the union no longer represented the factory's employees.

In response the union demanded that the company meet its demands for the reinstatement of the workers or leave South Africa Sarmcol is a British subsidiary.

And with emotions running high, acts of violence broke out at Empophomeni. Homes of the new Sarmcol workers were attacked by mobs and two of the workers died after being attacked.

The union called for the support of other unions and community organisations

In a show of international soli-

arity, the issue was taken up by International Metalworkers' Federation (IMF) and the British Trade Union Congress (TUC)

The union, flushed with overwhelming support for its one-day work stayaway in Howick and Maritzburg last month, threatened to extend the boycott to neighbouring Maritzburg

This prompted some business leaders in the area to call for talks between Sarmcol and the Mawu.

The company issued a statement indicating its willingness to talk to the union

The chairman, Mr Peter Fatherly, said a meeting with the union would be held "in the future".

The union could not be reached for comment.

Strike vote at Dorbyl shelved

The Metal and Allied Workers' Union (Mawu) shelved a strike ballot which was to have been held at four Dorbyl plants yesterday, in favour of a possible national ballot.

The ballot was to have been held in support of a demand for plant-level wage negotiations.

A Mawu spokesman said the union had decided to delay the Dorbyl ballot because it was considering a national ballot.

He said the union had also declared a dispute with Siemens over the company's refusal to negotiate wages at plant level and its refusal to reinstate 14 workers dismissed after a strike last month.

The company has refused reinstatement on the grounds of alleged intimidation during the strike.

Earlier this year the union decided to hold a national strike if it received no satisfactory wage offer.

Mawu and other unions rejected increments granted by the Industrial Council and have demanded the right to negotiate with individual employers. Most employers have resisted this.

Workers strike over wages

14/8/85 140R
More than 600 workers
were on strike today at
Irvin and Johnson,
Springs, after the col-
lapse of wage talks be-
tween the company and
the Sweet, Food and Al-
lied Workers' Union
(SFAWU)

STAR
During negotiations
which began in June, the
workers asked that the
minimum weekly wage
at the factory be raised
from R70 to R115

After more negotia-
tions, the union moderat-
ed its demand to about
R95 while management
offered R85

The decision to strike
was taken after the dis-
pute was unsuccessfully
referred for mediation.

A SFAWU spokesman
said workers had de-
manded a 40-hour work-
ing week and improved
benefits.

A company spokesman
said what had been of-
fered was more than
what its direct competi-
tors offered

THE METAL and Allied Workers Union has declared a dispute with a multi-national, Siemens of South Africa, over the company's refusal to reinstate workers sacked following a strike.

Mawu's Transvaal secretary, Mr Moses Mayekiso, said the company claimed it believed that the 14 workers were violent during the strike over plant-level bargaining last month. 14/8/85

About 1 000 workers at four Siemens plants on the Reef and Pretoria downed tools two weeks ago over the company's refusal to negotiate wages at plant level. The strikers were all dismissed. SOWETAN

The company agreed to reinstate all but 40 of them. However, the union took the issue up for mediation when the company agreed to take the others, less the 14 workers. 140A

The company has confirmed that it will not re-employ the workers.

• CCAWUSA has committed itself to support the trade union talks currently taking place among emerging unions. It has condemned the state of emergency, detention without trial and called on the Government to dismantle apartheid.

• IN A move likely to be accepted by emerging trade unions, the Kwa-Zulu government has accepted South Africa's labour statutes and is also drawing up a code of conduct to govern employment practices in the homeland.

The move has been designed to bring the territory's labour legislation into line with SA's and end allegations of exploitation and abuses under the previous legislation.

X (U.O.A) SOWETAN
The Fosath-affiliated

Metal and Allied Workers Union is considering legal action against Dorbyl company for allegedly dismissing shop stewards over the holding of a strike ballot.

14/9/65

• Mawu started a strike ballot yesterday following a dispute over plant-level bargaining for wage increases. The company has said that the workers were dismissed over disciplinary measures.

The dispute is part of the on-going demand by unions that they negotiate wages and basic conditions of employment with management at plant-level rather than at the Industrial Council

Aug. 1985

Workers on legal strike

MORE than 450 employees of Irvin and Johnson Company in Springs yesterday went on a legal strike over several issues, including wage rises and the recognition of June 16 as a paid public holiday.

Members of the Fosatu-affiliate Sweet Food and Allied Workers Union (SFAWU) took action after the Minister of Manpower, Mr P T C du Plessis, failed to appoint a conciliation board to settle the dispute.

The union held a strike ballot to test the workers' opinion on a strike.

The results were: 69 percent voted in favour, 14 percent against and 17 percent abstained.

Mr T Broderick, the company's group personnel and industrial relations manager, said the union had dead-

locked with management and the matter was referred to mediation which failed to resolve the dispute. The union then applied for a conciliation board hearing.

The company had increased its offer to 21,4 percent for lower-paid workers with the union demand remaining a 35,7 a percent rise a week, he said.

Mr Broderick said it was emphasised to workers that the basic wages offered was still well ahead of those paid in other markets.

A union spokesman said they were demanding increases of up to 35 percent, recognition of June 16 and May 1 as public holidays, a 40-hour working week and better working conditions.

The union spokesman has disputed that the company's wage offer was better than other markets.

Unions warn of industrial action

160A

THE Federation of South African Trade Unions has warned a plastic bag manufacturing company in Industria, Transpoly, to reinstate 80 sacked workers or face industrial action from companies it supplies with products.

The 80 members of the Fosatu-affiliate Paper Wood and Allied Workers Union (Pwawu), were dismissed because they refused to work overtime and belonged to a trade union.

The workers claimed the company has refused to negotiate with their

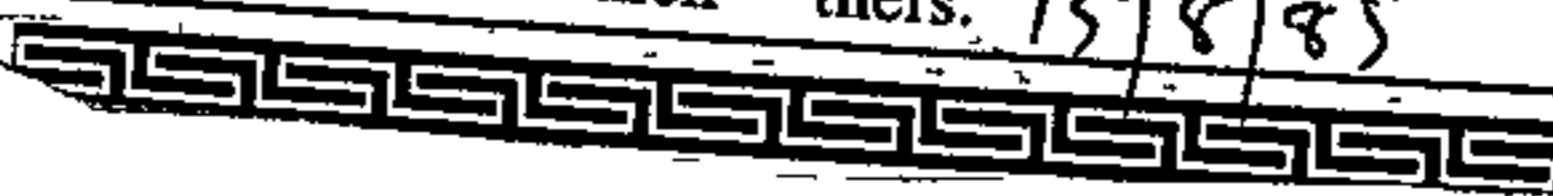
union in "good faith" over wages and union recognition. They stopped work and management said they had dismissed themselves.

In a statement Fosatu's Transvaal shop steward council said they demanded the immediate reinstatement of the workers and opening of doors for negotiation.

They warned that if this was ignored by the company workers at plants which are supplied by Transpoly will be called out to support in their dismissed brothers.

SOWETAN

15/8/85



15/8/85

MERCURY (140A)

Fosatu to extend Howick shops boycott to capital

Pietermaritzburg

THE Federation of South African Trade Unions (Fosatu) has decided to extend its black consumer boycott of white shops in Howick to Pietermaritzburg.

The union said in a statement yesterday that after extensive discussions between trade unions and civic and youth organisations in Pietermaritzburg it had been agreed to support a call for a boycott of white shops and businesses in support of the demand for BTR Sarmcol to reinstate its workers and negotiate a settlement with the Metal and Allied Workers Union.

The statement said the decision to boycott had come after last-minute unsuccessful efforts by the union and other bodies to set up a meeting with BTR Sarmcol to negotiate a settlement.

The Pietermaritzburg Chamber of Commerce has come out strongly against the proposed boycott, saying it would only lead to unnecessary hardships to black and white people totally unrelated to the dispute.

The chamber said following the successful negotiation by the Coordinating Committee for the Development of Pietermaritzburg for R1 500 000 from the Central Government to offset the hardships of the unemployed blacks in the Pietermaritzburg area, said chamber president Dr Keith Wamble.

The chamber urged the union to accept its legitimate course of action of redress to the Industrial Court. A court decision it said, would clarify the situation and be binding on both parties.

Such action by the union will confirm their faith in their dispute with Sarmcol.

He said details of the composition of the executive committee towards one would be worked out for the September 1 on ultimately as would the schools and those taking one replied Let's Natal which he mously fallen on

He said details of the composition of the executive committee towards one would be worked out for the September 1 on ultimately as would the schools and those taking one replied Let's Natal which he mously fallen on

le Nat.
EPC

Boycott to support dismissed workers

STAR 15/8/85

140A

Trade unions and community organisations in Maritzburg will launch a consumer boycott of white businesses today in support of about 1 000 workers fighting to regain their jobs at BTR Sarmcol

a statement on Tuesday that "discussions between Mawu and Sarmcol regarding the setting up of a meeting to negotiate a settlement proved unfruitful"

A Sarmcol spokesman confirmed this morning that a weekend meeting between Sarmcol management and Mawu had taken place, but "after four-and-a-half hours it was found there was insufficient common ground to reach a settlement"

DISPUTE

The workers were dismissed in April after going on strike over a union recognition dispute

The decision to go ahead with the boycott comes only days after the dispute between Sarmcol and the Metal and Allied Workers' Union (Mawu) appeared near being solved with the company saying it was willing to talk to the union.

However, Mawu said in

Since the Sarmcol workers were dismissed, a boycott of white businesses in Howick and a one-day work stayaway in Howick and Maritzburg have been staged in support of the union.

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2:12 12:20 12:30 12:40 12:50 12:55 1:00

MEB
COLLEGE HOURS: 2P HOURS: 10:00-12:00
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0:00 0:00 0:00 0:00 0:00 0:00 0:00

DEAL DEPT
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15:01 15:11 15:21 15:31 15:41 15:51 16:01

COOK
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PEOPLE'S...
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COLLEGE HOURS: 2P HOURS: 10:00-12:00
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23:41 23:51 24:01 24:11 24:21 24:31 24:41

140A 6 Day
Unfest hits Mercedes plant

16/8/85
MERCEDES Benz yesterday said its East London plant was closed for a second day, due to absenteeism by workers worried about rioting in East London's Duncan Village township

A company spokeswoman said 30% of the 3 000 workers stayed home to protect families and property. The plant also closed early on Wednesday. Workers who did turn up were told to

tell absentees to come to work from today. They would not be paid for Wednesday and yesterday and two-and-a-half days' production had been lost, the spokeswoman said

The plant is wholly owned by the unlisted Mercedes Benz of South Africa, in which Daimler Benz of West Germany has a 50,1% stake — Reuter

Boycott call ignored

Pietermaritzburg Bureau (1407)

A CALL by the Federation of South African Trade Unions for a black consumer boycott of white shops and businesses in the capital appeared to have had no effect yesterday

16/8/85
No significant fall-off in turnover was reported and black shoppers were seen buying from white shops and stores as normal.

MERCURY
The Pietermaritzburg Chamber of Commerce has condemned the boycott call, saying it would cause unnecessary hardship.

140A
Boycott monitor

DISPATCH

DURBAN— A group of independent trade unions set up a national committee at the weekend to monitor consumer boycotts, a Federation of South African Trade Unions spokesman said yesterday.

The Food and Canning Workers Union and Commercial Catering and Allied Workers Union decided to co-ordinate their involvement in the consumer boycott on a national scale and had set up a national committee to monitor boycotts, the spokesman said.

This weekend's decision was a result of a meeting two weeks ago when the unions discussed whether to launch a national consumer boycott in retaliation against the state of emergency. — Sapa

Handwritten notes in the left margin, including the word "CONCERN" and other illegible scribbles.

Mawu now only industrial council member not party to agreement

Deadlock broken over new metalworkers' deal

FROM yesterday 360 000 metal workers were without an industrial council agreement — but deadlock has been broken, with all but one union now prepared to sign the 1985 agreement

Three of the four unions bargaining as the local committee of the International Metalworkers' Federation (IMF) informed the industrial council yesterday that they were prepared to sign the agreement

STRIKE THREAT

Fosatu's Metal and Allied Workers' Union (Mawu), which has threatened a national strike over wages, is now the only industrial council member not party to the agreement

Yesterday's letter followed a decision last week by the artisan unions, including the SA Yster en Staal Unie and the affiliates of the Confederation of Metal and Building Unions, to endorse, reluctantly, the agreement

This means metal workers will now be receiving increases ranging from 8,3% to 9,8%, but technically the

By PHILLIP VAN NIEKERK

industry will remain without an agreement until it has been gazetted by the Minister of Manpower

A spokesman for the council said the employers' association, the Steel and Engineering Industries Federation (Seifsa), had indicated it would be implementing the new agreement from July 1

Brian Fredericks, chairman of the local committee of the IMF, said the three IMF unions which accepted the offer yesterday were still very unhappy with it

These unions are the SA Boilermakers' Society, the Engineering Industrial Workers' Union, and Cusa's Steel Engineering and Allied Workers' Union

Fredericks said that by signing the agreement these unions had at least ensured minimum conditions for the unorganised workers covered by the council

He said the unions would be approaching individual employers where the unions had substantial

membership to demand increases over and above the industrial council minimum rates, and any employer who resisted would face action

"In addition we have submitted proposals to amend the collective-bargaining structures," he said "Otherwise all four unions will reconsider their participation in the council

"There's no way we're going to go through this situation again next year"

NATIONAL TALKS

A spokesman for Mawu said the union would be holding a national executive committee meeting at the weekend to plot what action to take now that it had rejected the industrial council proposals

This is the third year that Mawu, which has been on the council for only three years, has refused to sign the agreement

The Mawu spokesman said the union was already involved in plant-level negotiations with 10 employers and would be approaching more in the weeks ahead

Metal, mines row boiling

THE two-month wage deadlock in the metal industry could be broken in the next days, but it will allow the industry only a short respite

But the scene is set for a confrontation between the National Union of Mineworkers (NUM) and the Chamber of Mines

All metal unions except the black Metal and Allied

By Amrit Manga and Brendan Ryan

Workers Union have agreed to recommend to their members that the employers final offer be accepted

Factory level

But the recommendation is only meant as a short-term solution, allowing the wage battle to move from industrial council to factory level

The final offer is an 8,3% increase for artisans and 8,8% for labourers

A trade unionist says "We have accepted the offer as a short-term settlement and will press for plant-level bargaining to improve it."

The Federation of South African Trade Unions affiliate, Metal and Allied Workers' Union, has not accepted the offer and has called for far-reaching changes to the industrial council as a negotiating forum

The NUM's central committee has rejected the Chamber of Mine's final offer of a R26 increase for group 1 surface workers and R74 for underground workers

The union says it has invited the chamber back to the negotiating table in an attempt to avoid a showdown.

Marginal

However, on Friday strikes broke out at Gencor's Bracken mine in the Eastern Transvaal after the mining house announced the previous night the pay increases it intended implementing

The chamber was poised on Friday to implement its final pay offer which NUM had rejected for both union and non-union workers. The reason given for the move is that the black work force expects its pay increases from July 1

Gencor, however, beat the chamber to the gun. Gencor had apparently indicated throughout the negotiations that workers at NUM-recog-

nised Marievale on the East Rand would receive less than the final offer because the mine, a marginal operation could not afford to pay that much

Gencor's increases for its mines where the NUM is not recognised were also lower than the chamber's final offer

It is believed that Rand Mines marginal gold producers ERPM and Durban Deep also intend paying less than the chamber's offer because of their tight financial situations

AECI row

Another 160 AECI strikers could lose their jobs if they fail to return to work tomorrow. About 110 lost their jobs when they failed to meet an AECI ultimatum to return to work

AECI spokesman Murray Joubert says the company will have to consider taking on other workers if the strikers stay out.

The union's 11 000 members have not dropped the threat of a strike at all AECI plants

They are supporting wage demands at the Ballengeich factory, near Newcastle. The strike by 600 workers there enters its fifth week after almost eight months of negotiations have failed to break the deadlock. There are no signs of concessions on both sides

AECI has, however, again offered to re-employ workers who lost their jobs after closure of the chemical plant at the Newcastle factory

~~(5/8)~~ ~~(1/8)~~ ~~(1/8)~~ 140A
METAL SECTOR WAGES

Accord bar one

New wage levels were due to be introduced in the metal industry from July 1. This follows a decision by all but one of the unions on the National Industrial Council for the Iron, Steel and Metallurgical Industry to accept an offer from the Steel and Engineering Industries Federation of SA (Seifsa).

But perhaps the most important aspect of the settlement is that the parties on the council have agreed to start talks on the security of employment clause in the main agreement, and the future collective bargaining structure for the industry. This is likely to lead to a restructuring of metal industry collective bargaining.

In terms of the new agreement, skilled workers in the industry will now receive an increase of 8,3%, while unskilled workers will receive a 9,8% increase. Thus, the minimum wage for a Rate A journeyman will increase by 40c to R5,21/hour. At the bottom of the job scale, the minimum rate has increased by 17c to R1,90/hour. The guaranteed minimum increase for workers earning more than the minima is 24c/hour at the top and 14c/hour at the bottom.

Other provisions in the agreement, which will cover some 350 000 workers and 10 000 employers, include increased afternoon and night shift allowances, leave bonuses and subsistence allowances.

The agreement was struck with the Yster en Staal Unie, the Confederation of Metal and Building Unions (CMBU), which represents mainly skilled workers, and the SA Coordinating Council of the International Metalworkers' Federation (SAIMF), representing mainly unskilled ones.

The Metal and Allied Workers' Union (Mawu), an affiliate of the Federation of SA Trade Unions (Fosatu), is the odd-man-out which has broken ranks with the other unions. Mawu has now refused to sign the agreement every year since it joined the council. But even so, its members will be affected by the agreement.

The SAIMF's Brian Fredericks tells the *FM* that although three of the unions in that camp have signed, they are "certainly unhappy" with the offer. He says that irrespec-

tive of the signing, the SAIMF unions will approach individual employers where they have substantial membership in an effort to secure improved conditions over and above what was agreed. Any employers who resist these efforts "will face whatever action our membership deems is expedient under the circumstances," he says. He also says the unions will be submitting proposals to amend the present collective bargaining processes within the industrial council and warns that unless a structure acceptable to them is attained in the next year, the SAIMF unions will have to seriously consider their continued participation in the council.

"The council minimum rates are there to keep the small Seifsa guys in business. But some Seifsa employers are doing very well, despite the recession, and they are hiding behind the small guys," says Fredericks.

How is Mawu likely to react? Mawu's Moses Mayekiso says the union will be meeting this weekend to decide on strategies. Even though Mawu will be going it alone if it takes action, Mayekiso says "I would not be surprised if the workers decide to go on a national strike."

Remote possibility

But at least one leading metal employer thinks this is a remote possibility. He predicts instead that in the next few months Mawu will place pressure on individual employers for plant-level bargaining. "There may be go-slows, work-to-rules, overtime bans, and maybe even some strikes. International labour organisations may also be used to put pressure on multinationals for plant-level negotiations," he forecasts.

Ironically, the first strike over the new wages was staged at Silverton Engineering in Pretoria on Monday by members of the National Automobile and Allied Workers' Union (Naawu), which is not a member of the council. Naawu says the workers, who have been dismissed, struck after management unilaterally announced that it would implement the Seifsa increases on July 1, cutting across negotiations which had been in progress at plant level. The union has demanded their reinstatement.

Demands for plant-level negotiations — which Seifsa is implacably opposed to — are sure to be on the agenda when the future collective bargaining structure of the industry is discussed. And the outcome of an Industrial Court case involving Mawu and the Hart company in Natal, which centres on plant bargaining, may well influence the talks.

But even though plant-level bargaining may be desirable to the SAIMF unions, centralised bargaining does provide some advantages to them as they face a logistical problem in getting round to individual companies. One employer told the *FM* he anticipates that the metal industrial council will probably be changed and restructured along sectoral lines and perhaps even regional lines, although he does not think this would all be done at once. ■

Sarmcol challenges union to court case

140A MERCURY 19/8/85

Mercury Reporters

THE Howick-based company BTR Sarmcol has challenged the Metal and Allied Workers' Union to take its claims to court following the dismissal in May this year of 1000 members of the work force.

In a seven-page statement on the dispute, the company says it has yet to receive a detailed settlement proposal from the union.

The statement says that so far the union has not taken the 'logical step' of taking its claims to court.

On the other hand, MAWU has consistently claimed that the strike was legal and that the dismissals were unlawful, the company maintains.

The company says MAWU has seldom displayed a reluctance in the past to seek legal relief when it believed that an employer has acted unlawfully or unfairly.

The firm has reiterated its previous offers to the dismissed workers to apply for the remaining available jobs at the factory.

BTR Sarmcol accused MAWU of 'several distortions of fact'.

The union had claimed that the company paid starvation or breadline wages and had implied that the strike was over wages. This was not true, the statement said.

The company also denied that it had refused to grant 'basic trade union rights' to its workers.

The statement denied MAWU's claim that the union had been struggling to get the company to recognise it since 1972 and that most of the employees had been MAWU members since the early 1970's.

It said that in March 1983 MAWU membership at BTR Sarmcol was 35 percent of the work force.

The company denied MAWU claims that it was destroying the community.

It said the union had stated that the dismissed workers had 6165 dependants, most of whom were now facing starvation.

However, MAWU had omitted to take into account that the new work force of 850 employees, most of whom had been jobless, were now earning wages.

The company also rejected MAWU's claims that it employed 'migrant workers'.

MAWU responds

Responding to the statement, a Mawu spokesman claimed it contained 'numerous untruths and inaccuracies'.

'With regard to the supposed distortions of fact by Mawu, we respond as follows:

● Mawu has never claimed, stated or inferred that the strike was over wages. The company is fully aware of the fact that the strike was conducted in terms of the Labour Relations Act.

● Mawu has not inferred, but has in fact stated as a fact, that BTR Sarmcol refused to grant basic trade union rights.

● The extremely limited rights which the union had established were only achieved by way of an out-of-court settlement whereby the company sought to prevent a matter destined for the Industrial Court reaching that forum.

● Mawu stands by its contention that the company's final draft was adopted in its essentials by a Barlows group subsidiary company.

Cape Town
19/8/85

Boycott monitor

DURBAN — A group of independent trade unions at the weekend set up a national committee to monitor consumer boycotts, a Federation of South African Trade Unions (Fosatu) spokesman said here yesterday.

Fosatu, the Food and Canning Workers' Union, the Commercial Catering and Allied Workers' Union and the Cape Town Municipal Workers' Association decided at a meeting at Wilgespruit "to co-ordinate their involvement in the consumer boycott on a national scale" and have set up a national committee to monitor boycotts, the spokesman said.

The weekend's decision was a result of a meeting two weeks ago where the unions discussed whether to launch a national consumer boycott against the state of emergency.

The meeting also expressed support for the planned August 25 strike by the National Union of Mineworkers and for the "miners' struggle for a living wage" — Sapa.

Brewery

Mercury
workers'

wage ~~claim~~

demands

YLOA
Mercury Reporter

A COMPULSORY arbitration was heard yesterday by the Industrial Court in Durban of a wage claim by the Sweet, Food and Allied Workers' Union representing more than 1 000 workers at the Congella Brewery, various beerhalls and bottlestores administered by the Natal Development Board

Soon after the hearing started both parties entered into negotiations and agreed to meet again today

20/8/85
The union's wage demands were an increase to basic earnings and an across-the-board increase for workers on personal scales

A demand for an increase in wages was made in April last year after workers at the brewery and its outlets had not received wage increases in January 1984. There were also no increases in January this year

Fosatu backs boycott

25
THE Federation of South African Trade Unions is to intensify its campaign against the state of emergency.

This resolution was taken by the shop stewards' council of all Johannesburg-based affiliates of Fosatu at a meeting held in Soweto at the weekend

140A
The meeting, punctuated by the chanting of freedom songs and Black Power slogans, pledged its support for the consumer boycott which is gaining momentum in the country

Meeting

A spokesman for the council said it was clear

SOWETAN
that the emergency was being used so that the Government could ignore all civil rights and "this is unacceptable"

The meeting condemned the detention of trade union leaders since the emergency was declared, and called on the Government to release all detainees and

20/8/85
political prisoners

About 26 trade unionists have been detained since the emergency was declared recently, according to the Detainees Parents' Support Committee

Trade union officials have been raided and important documents confiscated in what the

own
police said were "routine round ups" which they did not wish to comment on

All the affiliates have been asked to hold meetings with members and to report to the central committee on their findings on these resolutions

Meanwhile Fosatu's general secretary Mr Joe Foster said in Cape Town yesterday that he has endorsed the meeting's resolutions

"These actions only strengthen our determination to mount a national protest against the emergency and its suppression of political rights," Mr Foster said.

1408 (143) (142) DISPATCH 13:08:87

Plant to pay out pensions

Dispatch Reporter
EAST LONDON — Mercedes Benz South Africa has agreed to pay out pension contributions to workers at its assembly plant here if voluntarily requested.

The pensions issue led to a brief stoppage by a majority of workers at the plant last week

Negotiations were held with the National

Automobile and Allied Workers' Union and demands for the repayment of employee pension contributions were discussed

A spokesman for Mercedes Benz South Africa said "The union told us that harsh economic circumstances, the high inflation rate and the pressure on members to pay accounts had promp-

ted this demand

"The union stated that as far as the withdrawal of pensions was concerned it would be entirely voluntary and up to individual employees to decide whether they wanted to be paid out or not. No intimidation would be exerted on those who did not wish to withdraw their pensions"

Agreement reached on pay rise for brewery workers

Mercury Reporter

THE Natala Development Board and the Sweet, Food and Allied Workers' Union yesterday reached an agreement whereby more than 1 000 workers at the Congella brewery and its outlets will receive substantial wage increases

The agreement was reached after protracted negotiations between the chief director of the board, Mr Hennie du Plessis, and Mr Chris Albertyn, an attorney representing the union, at an Industrial Court hearing in Durban

Although Mr du Plessis had accepted the agreement, the Court decided not to make an order until the Government's atti-

tude to the wage adjustments had been obtained

It was later agreed that Mr du Plessis should fly to Pretoria to discuss the new salary scales with senior Government officials

The wage dispute, which started in March last year, led to a compulsory arbitration between the union and the board.

The Union demand an increase to basic earnings and an across-the-board increase for workers on personal scales.

Demands for wage increases were made in April last year, after the workers failed to get an increase at the beginning of the year

21/8/85

Mercury

Heap day pinons... should have dealt

22/8/35

BUSINESS DAY, Thur

Union out of council

Business Day Reporter

THE Paper, Wood and Allied Workers' Union (Pwawu) has resigned from the Pulp and Paper Industrial Council because, it says, the council is dominated by "employer and artisan union interests"

Pwawu's move will affect workers and employers at 18 paper mills owned by Mondi, SAPPI, Carlton and Nampak

Pwawu, like unions such as the Metal and Allied Workers' Union (Mawu), is saying the union's membership of its particular industrial council is used by employers to "avoid meaningful plant-level negotiations"

Pwawu said it had not found the council to be a successful bargaining forum

"Pwawu's proposal that the council should gazette a minimum wage of R2 an hour was defeated when the other unions and all the employers opposed this," Pwawu said

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Name

White shops boycott to continue

The boycott of white shops in Maritzburg to support the nearly 1 000 workers dismissed by BTR Sarmcol in April will continue, the Federation of South African Trade Unions (Fosatu) said yesterday.

Fosatu said the decision was taken at a meeting attended by about 2 000 people in the town on Saturday.

And in another effort to break the deadlock between the Fosatu-affiliated Metal and Allied Workers' Union (Mawu), the meeting endorsed a new set of settlement proposals described as "a realistic basis upon which to halt the enormous suffering caused by Sarmcol's dismissal of the workers".

The proposals included the reinstatement of the workers and that the union, Sarmcol and the Maritzburg Chamber

of Commerce make representations to the authorities to allow Sarmcol to expand its production and labour complement to enable it to re-engage the dismissed workers.

The meeting also proposed that the parties' legal advisers meet urgently to discuss outstanding differences in the recognition agreement — an issue which caused the dispute between Sarmcol and Mawu.

A Sarmcol spokesman said the proposals had been discussed with Mawu two weeks ago and it had been agreed that "there were insufficient common grounds for us to move forward on".

Fosatu also claimed that police had fired tear gas on people as they arrived for the meeting and as they left — resulting in two people being taken to hospital.

Union keeps open door on boycott

THE Federation of South African Trade Unions (Fosatu) wants a quick end to the Maritzburg business boycott but said this depended on BTR Sarmcol and those who influence the company

The boycott is aimed at forcing BTR Sarmcol, near Howick, to reinstate workers dismissed during a strike over union recognition and to negotiate a settlement under an independent chairman

Fosatu said the business boycott had been extensively discussed among and supported by the black community before it was started

Fosatu added it seemed that leaders in the Maritzburg Chamber of Industries and Sakekamer were supporting Sarmcol's action though

Business Day Reporter

many affiliated companies had different views

"The Metal and Allied Workers' Union has taken all possible steps to avoid the boycott of businesses by calling on all the Maritzburg chambers, and other major bodies, to intervene and get Sarmcol to the negotiating table. But these steps have been to no avail."

"The Chamber of Industries has simply attacked Mawu and the black community. The Sakekamer has done likewise. The Chamber of Commerce undertook to endeavour to set up a meeting between the parties with an independent mediator but they have never come back to the union."

il- te m on

140A

22/8/85

B. Day (140A)
Rule of privilege query

THE time had arrived to examine the fundamentals of the rule of privilege, said advocate Ismail Mahomed SC, in the Rand Supreme Court yesterday when arguing against the "right" of the police to invade the privileged relationship between an attorney and a client.

Despite existing interpretations of the law which hold otherwise, he did not believe the police had the legal right to breach the relationship by seizing documents prepared by an attorney for the purpose of a civil action.

Consequently, any search warrant purporting to authorise such an action must be invalid, he said.

LINDA ENSOR
Business Day Reporter

22/9/85
Mahomed was representing the Johannesburg legal firm, Cheadle, Thompson and Haysom, the widow of trade unionist, Andries Raditsela, and Anna Mnguni in their action against the Minister of Law and Order, Louis le Grange, and two police officers.

They are claiming the legal costs of an urgent application brought on May 29 in which they requested the return of hand-written notes seized by the police. They also applied for an order declaring the police action unlawful.

Raditsela document was seized lawfully, court told

The seizure by police of a confidential document relating to the death of trade unionist Mr Andries Raditsela did not warrant the overturning by a single Supreme Court judge of the law pertaining to the rule of privilege, it was argued before the Witwatersrand Deputy Judge President yesterday

Mr R Kruger SC, appearing for the Minister of Law and Order in a Rand Supreme Court application, said the law as it stood did not exempt privileged documents from seizure by police investigating a suspected offence

Mr Kruger was arguing in a test case concerning the confidentiality of information between an attorney and his client. The case relates to the confiscation by police of a confidential document from the offices of Johannesburg attorneys Cheadle Thompson and Haysom

Mr I Mahomed SC, for the attorneys, earlier submitted that public policy demanded citizens feel free to consult openly and candidly with their legal representatives

"The time has arrived to examine

the fundamentals of the rule of privilege and to redefine its contours

"It is crucial to the interests of the public that the professional confidence between a legal adviser and his client be protected by the courts," he said.

Mr Justice G Coetzee reserved judgment on the application 23/8/85

The application arose out of the seizure on May 27 of handwritten notes taken by attorney Mr Paul Benjamin while he was interviewing Miss Anna Mnguni

Miss Mnguni was a witness to the arrest and alleged assault of Mr Raditsela, a senior member of the Federation of South African Trade Unions (Fosatu), by police on May 4

Mr Raditsela died two days later and his family instructed the attorneys to institute civil action against the police

An urgent application for the return of the document was postponed in June after the police handed it back to the attorneys. This week's argument concerned whether the attorneys were entitled to go to court and who should pay the costs

The Prince's mother, Queen Ntombi (37) was thought to be close to Mfanasibili (a nephew of Sobhuza) But she has apparently begun to play a more active role than was at first expected She wants to see the monarchy's authority restored, say Swazi sources Signs are that she has fallen out with Mfanasibili as popular discontent with the *Liqogo* leaders' arrogance and reports of their alleged involvement in various financial scandals reach her

Further, according to Swazi sources, erstwhile friends in power, Mfanasibili and Msibi, seem to have fallen out and, it is said in this country of seething rumour, independent lines are being drawn between them They have in recent months been noticeably out of the limelight

FM 23/8/85

FRAME GROUP

Twelve years later

A notable industrial relations milestone was reached last week with the announcement that the Frame Group has signed a recognition agreement with Fosatu's National Union of Textile Workers (NUTW) The NUTW has been recognised as the majority union at Frametex, the largest of five Frame group factories in the New Germany complex near Durban

The NUTW began organising Frame Group employees soon after the union was established in 1973 The union's often bitter campaign for recognition has included industrial action and Industrial Court and Supreme Court litigation

In terms of the same agreement, the Textile Workers' Industrial Union (TWIU), an affiliate of the Trade Union Council of SA (Tucsa), is recognised by the company at three smaller factories — Seltex, Nortex and Natal Knitting Mills At Pinetex, the fifth New Germany factory, neither union was able to establish a majority

The majority union at each factory was decided by an audit of stop-order forms several weeks ago Frametex employs about half of the 6 000 people employed at the complex, Pinetex a quarter and the remainder work at the three TWIU factories

The two unions — which have often been at loggerheads over NUTW allegations that the Tucsa union was receiving preferential treatment from the company — will now jointly negotiate with the three Frame Group companies involved over wages and those conditions of employment which apply throughout the complex

The two unions are entitled to access facilities and shop steward recognition and training at the factories where they are recognised Grievance, disciplinary and retrenchment procedures have also been agreed

So ends SA's most drawn-out recognition dispute one which will always have an important place in any account of SA labour history

ZIMBABWE

Zapu ban looms

Zimbabwe PM Robert Mugabe's "final warning" to Zapu, allied with the sustained harassment of Joshua Nkomo and his close colleagues, suggest that the Zimbabwe government is moving close to banning the sole remaining effective opposition party

Mugabe chose the Heroes Day commemoration service as his platform for delivering his ultimatum He said the time had come to make the Zapu leadership fully answerable for its "overt and covert actions" Unless they "mend their ways," he said, the government would have no alternative but to take "very stern measures" against them

There have, of course, been final warnings before, but nothing much has happened However, since the July elections in which the ruling Zanu (PF) failed to make headway in Matabeleland, not only has the tone of the anti-Zapu rhetoric hardened, but prominent Zapu officials have been arrested and Nkomo himself has been deprived of aides and bodyguards, as well as his passport and travel documents

The replacement of Wilhe Musarurwa, a long-time Nkomo confidant, as editor of the *Sunday Mail*, also signalled growing impatience in the government ranks with Zapu

It may well be that recent events represent a stepping up in the war of nerves, rather than any definite plan to deal with Zapu — and Joshua Nkomo — once and for all But the stridency of the anti-Zapu and anti-Nkomo rhetoric suggests that the government is serious this time

Whether the policy will succeed in inducing Zapu members to cross the floor and join the government remains to be seen, but clearly this is one of the objectives of the

campaign If enough of the 15 Zapu MPs (two of whom have already been arrested) opt for a quiet life as a government backbencher rather than the less comfortable status in opposition then the government might feel justified in speeding progress towards the implementation of the one-party state

Alternatively, it might be that the erosion of Zapu's political structure will leave Zimbabwe with an effective *de facto* one-party state the only other political organisations being Ian Smith's Conservative Alliance and the group of so-called independent MPs who do not consider themselves a political party anyway

This second interpretation makes greater sense, since there are major constitutional obstacles to be overcome in the legal establishment of a one-party regime The offensive against Zapu could achieve a *de facto* one-party system within the next year With the subsequent abolition in 1987 of the 20 white parliamentary seats, this would leave Zanu (PF) as the sole operational political party

There is one serious drawback to this scenario — the reluctance of the Ndebele people, reflected in their bloc support at the polls last month for Nkomo, to be absorbed into Zanu (PF) The danger is that this opposition will be driven further underground and, given the widespread bitterness already caused by military operations in Matabeleland in 1982-1984, the problem could rumble on in parts of the rural west for a long time

There are, however, those who argue that there has never been a better time to crush the dissidents in Matabeleland since, with SA pre-occupied with its own internal difficulties, Pretoria's "destabilisation" efforts are unlikely to be strenuous



Zimbabwe PM Mugabe ... stepping up the war of nerves

Union says thank you!

THE Fosatu-affiliate Paper Wood and Allied Workers Union (PWAU) has reached a settlement with Transpoly, a paper bag manufacturing company in Industria, over this dismissal of its entire workforce recently.

The company has agreed to reinstate all the dismissed workers and to abide by the recognition agreement which was previously signed by it and the union.

The workers were dismissed after they refused to work overtime demanding that management should negotiate wages and working conditions.

The dismissal was followed by large scale protests from unions who threatened to take joined industrial action if the workers were not reinstated.

In a statement to The SOWETAN, PWAU said it thanked those who co-operated with them in their struggle for the reinstatement of the workers.

FIGHT



Union pulls out of Industrial Council

~~ANC~~ ^{23/12} Labour Reporter ~~21/12~~ ^(KOA)

A DISPUTE over a minimum hourly wage in the pulp and paper industry has led to the withdrawal of the largest union from the Industrial Council

The Paper, Wood and Allied Workers' Union, which claims to have membership of more than half the 10 000 workers in the industry, has been a council member for over a year

In a statement the PWAU, which represents workers at three Bellville plants, said it had resigned because it had not found the council to be a successful bargaining forum

Its proposal that the council set a R2-an-hour minimum wage was opposed by several other unions and all the employers, although only six of the 18 mills in South Africa — all Sappi mills — pay less than that

THE EMERGENCY

White business boycott spreads throughout Natal

THE four-month battle between Fosatu's Metal and Allied Workers' Union and a Natal company which has dismissed 975 workers took a dramatic turn this week when Fosatu announced that the boycott of white-owned shops in Maritzburg and Howick would be extended to the entire province

The boycott was called by communities and Fosatu affiliates in and around the city to show their support for the workers, who were sacked by BTR Sarmcol

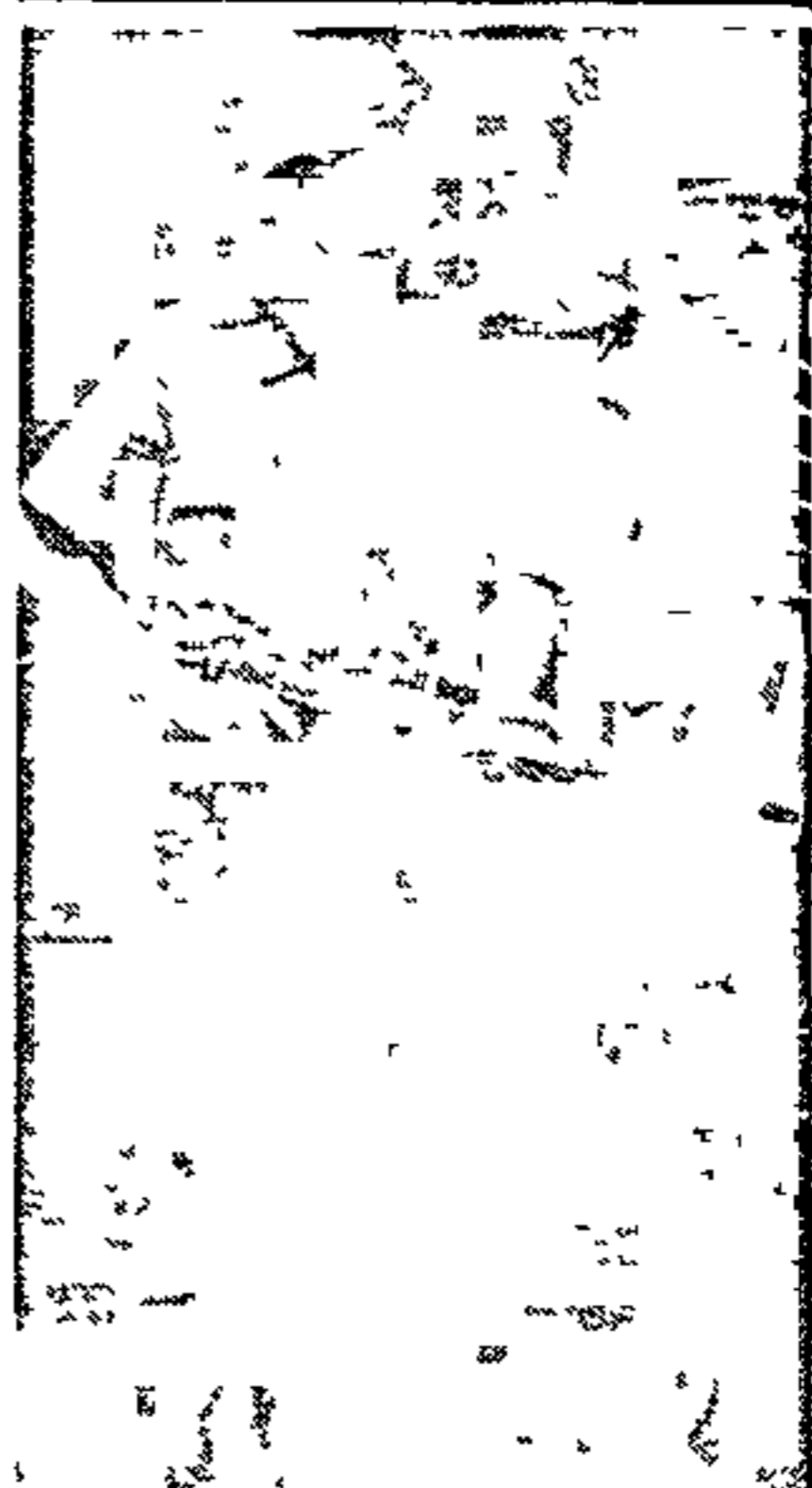
And, in a statement this week, Mawu responded to BTR Sarmcol chairman and managing director P Fatharly and director AWF Bird, who gave their background to the dispute when they announced the company's interim results

Fosatu said Mawu had taken all possible steps to avert the boycotts by calling on the local white chambers of commerce to get Sarmcol to the negotiating table

The Sarmcol interim results statement said "Sarmcol welcomes the constructive participation of unions, but it cannot accept disruptive, destructive and political actions"

But Mawu has denied these charges

BLITZ



A Soweto student is arrested under seige by soldiers

Students arrested SADF besieged

A SOWETO high school was under siege for a day this week when SADF soldiers in three armoured vehicles surrounded the school and chased pupils who were on the grounds, arresting several of them

CITY PRESS staffers Mono Badela and Evans Mboweni were asked, at gun point, to drive their car from Orlando

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2 Dec (140A)
25/8/85

Boycott white shops — call

SOWETA
27/8/85
1407

THE Fosatu-affiliate Metal and Allied Workers Unions (Mawu) has launched a boycott of white-owned shops and businesses in Maritzburg following the breakdown of talks between Mawu and BTR Sarmcol company.

The boycott has been launched in support of moves for the reinstatement of about 1 000 dismissed workers and the negotiation of a settlement

The boycott marks the second phase in a concerted effort on the part of various trade unions, civic, youth and political organisations to put pressure on Sarmcol, according to a Mawu spokesman

On July 18 thousands of black workers in the Maritzburg and Howick areas stayed away from work

The workers were dismissed after going on what they termed a legal strike, although management said it was an illegal strike over wages and the recognition of the union.

5 Day
28/8/85

May Day holiday won by Mawu

140A

CLAIRE PICKARD
CAMBRIDGE

THE Metal and Allied Workers' Union (Mawu) has become one of two Fosatu unions to win a long battle to be given May Day as a paid holiday

Both Mawu, at the Van Leer factory in Durban, and the National Automobile and Allied Workers' Union (Naawu), at Wayne Rubber, also in Durban, recently won these concessions during annual wage negotiations. Both managements have confirmed that full wages will be paid except when May Day falls on weekends.

Plate Glass and Pilkington Glass in Port Elizabeth are understood to have been the first SA companies to grant May Day as a paid holiday in agreements last year. Fosatu's Chemical Workers' Industrial Union (CWIU) organises at both factories.

Industrial relations consultant Gavin Brown says workers have been demanding May Day as a paid holiday in SA since the 1920s. He believes the granting of Labour Day as a holiday will become an increasingly common trend in keeping with international practice.

"I don't believe many managements still see this as a non-negotiable issue, especially as unions have indicated they are prepared to make fairly major concessions to win May Day as a paid holiday."

Brown added there were now about a dozen companies — especially those whose workforce were on short time — who made ad-hoc arrangements to allow workers off on May Day, but usually without paying them.

Strike
shuts EL
car plant
E-POST
Post Reporter

EAST LONDON — The Mercedes-Benz car plant here has closed till Monday after a strike by workers in vital sections. The strike started yesterday as a result of disciplinary action taken against a worker.

The company public relations manager, Mrs Deleene McFarlane, said the disciplinary action had been taken in accordance with procedures agreed to by the company and the workers' trade union but this was followed by the stoppages

29/08/84
"Then management decided to close the factory as production was badly affected"

About 3 500 weekly paid workers are affected

1 500 fired after Cape Town strike

3 Day
140A
30/8/83

ABOUT 1 500 have been dismissed from Murray & Roberts in Cape Town after a three-day strike in support of union recognition and other demands

The company said a check of union nomination forms showed the SA Allied Workers' Union (SAAWU) represented only a minority of the workforce and the company could not recognise it as a representative union.

A statement from the Murray & Roberts workers' committee said discussions with management had involved recognition of SAAWU and other issues, including the reduction of hostel fees and a reshuffle of hostel staff, particularly nightwatchmen who, it was alleged, ill-treat workers

H E Minott, managing director of Murray & Roberts Buildings, Cape Town, said hostel fees were comparable with those of many other employers, and allegations about the watchmen had been in-

vestigated and were groundless.

A spokesman for the strikers has appealed to jobless blacks not to seek employment at the company as they would "get the same treatment we are fighting"

The workers' statement said they wanted to "tell the world that we are being treated like animals by the company"

Meanwhile, the Federation of SA Trade Unions has reacted angrily to actions taken against its president, Chris Dlamini

Fosatu said yesterday it would "lay the blame entirely on the authorities" if anything happened to Dlamini.

The federation said in a statement in Johannesburg that Dlamini's home had been searched three times while he was at work.

"He has of late also been threatened with death and we want it to be known that, should anything happen to him, we will lay the blame entirely on the authorities," Fosatu said — Sapa-Reuter

S. Times

September 1 1985

ide

Boycott likely to hit Natal tomorrow

By SHAUN HARRIS

THE NATIONAL consumer boycott of white owned businesses is expected to hit towns in southern Natal tomorrow.

Durban and surrounding areas are the latest target for the boycott called by trade unions and community organisations.

The president of the Durban Metropolitan Chamber of Commerce Mr Bruce Forssman said he was concerned about the boycott because any call which obstructs free trade is contrary to the ethics of the commercial movement.

Indian businessmen have been caught in the middle. While the boycott is not aimed at Indian owned businesses many of their shops will be affected.

The Inyanda Chamber of Commerce representing black business in Durban supports the principle of the boycott but a spokesman said it had reservations about the timing.

The Federation of South African Trade Unions education secretary Mr Alec Irwin said the boycott was called to demand the lifting of the state of emergency the withdrawal of police and troops from townships the freeing of all detainees and the granting of full political rights for all.

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N TO PAGE 12 OR
ANY OTHER HO

HOLIDAY FROM 5
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I'LL NEVER GET



DLAMINI... threatened.

Trade unionists are threatened

A GROUP of unknown people has threatened to kill several trade unionists, including the outspoken president of the Federation of South African Trade Unions, Mr Chris Dlamini. 140A

The militant Fosatu leader, Mr Dlamini, and two other East Rand trade unionists, Mr Enoch Godongwana, a senior official of the United Mining, Metal and Allied Workers' Union of South Africa (Ummawusa), and the secretary of the National United Textile Workers' Union, Mr Bangilizwe

By MZIKAYISE EDOM

Solo, have received death threats from unknown people

The threats on the trio, who are already living in fear of their lives, have received widespread condemnation from leading trade unions

Police 2/9/85

Mr Dlamini, whose home was searched by police three times in the past two weeks, said at the weekend he received a telephone call from an unknown person last

week who accused trade unionists of being "troublemakers"

He said the caller warned him that he would be killed if he continued serving Fosatu

"I, together with Mr Godongwana and Mr Solo, received reports that there are people who are after the blood of several trade unionists because they are aiming at fighting apartheid in the wrong way I did not take the threats serious at first but when I received telephone calls I realised the danger I was in," Mr Dlamini said

~~344~~ 140A B. Day

Call for fund for workers^{4/9/35} on short-time

ALAN RUDDOCK

UNEMPLOYMENT benefits should be extended to workers on short-time, say union spokesmen.

They say short-time is a form of unemployment and argue that workers should have access to a fund that would bridge the shortfall in their income.

The Unemployment Insurance Fund applies only to the jobless who are available for and capable of employment

A spokesman for the Metal and Allied Workers' Union (Mawu) says Mawu is in favour of a supplementary short-time fund. "This type of fund should be non-contributory and at the employer's expense."

With the decline in consumer demand, short-time has been forced on thousands of workers

Employers and unions say short-time is preferable to lay-offs.

Motor Industry Combined Workers' Union (Micwu) spokesman Des East says "We like to spread the burden of the lack of work over as many people as possible. Lay-offs are the last resort. Our union tries to assist members on short-time; we have some funds available, but they cannot last for long."

SOUTH AFRICA'S
metal industry is
threatened by the
largest industrial ac-

tion if managements
refuse to negotiate
wages and conditions
of employment with
unions at shop-floor
level

In an unprecedented
move the Fosatu-affil-
iated Metal and Allied
Workers Union (Mawu)
has threatened to take
strike action at more
than 100 Transvaal com-
panies in an intensifica-
tion of its demand for
plant-level negotiation

This demand follows
an increasing frustration
with the National Indus-
trial Council which Fos-
satu unions regard as
employer-dominated
and unrepresentative of
black workers

The strike, which
might hit the heart of
South Africa's metal in-
dustry, is scheduled to
start at the end of Sep-
tember or early Octo-
ber, according to
union sources

● **ANOTHER Fosatu**
affiliate Paper, Wood
and Allied Workers
Union has resigned from
the paper and pulp in-
dustrial council—a
move which has been
described in trade union
circles as "a fight against
apartheid structures"

Most black emerging
unions are not in favour
of the industrial council
system and prefer to ne-
gotiate wages at plant

WORKERS' DIARY — By JOSHUA RABOROKO



FLASHBACK Workers on a recent strike

METAL INDUSTRY FACES STRIKE

level
● IT is almost certain
that thousands of black
mineworkers, who went
on strike on Sunday on
the country's coal and
gold mines will be dis-
missed, according to
union sources

This action by em-
ployers might spark off
much resentment from
various organisations,

including the Azanian
People's Organisation
(Azapo) the United
Democratic Front
(UDF) and several trade
unions

Warned

The black miners, the
National Union of
Mineworkers, has
warned that the mass fir-
ings could provoke sym-

pathy strikes at mines
belonging to mining
houses which have met
wage demands
A union source said
the hardline approach
adopted by Gold Fields
of SA, Gencor and Ang-
lovaal is geared to rid
their mines of union in-
fluence

● THE inaugural con-
ference on the feder-

ation of six major trade
unions with combined
membership of about
300 000 is due to be held
at an undisclosed venue
on November 30 and
December 1, it has been
announced

Following their an-
nual conference in Cape
Town at the weekend,
the general secretary of
the Food Canning
Workers Union, Mr Jan
Theron, said the union
had been committed to
the federation's confer-
ence as "it was felt that
there could be no de-
laying this important
step"

Courses

● THE Black General
Workers union is to hold
shop stewards training
courses at the Lutheran
Church Mission Centre
in Seshogo from Sep-
tember 7 starting at 8
am.

The courses will deal
with a co-ordinating
committee bureau, con-
stitutions of unions, the
importance of a trade
union and other issues,
according to Mr Yasser
Rasethaba, the union's
national organiser

● THE BGWU has
also signed a wage
agreement with two
companies in Pieters-
burg following "hard ne-
gotiations" which ended
at mediation. The
agreements between the
union and Fafco Bakery
and another bakery has

been seen as a major breakthrough for workers.

• THE BGWU has also put another feather in its cap when it managed to secure the reinstatement of 150 women workers dismissed after a strike action at Gronner Passi goods production in Pietersburg.

As the recession takes its toll, General Motors Company in Port Elizabeth is to retrench 340 hourly paid and salaried staff this month, because of what management termed "the impact of the economic recession on the motor industry."

• THE bursary fund of the national Union of Clothing Workers has helped about 200 students to further their education during 1985, according to union sources.

Most are at universities — a total of 93 at all the major universities in southern Africa. The largest single group of 20 students is at the University of the North

Application forms for the bursary are available at the union's offices (Garment Centre, 75 End Street or write to PO Box 6779 Johannesburg).

• THE annual conference of the Trade Union Council of South Africa starts next Monday at a Johannesburg hotel.

Members are requested to attend.

• THE Council of Unions of South Africa (Cusa) will hold an important meeting in Johannesburg on Friday. The conference will discuss several issues, including the trade union unity talks, the state of emergency trade union reports and the future of the federation.

• ON Sunday, September 15, the National Union of Clothing Workers, will hold its annual national conference. This is the annual meeting of delegates from all branches of the union

• THE Federation of South African Trade Unions and Cusa have condemned the detention of trade unionists and the ban on Congress of SA Students, and called on the Government to lift the ban

At least six trade unionists are reported to be in detention in terms of the state of emergency regulations. They are: Mr Samson Mtombeni, Mr Sehloho Neer, Mr Samuel Ntuli, Mr King Mashobane, Mr Ndulela Mali and Mr Maholomola Skosana

• THE End Rand Community Advice Bureau has moved its premises to 90 Argosy House, second floor, room 211 at the corner of President and Spillbury Streets, Germistont.

Advice

The bureau runs an advice centre for workers, assists and advises on unemployment benefits, leave and notice pay, industrial and state pensions, insurance, unfair dismissals and encourages workers to join trade unions.

• THE consumer boycott in the Eastern Cape and Transvaal is entering its seventh week and showing no signs of easing its grip on white retailers.

An executive of a large retail organisation describes the boycott impact as dramatic. He estimates the drop in sales in Port Elizabeth's North-end shops at 40 percent.

Uitenhage and East London have not been spared, sales falling by 30 percent to 40 percent

Trade union surveys among Fosatu members indicate a drop of business of between 40 percent to 60 percent on the East Rand — Fosatu's stronghold.

200 on strike

MORE than 200 workers went on strike at the German multinational company of Robert Bosch Ltd after management refused to negotiate wages.

The company then closed the factory until

Sowetan September 10, 1985, according to a statement from Mr Moses Mayekiso, the Transvaal organising secretary of the Metal and Allied Workers' Union (Mawu) whose members are involved in the dispute.

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140A

Ex-strikers fighting on

~~VENA~~ (140A) Post Reporter ~~140A~~

FORMER employees of a Port Elizabeth industrial fabrics manufacturing firm, Industex, are still continuing their battle for reinstatement or alternatively the payment of money allegedly owed to them by the firm.

Mr Stark Made, a spokesman for a special committee of the ex-employees, told the Evening Post today that a meeting would be held at the Daku Hall in Kwazakele on Friday at 2pm to report on the progress made by their legal advisers. *E Post 05/09/85*

The possibility of taking legal action against the company will be discussed at the meeting.

The strike at the factory took place last November after a woman employee was dismissed for allegedly being drunk and after a black supervisor claimed a breathalyser test had been conducted on her.

The woman denied taking the test or being drunk.

The workers then called for the dismissal of the supervisor (a member of their own union, the National Union of Textile Workers). Management rejected this. The company replaced the strikers and offered to re-employ 250 to 300 of the 1 000 employees on strike and pay the remainder gratuities. The union rejected the offer.

Striking workers reinstated

The wage dispute between about 300 members of the Metal and Allied Workers' Union (Mawu) and a Pretoria company, Robert Bosch Ltd, ended last night when the company agreed to reinstate dismissed workers and raise the minimum wage from R2,82 to R3 an hour

The settlement was reached after all-night negotiations which followed the dismissal of the workers for striking on Tuesday. **STAR**

Many of the workers stayed on the company premises until settlement was reached **6/9/85**

A company spokesman said it was up to the workers to decide whether they wanted to return to work this morning or take a day's leave in lieu of time spent by them at the factory last night

Mawu spokesmen could not be reached for comment this morning.

Sacked workers stage sit-in

MORE than 200 sacked workers of German multinational company Robert Bosch are sitting in the canteen of the factory premises at Brits and are refusing to leave, day or night

They were sacked on Wednesday following a strike on Tuesday

The company received a telex from the Metal and Allied Workers' Union (Mawu) requesting further negotiations about a wage dispute

Bosch director T Wagner said the company had agreed and had asked the union to nominate a day and time

Moses Mayekiso, Mawu's Transvaal organising secretary, said talks between management and Mawu reached deadlock on Wednesday. The company then dismissed the workers because they refused to return to their jobs and closed

140A
B. Davy
6/9/85
the factory until September 10

In a statement, the company said management rejected as untrue a statement made by the union that Bosch had refused to negotiate, Bosch had been negotiating since June 1

The union then had demanded an increase of 50c an hour across the board

It declared a dispute which was rejected by the Industrial Council on grounds the wages paid and the offers made by Bosch were fair and reasonable, the statement said

"Mawu then submitted a revised demand for an increase of 47c an hour effective from July 1

"We granted 12c an hour as from July 1 and offered another 11c yesterday"

The final offer was rejected again and workers downed tools — Sapa



SALDRU
SCHOOL OF ECONOMICS
U.C.T.

140A

FOSATU BULLETIN

(September 1985)

The calendar of unrest

6.9.85 B.D.

SEPTEMBER '84: Vaal townships erupt in violence as boycott of schools, jobs and business to protest rent increases and establishment of new parliament on September 3. In the following days more than 40 people, including three town councillors, are killed and scores injured, including eight policemen.

OCTOBER: Troops support police anti-riot action in Soweto. More than 7 000 soldiers later deployed in raids on Vaal townships. Black local authorities begin training their own para-military police forces for protection. Rent boycotts hit township income. Hundreds arrested.

NOVEMBER: At least 23 die and scores are injured as townships throughout the country erupt in violence as police take action against riots during workers' two-day stayaway in Transvaal.

DECEMBER: Catholic Bishops' report blames police for much of the township violence, suggesting fire-arm use is often unprovoked and indiscriminate. Report estimates 150 have died in unrest in past four months.

JANUARY '85: Government-initiated survey rejects education dissatisfaction as cause of riots. Most pupils return to schools in Transvaal, but boycotts continue in Eastern Cape.

FEBRUARY: 18 deaths at Crossroads squatter camp as police armed with shotguns clash with residents who fear removal to Khayelitsha. More than 230 injured, including five policemen.

MARCH: 19 funeral-goers at Langa, Uitenhage, shot dead by police, scores injured on 25th anniversary of Sharpeville. World and countrywide condemnation. Judicial commission later blames police, but blames no individual.

APRIL: Police refrain from action against 1 000 AWP supporters marching in Pretoria to show solidarity with police.

MAY: General unrest continues countrywide.

JUNE: First time since unrest started police report a day free of violence. Anglican Bishop Suffragan Simeon Nkoane's home attacked and reports of violence against UDF and other anti-apartheid figures. In East Rand seven men are killed in mysterious handgrenade blasts.

JULY: State of emergency applied in 36 magisterial districts, mainly on Reef and Eastern Cape, on July 21. Prominent members of UDF in Cra-dock are found murdered after appar-

ently having been abducted. Incident coincides with mysterious attacks against anti-apartheid activists.

AUGUST: Assassination of Victoria Mxenge sparks widespread rioting in Natal and later Eastern Cape. Widespread riots in Cape Peninsula after police arrest Allan Boesak.

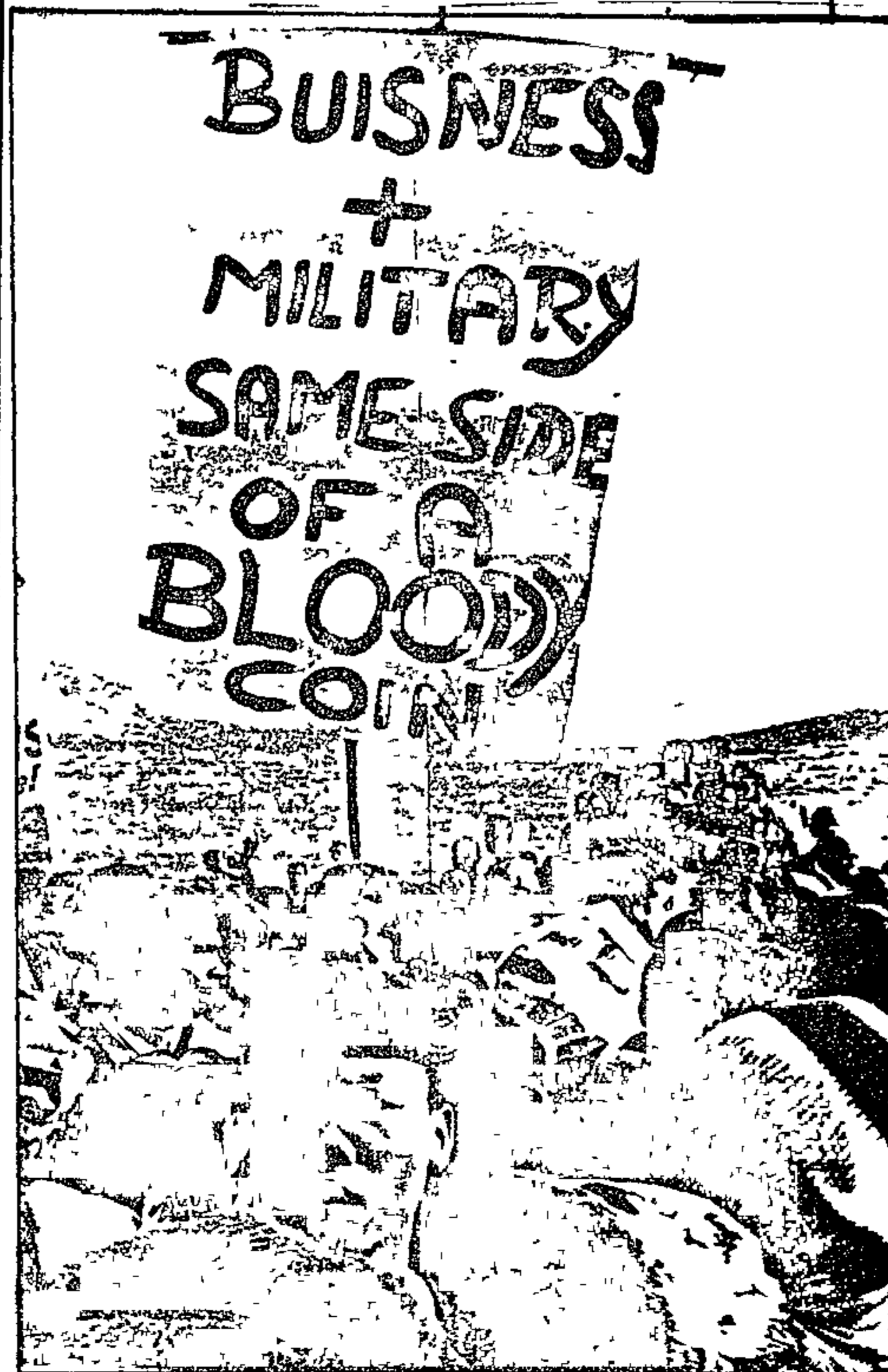
Emergency: 20% affected

Witness Reporter *NW*

ONE in every five South Africans — a total of 20% of the population — live in areas in which a state of emergency was declared on July 20. In the Transvaal, including Sasolburg, the number of people in the effected areas exceeds 51% of the

province's population.

The figures were arrived at from calculations made by the Pietermaritzburg Agency for Christian Social Awareness (Pacsa) from the Department of Statistics' preliminary returns on the 1985 census. Calculations from the 1980 population statistics made little difference to the final result. 5.9.85



The army in the townships . . . And the violence

A LITTLE over a year ago, the Government forced its tricameral parliament on the people in the country despite mass opposition by blacks

The campaign against these so-called reforms opened up the deep bitterness of people against apartheid

Since then, South Africa has been in a state of turmoil and unrest

Today, the country is in a state of crisis

Millions are without jobs Millions more are on the brink of starvation

The education system is in ruins and the townships have lacked facilities for years

These were the basic conditions that caused millions of people to voice their anger and frustration in protest

If you listen carefully, you'll hear how in every township, people's grievances have increased over the years

But in the midst of all this, there was a problem — the Government did not have the answers for the grievances.

Those who opposed the Government were labelled agitators and communists and detained without trial.

The Government was only prepared to listen

So white businessmen must pay

By ALEC ERWIN, education secretary of the Federation of South African Trade Unions

to those who were prepared to accept its racial and divisive programme of change

But this programme could not deal with the real problems facing the people

Students led the way by boycotting classes, and demanded reforms in education

In the Transvaal, people protested against rent increases and refused to pay their rents

What was the Government's response?

As always, it refused to listen and refused to talk

It held on to apartheid structures

The police began to shoot people and arrest them.

Still people were prepared to protest.

So the State brought in the army

It would not be an exaggeration to say that a civil war has begun in South Africa.

On November 4 and 5 last year, a massive historic stayaway took place in the Transvaal.

The Government's response was to arrest trade union and community leaders

These arrests hit the fires of the disinvestment campaign in the United States

The campaign has gathered much momentum — fuelled by Government actions and the deaths in detention of such prominent trade union leaders as Andries Radtsele earlier this year

Protest action and the unrests continued until nearly every township in the country was affected

Hundreds of people have been killed This is a land torn apart and crying out for fundamental changes

The Government's answer in July was to declare a state of emergency in 38 magisterial districts.

Against this some

massive and effective protest had to be made

The answer was a consumer boycott

Across the land people felt some form of protest against the state of emergency and Government action was necessary

Community-based organisations called for boycotts in July in the Eastern Cape

In August the unions called for a very effective boycott of white shops in Howick near Pietermaritzburg in protest against the dismissal of workers at the British company, BTR-Sarmcol.

Natal had got its first taste of consumer boycotts

During August, all major non-racial trade unions, which have a membership of more than 450 000 workers, decided to back a national consumer boycott.

well-organised dimension was added to the boycott campaign

The unions began their efforts in the Transvaal and the Cape in mid-August

In Natal, after much discussion with several community-based organisations, the boycott started on September 2

The unions and other organisations are not fighting for a racial society They are bitterly opposed to racism

Therefore the question has been asked often why only white shops should be given a miss

There are two major reasons for this. First, white business dominates the business world and it can influence the Government.

Second, those who have called for a boycott are carrying out an act of protest.

To be effective this act must be clear and simple It has to unify and mobilise people on a large scale.

Although there are

many businessmen in the black community who side with the Government, to boycott only certain shops and not others would be compromising and would weaken the overall effect of the boycott

We hope to unify all those opposed to this Government and its policies in one massive and effective demonstration of anger

We hope to unify and mobilise people to overcome many divisions that may exist among the ranks of the oppressed

We are boycotting white businesses so that they will put pressure on the Government to change

The demands being made in this protest are that

- The state of emergency be lifted
- The army and police be removed from the townships
- All detainees be released
- Full political rights be allowed for all

If we effectively unify

ourselves in this campaign, we will show the Government and the world how we feel about the situation

We cannot afford to wait for better economic times These better times will not come until the Government is forced to lift the emergency and make basic changes

We have to start applying pressure

In organising the boycott we are also setting up the structures and committees that will be able to express people's views

The boycott will last as long as it is effective

□ The Natal Organisation of Women (NOW), supports the consumer boycott call made by the unions

"We appeal to black businesses not to use this opportunity to exploit the situation," NOW said

"Since the larger number of our people will now be turning to black businesses, we ask them to lower their prices"

Suspension of boycott at U'hage confirmed

EPH 26/9/85

By MZIWAKHE HLANGANI

A SPOKESMAN for the Consumer Boycott Committee in Uitenhage confirmed yesterday that the three-month African boycott of white-owned businesses in the town had been suspended on Monday

The spokesman for the committee said the decision to provisionally suspend the boycott was taken at a meeting of the committee last week after a thorough assessment

He said the committee felt its supporters had adequately conveyed their grievances. However, the boycott would be resumed "when necessary", he said

He maintained that the community would be eager to start the boycott again "sometime before the end of the year"

The spokesman said a prolonged boycott could have "catastrophic consequences for the community it purports to serve"

He described as ludicrous claims that the boycott had been terminated as a result of a recent decision by the Uitenhage Town Council to open all the town's business districts to trading by all races

The boycott was called in July in protest against the detention of the political activists

Other demands were a lifting of the ban on meetings of the United Democratic Front and its affiliates, and that the Department of Education and Training consider implementing Students' Representative Councils at schools

Stayaway disrupts E London

Stal 27/9

EAST LONDON — Commerce and industry in East London yesterday reported a partial shutdown following an almost 100 percent stayaway by the city's black workforce

Businesses used available staff in essential operations, or closed for the day, the president of the Board of the Chamber of Industries, Mr Mike Strong, said

"This type of disruption in business is quite tragic, because everybody loses," he said

"No business can operate properly on a stop-and-start situation and ultimately every staff member suffers"

The municipality's director of management services, Mr Leon Deetlefs, said there was a 98 percent stayaway among municipal employees. Essential refuse removals were continued

All non-essential operations were at a standstill.

Employees who failed to turn up for work would not be paid, but no one would be fired, Mr Deetlefs said

Forty percent of Model Dairy's workforce failed to turn up but deliveries were made as usual, the general manager Mr W D Mansell said

Some black residential areas were not entered

Mr Mansell said staff members who stayed away from work would not be paid for the day

A bakery in East London experienced a 90 percent stayaway, but available staff enabled production to continue

Supermarkets reported an almost total stayaway — Sapa

Call for open areas after EL boycott

C.P

22.9.85

By BENITO PHILLIPS

EAST London's all-white North End Traders' Association wants black traders to trade freely in the area

Their call comes after shops in the North End were dealt a crippling blow by the consumer boycott, which caused 16 of the 18 shops to close their doors

In a strongly-worded memorandum, association chairman Dennis Meyer said the North End was in a unique position because it was a Section 19 area, which meant that all race groups with the exception of black people, could trade there

A copy of the memorandum was also handed to East London City National Party MP, Peet de Pontes

The association said the boycott by black consumers in the Central Business District highlighted the need for urgent action to step up reform

The traders also said racial discrimination and other inequalities could no longer be tolerated

Boycott shops may cut wages

W.M 27 SEPT/Oct. 3/85

THE Chambers of Commerce in Queenstown and East London have threatened to cut employees' salaries by as much as 80 percent in a counter move to end trading boycotts

The organisations have already been granted exemption from wage determinations to enable them to cut wages and hours to 20 percent and Chambers in other areas affected by the boycott have indicated they may also apply for exemption

The wage determinations lay down that employers may not pay workers less than two thirds of their full wage in a short-time situation.

A statement by the Queenstown Chamber said the move was designed to enable employers "to fulfil their obligation to existing employees" without having to resort to further drastic action" such as retrenchment

However the secretary of the East London Chamber, Mr Jock Allison,

WEEKLY MAIL REPORTER,
East London

conceded that it was also a way of putting pressure on the black community to end the boycott

In Queenstown a stage-by-stage reduction of hours and wages is envisaged, leaving the employee with 20 percent of the full wage. This means that after five weeks some workers may work for as little as one day a week

In another development in Queenstown, housewives are following suit and putting their domestics on "short time"

This follows a call made to them in a pamphlet which said domestics were "having their cake and eating it while

businesses are grinding to a halt"

The pamphlet told housewives they could help by "for instance telling your domestic that you can only afford him/her once or twice a week and that their remuneration will be adjusted accordingly"

The pamphlet made other suggestions for ways in which housewives could help including not allowing domestics to take food and provisions home to the township. This was "only feeding the intimidators" it said

NATAL

Boycott working — Fosatu

W. Mail 13/19/91/85

THE consumer boycott of white shops which was extended to Natal last week has been very effective in several towns, and is gaining momentum in Durban, said a spokesman for the Federation of South African Trade Unions (FOSATU).

The Union is spearheading the boycott in Natal as part of a national strategy to pressurise the white business sector to force the government to bring about reforms.

The call had been heeded in Pinetown, Hammarsdale, Cato Ridge and Mooi River, the spokesman said.

The consumer boycott is being called to demand the

*Lifting of the state of emergency,

By WEEKLY MAIL REPORTER
Durban

*Withdrawal of police and army from the townships,

*Freeing of all detainees, and

*Granting of full political rights for all.

In Durban the response to the boycott call has been low-key following Inkatha's unwillingness to support it. The movement has expressed reservations about its timing, being implemented soon after the destruction of shops in black townships around Durban during the recent unrest.

CONSUMER BOYCOTT 13/19/85

Backfiring in Natal

The organisers of the national boycott campaign are spreading their boycott of white-owned businesses to Natal. But it could backfire badly in Durban because most of the black and Indian-owned shops which the boycotters would be obliged to turn to were destroyed in the recent unrest.

Backers of the boycott, a loose association of trade unions and community organisations, headed by the Federation of South African Trade Unions (Fosatu), say they are aware of the difficulties but it won't dissuade them from going ahead. Instead, the main focus of the boycott will merely be directed elsewhere.

According to some estimates, around 120 "non-white" businesses — about 60% of the total — were either razed or looted in the violence which flared in the black townships of Umlazi, KwaMashu and Inanda several weeks ago.

Ironically, white business is being requested to contribute funds to have them restored. The SA Sugar Association has donated R50 000, and brick supplier Corobrik has contributed 120 000 bricks towards rebuilding (*Business* August 30).

Black traders themselves — those that remain — appear to be caught in the middle. The Umlazi chapter of the black Inyanda Chamber of Commerce has been asked by Fosatu to assist in their campaign. But, while Inyanda members claimed they were sympathetic to the underlying causes, they stopped short of actively co-operating.

Even on that they appear to be out of line. Inyanda president, Patrick Gumede, rapped members for even meeting with the boycotters. Says Gumede "At a time when I am busy appealing to the white private sector to assist in the rehabilitation of black businesses, I cannot on the other hand be seen to be condoning the actions of Fosatu, and all those who join them, in advocating the consumer boycott."

Given the difficulties, Fosatu education officer Alec Erwin says it would probably be a while before the boycott is felt by Durban traders. In the short term he says efforts will be directed at places like Hammarsdale,



Inyanda's Gumede and Corobrik's Andrews — a helping hand

Boycott: S. TRIB Pinetown's white shops feel the pinch

8.9.85

By LINDA VERGNANI

WHILE some shops in Pinetown report that up to 50 percent of their customers are staying away, Durban store managers say they have not yet felt the effect of a consumer boycott.

Black shoppers in Durban are aware of the national boycott called by the trade unions and some have taken to using plain packets for carrying home their purchases from white-owned shops.

A Fosatu spokesman said "In our view there is an effect. Durban is a very big city and it is difficult to organise. But we have support from a range of community organisations and we feel the boycott will pick up momentum next week."

"In Pinetown, Hammarsdale and Mooi River the boycott is being very effective."

Mrs Zena Livingstone, one of the owners of the Spar Chelsea in New Germany, said "We have hardly seen a black in the store this week. About 50 percent of our customers are black so it has affected us a lot. Our store is really dead."

"You can see blacks looking into the store but they are too frightened to come in. They are being intimidated. If they come in they are beaten up."

Mike Knowles, marketing director of Knowles Stores, said "It has affected our Pinetown store fairly badly. We've been suffering in Howick for a long time and our Mooi River and Greytown stores have also been affected. Up to now it's been worse in the country than in the city. But this week it hit our Pinetown shop."

Alec Hurter, president of Game, said "We have had no indication whether the boycott is working or not working. Our turnover has neither dropped nor increased."

Martin Rosen, general manager of Pick and Pay Hypermarket, said his store had not felt any effect at all.

Black shoppers in Durban said they knew of the boycott although not all were certain whether their areas were affected. A teacher said "I live in Umlazi and we do not have a boycott there."

An Umlazi spray-painter said "I ask for plain packets. If they find me buying from Checkers they will treat (sic) me."

Replying to allegations that people were being intimidated, the Fosatu spokesman said "We've made it clear to all the organisations participating that they should persuade people to join the boycott. We are opposed to any violence."

"Whenever black people organise themselves, the immediate response is that they're being intimidated. You can't explain the boycott in terms of intimidation and we would deny that our organisation in Pinetown is trying to intimidate people."

He said 25 unions and a number of community organisations had endorsed the boycott call. It was a protest against the emergency, against army and police activity in the townships, against detentions and the general situation in the country.

In Pietermaritzburg, the president of the local Chamber of Commerce, Dr Keith Wimble, has warned that if the boycott continues shops are likely to start closing.

"Coupled with the recession, the boycott could see things become very serious for some businesses, and if the boycott carries on, shopowners may decide there are better ways to earn a living," he said.

PRESS STATEMENT

END OF CONSUMER BOYCOTT

THE Trade Unions and a large number of community organisations in Natal backing the consumer boycott of white shops have decided to call it off as from 8 a m on Friday 4 October. The boycott call was part of a national campaign with the following demands

1. Lift the state of emergency
2. Remove the police and the army from the townships
3. Release detainees
4. Give full political rights to all

We decided to embark on this campaign in order to express the united opposition of the oppressed people to a situation where there is mass unemployment and starvation, where hundreds of people have been killed by the police and army and where thousands are detained in conditions that allow widespread torture and brutality

We now believe that the continuation of the boycott threatens to divide rather than unify due to the peculiar situation we face in Natal. The Inyanda Chamber of Commerce has openly and publicly threatened violence to end the boycott. This has to be taken seriously in view of the loss of lives, bombings of houses and reign of terror that exists in the townships. As responsible organisations we are not prepared to continue a campaign that might lead to more lives being lost.

Consumer boycotts remain a legitimate and viable form of mass protest. Where acts and threats of violence were not prevalent people united in an effective boycott. These were effective despite the hostile attitude of the press.

For those who firmly committed themselves to supporting the boycott we have learnt a great deal in the campaign. Such campaigns can unite people irrespective of the barriers of race, tribe and ideology. These lessons renew our determination to carry on the struggle for a democratic South Africa free of oppression and exploitation where all will enjoy economic prosperity and where justice will prevail.

Issued by Federation of SA Trade Unions, General Workers Union, Commercial Catering and Allied Workers Union, Food and Canning Workers Union, AZAPO, AZASM, Muslim Students Association, Community and Youth Organisations in Durban.

3.10.85

UDF joins call for work stayaway

C.T. 10/9/85

Political Staff

CALLS for a two-day stayaway from work in Cape Town were made yesterday — and supported by several groups, including the United Democratic Front — but confusion arose over when it would take place

However, last night it seemed that the call for a stayaway tomorrow and on Thursday had more widespread support.

The UDF interim organizer, Mr Naseegh Jaffer, who came out of hiding to address a press conference, said the front would support a stayaway tomorrow and on Thursday after it had become clear that it had widespread support

Confusion arose after different anonymous pamphlets called for a stayaway on different days. One said the stayaway was to be today and tomorrow, another said it would be tomorrow and Thursday

Yesterday the secretary of the Mitchells Plain Centre Merchants' Association, Mr Alec McLeod, said members had decided to close their shops today and tomorrow

A spokesman for the Western Cape Traders' Association said "we don't want to defeat our objectives in terms of the consumer boycott of white shops and have therefore decided to open our shops as usual but close from 1pm to 4pm on the days of the stayaway in solidarity with the people"

In another statement yesterday, eight trade unions said they were "aware of calls being made for a stayaway

from work"

A report-back meeting would be held today to "discuss the possible support for a stayaway tomorrow", a trade union spokesman said

The union statement was issued in the name of the Food and Canning Workers' Union, Cape Town Municipal Workers' Association, National Union of Textile Workers (NUTW), General Workers' Union, Commercial Catering and Allied Workers' Union of South Africa, National Automobile and Allied Workers' Union (Naawu), Paper, Wood and Allied Workers' Union (Pawawu) and the Retail and Allied Workers' Union

Three of the unions involved in yesterday's discussions are affiliates of the Federation of South African Trade Unions (Fosatu) — NUTW, Naawu and Pawawu

A spokesman for the eight said they had met briefly yesterday to discuss the calls. It had been decided that the matter would be discussed with union members "concerning the possible support for a stayaway on Wednesday September 11," the spokesman said

A spokesman for Fosatu said the call for a stayaway had to be discussed with members

Lieutenant Attie Laubscher, a police liaison officer for the Western Cape, said several pamphlets calling for a stayaway had been distributed in Bellville yesterday and that the matter was being investigated

130 City bus drivers fired

C.T. 10/9/85

By TONY WEAVER and BARRY STREEK

The police charged and 12 drivers were sjambokked and arrested

A television crew from the London-based Worldwide Television Network was ordered by an officer to stop filming the confrontation

Attorneys acting for the 12 said they were informed they would be charged under Section 57 (1) of the Internal Security Act for allegedly attending an illegal gathering, and would not be granted bail

However, a police spokesman for the Western Cape, Lieutenant Attie Laubscher, said the 12 had commandeered a bus and were arrested on charges of "attempted hijacking". He also said there was "no record" of police preventing the press from recording the action

Dr Boraine said the police action had "added insult to injury" and "although South Africa has grown accustomed to police intimidation and harassment of trade unionists this latest incident is beyond belief"

'Insensitivity'

City Tramways had shown "remarkable insensitivity in its tough action against drivers"

A director of City Tramways, Mr Francois Potgieter, said that at 7am yesterday, a number of drivers had refused to take up shifts and they were "obviously dismissing themselves"

He later claimed that all the drivers, except those detained, had "re-engaged" themselves by turning up for shifts in the afternoon after negotiation between City Tramways and the executive of the Tramway and Omnibus Workers' Union

BUS services to black and coloured townships were at a virtual standstill yesterday after 130 drivers were fired by City Tramways for refusing to work in dangerous township conditions

Services were further disrupted after riot police, assisted by City Tramways security staff, baton-charged and sjambokked the fired drivers

The Progressive Federal Party's spokesman on Manpower, Dr Alex Boraine, criticized the police action as being "beyond belief" and accused the bus company of showing "remarkable insensitivity"

One of the drivers' colleagues, Mr Yusuf Adams, was badly hurt on Tuesday morning when a rock thrown through his windshield knocked him unconscious in Modderdam Road, Charlesville

Yesterday morning the drivers said they walked about nine kilometres from the Valhalla Park Arrowgate depot to the Mowbray bus terminus in Station Road after City Tramways allegedly refused to give them a bus to get to the offices of the Tramway and Omnibus Workers' Union in Salt River

While they were at Mowbray they were confronted by a group of about 20 riot and uniformed policemen who were joined by City Tramways security staff

At 10 20am, as police broadcast warnings to disperse a bus pulled into the terminus, which the drivers wanted to take them to the union offices in Salt River

But a City Tramways official told the bus driver to lock the door

Not the fairest Cape

There are few indications that the grip of violence on SA is loosening after six weeks of a State of Emergency. Unrest in the Cape initially assumed a near state of suspended animation following the closure of coloured schools in the Peninsula and Boland at the beginning of the week, but nobody is holding breath for an early return to normality. Plans for work stay-aways are already in motion.

The unrest is also dragging on in other areas. Early this week, police reported violence in Stutterheim, Riversdale, Sebokeng near Vereeniging, Maritzburg, Kathlehong near Germiston, KwaDabeka near Durban and at the University of the North.

Meanwhile, Law and Order Minister Louis le Grange said this week at least 660 people have been killed and 2 400 injured in the unrest during the past year. "Citizens" had been responsible for a third of deaths and injuries. Damage to property amounted to at least R93m. The security forces lost 11 men killed and 357 injured.

Government seems uncertain when almost 500 coloured schools in the western Cape will re-open. About 400 000 pupils have been left with an indeterminate amount of time on their hands in an ironic twist which has seen them forced off educational premises that their fellows on the Reef and in the Eastern Cape are being vigorously compelled to attend.

Bankrupt initiatives

"It really typifies the bankruptcy of initiatives," declared Progressive Federal Party (PFP) education spokesman Ken Andrew. "They have put hundreds of thousands of people onto the streets with nothing to do for weeks to come. If they are angry now, they are going to be bored and angry in the future."

Andrew maintains the authorities have again missed what could have been a good opportunity for communication with the people.

"There doesn't appear to have been any attempt to consult or negotiate. They could have called a conference of school principals and school committees (generally parents) and asked 'what can we do?'"

A combined caucus of PFP MPs and MPCs in the Peninsula has called for an immediate re-opening of the schools. National chairman Colin Eglon says there have been hints the students will be able to go back to the classroom after the end of September school vacations. The FM was unable to obtain comment from the Minister for Education and Culture in the House of Representatives, Carter Ebrahim, at the time of going to press.

The United Democratic Front (UDF) and the major unions in the region are supporting a call for a stay at home on Wednesday and Thursday which was expected to draw wide support, despite conflicting pamphlets circulated in black and coloured areas. Commerce and industry representatives in Cape Town said there was no significant response on Tuesday to a call for a work stayaway — but there were indications it would be widely heeded on Wednesday and Thursday.

Sonja Bendix, head of industrial relations at the Cape Chamber of Industries, said managements were generally sympathetic towards workers who heeded the stayaway calls, but on the principle of no work, no pay.

Cape Town's largest firearms dealer reported sales up by about 70% in the three days following an attack by about 100 coloured youths on houses in the white suburb of Scotsdene at Kraaifontein last week.

and teachers converged on schools to open them unilaterally.

A police spokesman confirmed that two or three teargas canisters were fired at a school in Athlone by "local police," but denied any arrests.

The Department of Education and Culture refused to say anything. Both Ebrahim and his executive director, A J Arendse, were "not available" for comment.

When asked what the situation was, the department's "liaison officer," Daan Jordaan, said "The schools are closed. Nothing is going on." When pressed for information, he told an FM staffer not to be so "stroppie" and terminated the conversation.

But Progressive Federal Party (PFP) MPC Jan van Eck, who toured some schools on Tuesday morning, said about 100 people were arrested at Alexander Sinton High School in Athlone when they defied police and went onto school property. There were groups of parents, teachers and pupils at other schools in the Athlone area, but no trouble.

In other areas, however, there were reports of teargas being used by police and arrests.

No sooner had the closure of almost 500 schools in the western Cape been announced last week than appeals for their re-opening began. At the weekend, pamphlets urged a September 17 return to the classrooms by about 400 000 pupils who would normally have been there.

At the same time, Ebrahim indicated a probable October 1 opening — the normal beginning of the fourth term.

The placatory gesture was too late. Even while it was being delivered, more than 2 000 people at one meeting in Mitchell's Plain were reportedly being urged to "take back" their schools.

"We built the schools, we paid for them. They belong to the community," said one teacher.

The latest outburst came as the violence of the past two weeks appeared to be subsiding and after a two-day stayaway from work called for various days last week passed quietly, without significant impact. ■

COLOURED EDUCATION *FM 20/9/85*

Gas for scholars

Police resorted to teargas and arrests on Tuesday to stop coloured pupils, teachers and parents defying government orders to keep away from schools in Cape Town which were closed last week by coloured Education and Culture Minister Carter Ebrahim.

As the FM went to press, the situation remained unclear. Police claimed there had been very little trouble when parents, pupils

Sobering evidence

SA's dark continent remains the political attitudes of its black majority. Wilfully or not, government appears to be most in the dark. State President P W Botha's recent assertion in yet again refusing to consider talks with the African National Congress (ANC) — that it has "less than 10% support" nationally — is challenged by the latest survey attempting to chart this terrain.

Mark Orkin of the Community Agency for Social Enquiry (Case), designed a survey in association with the Institute for Black Research, which was conducted by market research firm Research Surveys.

The Case survey put 10 questions to 800 respondents from Pretoria, Soweto, Johannesburg, the Reef and Vaal areas, Durban and Maritzburg, Bloemfontein, East London, Port Elizabeth and Cape Town.

An open question as to "which leader or organisation would you most like to represent you in solving problems or grievances?" saw 31% opting for the ANC or its jailed leader Nelson Mandela, 16% for Anglican Bishop Desmond Tutu, 14% for the United Democratic Front (UDF) and related organisations, 8% for KwaZulu chief minister Mangosuthu Buthelezi or Inkatha, and 8% mentioned government or other pro-investment organisations. A substantial 21% did not know or did not choose a leader.

The three major tendencies, all identified with black nationalism and universal suffering in a unitary state, make up just over 60% of respondents. But in fact, when asked how best apartheid may be ended, fully 80% of respondents agree that "compromise is no longer possible" the next step must be a unitary arrangement in which all blacks and whites together vote for their leaders, to participate without regard to race or group in one central government. Only 20% favour a transitional federal option.

Nonetheless, the survey indicates that an overwhelming majority of urban black opinion is still in favour of negotiation with government by genuine black leaders, supplemented by foreign and business pressure to obtain reforms.

A striking 90% of respondents favour genuine negotiations between government and "true leaders of the black people." Some 70% favoured some form of foreign pressure

on businessmen to demand changes from the government — and a mere 36% favoured armed struggle against the government's security forces. Of the latter group, about half of ANC and UDF supporters see insurrection as justified, compared to 25% of Tutu supporters and 7% of Buthelezi supporters.

The Case survey shows a quarter of respondents opposed to foreign disinvestment, a quarter in favour of total disinvestment — and 49% in favour of conditional disinvestment, in which "foreign firms should not be allowed to invest here unless they actively pressure the government to end apartheid."

This, Orkin points out, amounts to 75% in favour of some form of disinvestment pressure. He explains the apparent discrepancy between the Case findings and those of Human Sciences Research Council (HSRC) and surveys conducted by Lawrence Schlemmer of the Natal Centre for Applied Social Science. "In most cases, the options given in those surveys were extreme — total disinvestment or total investment."

"In one survey, where Schlemmer did provide a 'middle-ground' option, somewhat less than half chose it. It seems clear that the majority is in favour of disinvestment as a form of conditional pressure on the government."

Orkin concurs with Schlemmer too that the disinvestment campaign over the past year has also seen a hardening of black attitudes on the subject.

Responses to a question as to whether respondents favoured capitalism or socialism showed 22% in favour of the former, and 77% in favour of the latter. ■

common ground was that "we are all concerned that the next generation should inherit a viable economic and political system."

Responding to criticism from government spokesmen who condemned the talks on the basis that the businessmen were being "disloyal" to soldiers fighting on the SWA/Namibian border, Mr Relly said "All one can really say is that if there's any point in talking at all, it is with the object that in future people will not have to fight on the border."

'A good impression'

He said the State President, Mr P W Botha, had given an undertaking that he himself would negotiate with an open agenda on the future.

GENERAL

Mr Relly said his group found the ANC attitude "not nearly so grossly antagonistic as might be thought", while Mr Tom Sebina, ANC spokesman in Lusaka, said the South African group had created a good impression.

'Signs of weakness'

However, noting that there was "little community of interest between us", Mr Relly told SATV that as a "free enterprise person" he could not look with favour on ANC plans for nationalization and the reform of the monetary system under a socialist government.

A spokesman for the State President's Office in Pretoria said at the weekend that Mr Botha had "no comment" on the outcome of the talks. Mr Botha stood by his earlier statement that he could not see what the talks could achieve other than to show signs of weakness to enemies.

However, the Mozambique News Agency AIM, quoting "a well-placed Lusaka source", said yesterday that the ANC learnt from the businessmen that Mr Botha had already accepted in principle the need to enter a process of negotiation which included the ANC. His problem, the businessmen are reported to have said, was how to bring this about.

This was denied by a spokesman for the State President's Office, who said Mr Botha had consistently denounced such talks as long as the ANC supported violence.

The Progressive Federal Party spokesman on Foreign Affairs, Mr Colin Eglin, yesterday said the businessmen were to be congratulated on taking the initiative.

"Obviously there are risks involved, but somewhere along the line people have to come together and start talking rather than standing at arm's length and throwing bombs at each other," he said.

Mr Sebina last night said "The most important thing is that we got to know each other's views. We hope they went home with a picture of having met decent human beings interested in finding a solution to common problems."

Subjects discussed

According to AIM, subjects discussed at Friday's meeting included:

- The question of civilian deaths, with the ANC saying there was no specific intention to hit civilians, but that in a situation of growing confrontation more civilians would die.

Common ground for ANC and Relly

JOHANNESBURG. — The real common ground between big business and the African National Congress was concern for the next generation, Anglo American chairman Mr Gavin Relly said at the weekend.

Defending his decision to lead informal talks with the ANC in Zambia on Friday, Mr Relly said "As South Africans we are all interested to create a more cohesive society and a more equitable one."

Although the positions of the two groups were "very far apart", the real

"We've taken the view that our talks with the ANC were not outside the basis of that undertaking."

"We have told the Foreign Affairs people about the talks we've had with President Kenneth Kaunda, and we will undoubtedly tell them about our talks with the ANC," Mr Relly said.

- ANC nationalization plans
- The businessmen were told the ANC would not renounce violence as a strategy because violence had been started by the apartheid system.

- A constitution based on an entrenched bill of rights. The ANC said it would accept this, provided that it meant individual rights.

- The need to release ANC leader Mr Nelson Mandela and other jailed leaders. — Own Correspondents, Sapa-Reuter and UPI.

NO NATIONAL CONVENTION WITHOUT EQUALITY, SAYS ANC

Newspapers - 1982

A NATIONAL convention is very far from the minds of the members of the African National Congress at the moment

They, like others, have been reminded of it by the campaign for a convention being led by the PFP, Inkatha and some business leaders. And, having been reminded of it, ANC members clearly have an understanding of the timing, role and content of a national convention which is wholly different from that currently being peddled.

Interviews with a number of ranking ANC sources this week revealed that the ANC rejects the

By Howard Barrell
Harare

notion that a national convention is the means by which to dismantle apartheid.

Instead, the ANC considers that apartheid must have been either totally destroyed or dismantled, and a situation of democracy must exist, before any national convention can be held.

"You can't have a national convention between oppressed and oppressor. A national convention can be held only when we have a situation

of democracy," free political activity and equality," one source said this week.

"We have a situation now where the battle lines have been drawn, not by our own choosing, but by the State.

"How can you hold a national convention, or even hold out the prospect of one, at a time when there is a state of emergency, when people are on trial for treason for their opposition to apartheid, when people are being shot in the streets?"

"Clearly, you cannot," the ANC source said. Responding to the PFP-Inkatha national convention moves, a third

ANC source said the outlawed movement rejected attempts by "self-appointed bigwigs like the Buthelezis and Hendrickses, elitists, or American and British manipulations to cobble together settlements of the fate of the country over the heads of the people."

"As far as the people are concerned, the PFP's flirtation with Buthelezi is the kiss of death. They should rather keep their options open for the future which is going to be settled by truly democratic forces."

"Slabbert should be able to understand that anything Buthelezi touches is discredited in the eyes of the people," the source said.

Trotskyists attack ANC

13/14 9/85

THE Marxist Workers Tendency (MWT) of the African National Congress — a Trotskyist off-shoot of the ANC — has attacked calls to take the violence into white areas.

The MWT — whose mainly white leaders were expelled from the ANC — yesterday deplored the ANC's "mad call for the indiscriminate killing of whites" and appealed to the ANC leadership to repudiate the broadcast immediately.

The MWT statement was in response to a radio broadcast by the ANC's Radio Freedom from Addis Ababa last week in which members were urged to let whites feel the "flames of revolution" by taking the battle "right into their homes, into their kitchens and bedrooms."

Attacks on the white motorists in the Eastern Cape and on the homes of whites in the Cape Peninsula were "counter-productive" and playing into the hands of the SA government. Recalling how the "disastrous methods" of Pogo had contributed to the "crushing" of the underground

BY WEEKLY MAIL REPORTER

movement by reaction at that time, MWT urged the ANC not to repeat "those desperate and futile acts of violence against ordinary white people."

"Blind acts of frustration" would only weaken the movement and strengthen white reaction, the statement said.

The MWT said there was no short-cut possible in South Africa. Power could not be seized immediately or in the short-term.

Only the uniting of blacks into a powerful mass movement around the black working class and embarking on "well-planned actions and campaigns" would succeed in overthrowing the system.

"It is time for the ANC leadership to rethink fundamentally its policy, strategy and tactics for the liberation struggle in South Africa," the MWT said.

Blacks urged to sabotage factories

UK Sunday Observer 21/7/85

by Our Africa Correspondent

WORKERS in South African factories have been urged by the banned African National Congress to sabotage machinery as part of the 'people's war' against apartheid.

An ANC broadcast on the Addis Ababa 'freedom radio' last week ordered supporters to wreck machines by 'removing vital parts or introducing foreign and dangerous elements'. Office workers were told to destroy or 'confuse' documents.

'Wherever you are, in whatever department you work, make sure that production is disrupted regularly,' said the broadcast.

Before yesterday's declaration of a State of Emergency, there was already widespread trouble in South African industry. Many of the strikes have political overtones. There is a threat of a total stoppage next month by 500,000 goldminers on the Rand.

The ANC admits that the present anti-apartheid riots in Soweto and other black town-

ships are 'out of its control'. White-owned shops have been singled out for arson and looting attacks.

Francis Meli, the ANC's spokesman in London, said yesterday: 'The present violence is spontaneous. But there is a war situation, and in a war, civilians suffer.'

The ANC denies that it is embarking on a wholesale terror campaign against the white population in South Africa. Meli said: 'The efforts of our military wing, Spear of the Nation, are directed at military targets.'

But that includes the police, army, councillors and white farmers who support the South African Defence Force. He said that it was difficult now to know who ranked as a civilian — 'so many whites in South Africa have guns'.

In the growing tempo of violence, white 'hit squads' are making their appearance. Religious organisations in Britain have been disturbed by well-founded reports that a black Anglican churchman in Johannesburg, Bishop Simeon Nkomo, has been put on a 'murder list'.

ANC president Oliver Tambo said at a conference last month in Zambia that the black police should 'turn their guns against their masters'. This is being interpreted as telling them to prepare ultimately for a general uprising.

The ANC claims that it manages to keep contact with its guerrillas operating inside South Africa. But some bomb blasts — there have been more than 70 so far this year — are thought to have been caused by groups outside its control.

NO NATIONAL CONVENTION WITHOUT EQUALITY, SAYS ANC

W. Mail Sept 27/85 - 1985

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Recalling how the "disastrous methods" of Poqo had contributed to the "crushing" of the underground

ANC believes in 'mixed economy'

By BARRY STREEK

THE banned African National Congress believes in a mixed economy with room for private initiative in trade and industry and State control over certain sectors, according to Finansies en Tegniek, the weekly financial magazine.

The ANC would nationalize high-finance activities, such as mining, banks, the energy industry and basic communication enterprises such as the railways and harbours, but it would not nationalize the media, the magazine said

Finansies en Tegniek, which is owned by Nationalist Pers, said the ANC's economic policies had never been clearly spelt out but after discussions with an ANC representative in Zambia these had been clarified. Written by Esmare van der Merwe, the article said: "Land will be held in trust by the State and distributed to people who worked it, without overturning existing production incentives for commercial and co-operative farming will be introduced."

The economy would not be nationalized wholesale. All activities, apart from those specified before, would be in the hands of the private sector. Trade and industry would be private or co-operative.

"Private initiative will go hand-in-hand with State control and co-operative undertakings in the armaments industry, construction, transport, tourism as well as small and large trading."

Asked whether private enterprise would not be suppressed, as had happened with Marxist governments, Finansies en Tegniek said the ANC's position was that "private enterprise exists in what you call a Marxist economy. Any existing socialist economy demonstrates it with its small trading and small manufacturing activities".

It was impossible to say what taxation policies would be applied because these depended on economic conditions and expectations and it had to take into account government services, internal and external trade, loans and financial structures.

However, there would be "personal income tax, company tax, capital gains tax, trading tax and much more — each with its own rules and administration, each with its own combinations and exceptions".

The ANC would regard job creation and raising incomes as priorities as well as housing, health services, education (particularly technical education) and the development of under-developed areas. Defence and administrative expenses "will definitely be restricted".

Asked if there would be large-scale withdrawal of foreign capital from the economy if a socialist government came to power, Finansies en Tegniek said the ANC's position was that "we are not fighting for a socialist government, but for all universal democratic rights in a non-racial society. Foreign investments depend on the political climate and taxation structure.

"Where there is a need and the investment is not exploitative, but for the advantage of the community, it will be encouraged."

The ANC also believed businessmen were entitled to be involved in politics because economic and political issues could not be separated.

The political climate had to be advantageous to the economy, otherwise the economy suffered as was happening at present.

The businessmen who met the ANC were encouraged by a desire to create a healthy economic climate which would be conducive to normal economic activities without bloodshed and oppression.

"Their action was therefore more than a sign of goodwill."

Catalyst for a settlement

FM 20/9/85

PFP leader Frederik van Zyl Slabbert's first "Convention Alliance" meeting on Saturday initiates probably the boldest domestic attempt at negotiation politics for some time

The politics of negotiation has, so far as radical black organisations are concerned, been gravely undermined. For this reason and because the organisers do not want to compromise or prematurely prescribe, the PFP is not divulging the names of most of the individuals or parties attending the talks. There could, however, be some surprises.

About 150 people, among them leaders from commerce and industry, the churches, prominent sportsmen, representatives from bodies like the Black Sash, Nafcoc and the

to want nothing to do with it, at least for the time being. At least three layers of the UDF's leadership are in prison, either under the Emergency regulations or as treason trialists. The UDF would never take part while its leaders are in jail (The PFP has joined the call for their release). So it has been difficult for the convention organisers, who understand the problem, to make any headway on that front. But, as the PFP's Alex Boraine observes, the party cannot sit on its hands and do nothing. The convention excludes nobody, he points out.

Azapo and the black consciousness-socialist body, the National Forum, reject the convention idea out of hand. It would be the "ultimate compromise," they say, deaf to PFP assurances that the convention alliance is not yet a "national convention" representing all South Africans.

Meanwhile, the ANC, SA's premier black nationalist organisation, remains banned and could therefore not participate even if it wanted to. But the PFP may well have put out feelers in that direction. And although the ANC has, through its imprisoned leader Nelson Mandela, rejected the idea of a national convention, the ANC did meet with South African business leaders recently. This would suggest

the organisation is not as intractable as its posturing might suggest, for it cannot seriously believe that only the "terms of transfer of power to the people" is up for discussion. The same may hold true for government which, while publicly denouncing the businessmen's meeting with the ANC, was all along aware of it and, privately, at least, must be keen to see if anything can come out of it.

The small and tentative beginnings of the convention alliance may indeed prove to be the catalyst that eventually leads to a full-blown national convention.

example, the UDF from the opposite end of the spectrum. The incarceration of the UDF leadership of course hampers any chances of the organisation participating.

And if the presence of Chief Mangosuthu Buthelezi's Inkatha might make the UDF hold back, the alliance organisers point out that a start nevertheless has to be made somewhere if the eventual goal, a national convention, is to be realised. There was no significant Afrikaner business presence at the alliance meeting, but enough Afrikaner academics. Bishop Desmond Tutu, who did not attend, at least sent a message of goodwill. Other important clerics, like UDF patrons the Rev Beyers Naude and Allan Boesak, did not attend.

Certainly Browde is aware that it is "very important to try to persuade government and the UDF to take part." He is also aware of the difficulties which lie ahead due to deep suspicions that prevail. But Browde is bullish about the need to develop a "third force" to negotiate fundamental change in SA and says there has been an "extraordinary response" in favour of it by the many who oppose both repressive and revolutionary violence.

PFP leader Frederik van Zyl Slabbert, a prime mover of the convention alliance, opened the proceedings. He explained that the alliance is not a national convention nor a political party prescribing any single policy or strategy. For this reason Slabbert and his alliance co-sponsor Buthelezi are taking a low profile, although the absence of strong leadership figures at the helm may then be a drawback.

The objectives of the alliance, Slabbert explained, are "to bring about by non-violent means and in the shortest time possible the complete dismantling of apartheid and the negotiation through a national convention of one constitution based on one citizenship in one country."

He suggested the alliance's objectives could be achieved by, among others:

- Setting up a secretariat to co-ordinate alliance activities,
- Facilitating communication between members to establish common attitudes and joint strategies on current issues and future events,
- Structuring constitutional debate to find common ground,
- Organising rallies and nationwide petitions to either encourage or discourage government on a particular course of action, and
- Possibly setting up a convention hall in Cape Town to sit when Parliament does and to discuss the same agenda as Parliament. ■



Slabbert

Boraine

press, will be there to hear Slabbert explain the motivation of the Alliance. Slabbert explains that the meeting will be "exploratory, to assess the extent to which there is a need for the Alliance and to work out an agenda for it."

Chief Buthelezi's Inkatha movement has all along indicated its support of the convention alliance and is a strong component of it. Slabbert obviously welcomes this support but is anxious that the alliance not be misconstrued as simply a cosy PFP-Inkatha arrangement, with perhaps the Solidarity Party of the Indian House of Delegates thrown in.

Labour Party leader, Allan Hendrickse, is not involved at all. Nor is his Indian counterpart, Amichand Rajbansi. This may not be a shortcoming as those parties might, some feel, tend to deter more people than they would encourage to participate.

A major positive factor is that the talks will be unconstrained by any ideological framework in the way that government's plans always are by National Party dogma.

However, a major snag is, of course, that important political forces such as the United Democratic Front (UDF) — not to mention government, which holds the power — seem

20)

A formal decision to launch the alliance was duly taken and a provisional steering committee chosen by the 150 or more delegates. The committee, which is to meet early next week, sees as its first priority the need to broaden its base of representation. It will then start formulating a plan of action which is expected to be unveiled shortly.

The 10-member steering committee is made up of its convener Jules Browde, a distinguished lawyer who is also chairman of the Lawyers for Human Rights, the PFP's Colin Eglin and Alex Boraine, Inkatha's Oscar Dhlomo, businessman Raymond Ackerman, the Black Sash's Joyce Harris, the NGK's Professor David Bosch, the Rev Stanley Magoba, Natal University's Professor Denys Schreiner, who was chief author of the Buthelezi Commission report, and Tony Ardington.

The major drawback of the alliance at this stage is obviously the (expected) stayaway of the most important parties to the conflict — government representatives as well as, for

CONVENTION ALLIANCE FM 20/9/85

A cautious start

There were no great expectations from the fledgling Convention Alliance's tentative first meeting, held in the Sandton Sun hotel last Saturday. It was, as the PFP organisers explained from the outset, exploratory, to see if there is a need for such an alliance of the political middle ground and to work out an agenda for it. (*Current affairs* September

Big business call for end to apartheid

C. Times 28/9

By MICHAEL ACOTT

NINETY of the country's top businessmen last night issued a joint call for the abolition of apartheid and for negotiations with genuine black leaders to share power.

They also called for the restoration and entrenchment of the rule of law, which would mean an end to bannings and detentions

Their statement reflects growing business disillusion with the pace of reform and an appreciation of the need for action. It is seen as potentially one of the most significant actions by businessmen in the encouragement of urgent political reform

Referendum

Many of the signatories advocated a "yes" vote in the 1983 constitutional referendum, but now seem convinced — particularly since President P W Botha's "Rubicon" speech — that the government is not going far or fast enough to implement change

The statement was signed by 90 chairmen and chief executives of South African companies and the heads of multinational corporations operating here

They hope it will lead to an urgent meeting with the government to discuss the statement and the implementation of the reforms proposed

Sanctions

Mr Raymond Ackerman, chairman of Pick 'n Pay, said on behalf of the signatories that, if the government would endorse the statement, sanctions imposed by the United States, the EEC and other countries would be lifted immediately

He hoped the government would welcome the indication of the direction business believed the country should take, business opposition to sanctions and disinvestment and the need for investor confidence

The statement had the backing of black leader such as Bishop Desmond Tutu and Chief Gatsha Buthelezi

Mr Ackerman said the statement had almost total backing from the business community, including many who had not signed it

He conceded that the main Afrikaner businesses were not among the signatories, but said no one the group had approached had disagreed with the statement

Their reasons for not signing included a reluctance to be associated with a public statement and a belief that they could achieve more through their contacts in government

The signatories said they were responsible businessmen deeply concerned about the current situation

'We believe that the reform process should be accelerated by

- Abolishing statutory race discrimination wherever it exists

- Negotiating with acknowledged black leaders about power sharing

- Granting full South African citizenship to all our people

- Restoring and entrenching the rule of law

'We reject violence as a means of achieving change and we support the politics of negotiation

'We believe that there is a better way for South Africa and we support equal opportunity, respect for the individual, freedom of enterprise and freedom of movement

'We believe in the development of the South African economy for the benefit of all of its

people and we are, therefore, committed to pursue a role of corporate social responsibility and to play our part in transforming the structures and systems of the country towards fair participation for all

The businessmen said that, by putting their collective weight behind an accelerated reform process, they could "give direction and hope to the man in the street" about South Africa's future

Mr Ackerman said the group had been overwhelmed by the support from businesses and ordinary citizens, black and white

The business response was so great that the list had been confined to chairmen and chief executives. The group

hoped, however, that smaller businesses would unite behind a similar statement

Mr Ackerman said the statement had been issued for five reasons

- To show black, coloured and Indian leaders, trade unions, workers and youths that business was not "part of the system," but was committed to reform

- To show foreign investments in South Africa that the local business community was nailing its colours to the mast, thus countering disinvestment by helping them keep their operations here

- To show small businesses and ordinary citizens who felt hopeless that business was prepared to give a lead

- To show the government that South Africans "have had enough of apartheid"

- To show foreign governments "hell-bent on sanctions and disinvest-

ment" that the business community here was asking for the same things as they were

'Group Areas'

"We are asking for help while we are fighting for these things, not disinvestment and boycotts, unemployment and poverty," he said

We are not asking for changes such as the opening of hotels. We want the abolition of apartheid — Group Areas, influx control, the lot

"We are not asking for one man, one vote — we are urging the government to negotiate shared power"

● The leader of the Progressive Federal Party, Dr Van Zyl Slabbert, last night welcomed the move by businessmen and called on other organizations "genuinely committed to the politics of negotiation to co-ordinate their actions and bring about pressure for the complete dismantling of apartheid"

There was also a joint statement from the Association of Chambers of Commerce, the Federated Chambers of Industries, the National African Federated Chamber of Commerce, and the Urban Foundation: *FMA/afk*

"No real negotiation is possible without normalising the security situation through lifting the partial State of Emergency as soon as circumstances permit

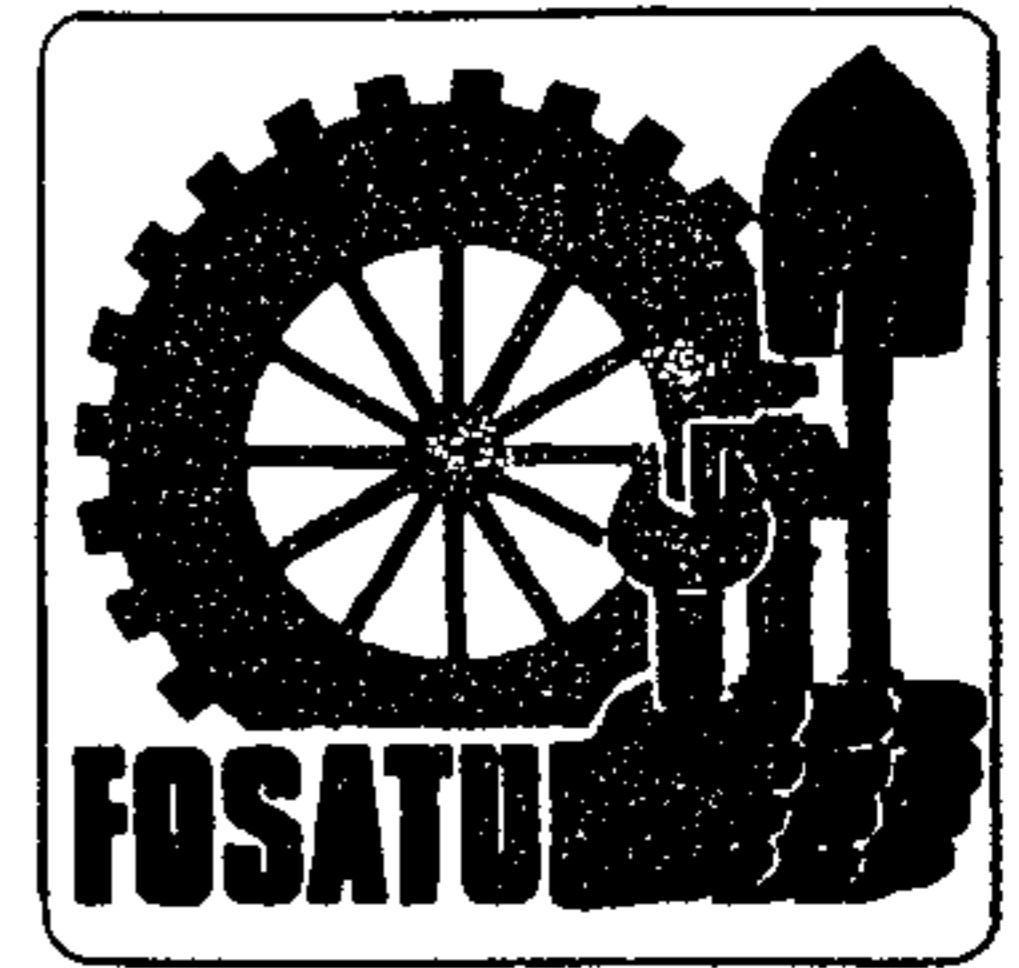
"Equally essential is a commitment by government that it will deal even-handedly with the accepted leaders of the black community, even if some of these are currently in detention

"The organisations wish to emphasise that normalising the South African situation can only come about if all the country's people recognise that they have a shared destiny to be arrived at through serious negotiation between partners of equal negotiating status

"Our survival depends on making the necessary structural changes to uphold the political, social and economic values pursued by our major trading partners which represent, in essence, the great democracies of the world

"Should we fail to do so, investors and traders will increasingly shy away from SA without any formal laws forcing them to do so"

PRESS STATEMENTS



PRESS STATEMENT FROM FOSATU EXECUTIVE

THE FOSATU Executive releases the following information because it believes that it is important that this government's repressive actions be exposed publicly. The actions listed below have been carried out by the security forces or in certain cases by persons or organisations unknown. FOSATU is fully aware that what we detail here is only a small part of the repression that is carried out but we believe that it is important to expose all actions.

REFUSAL OF PASSPORTS

The state clearly wants to prevent South African unionists from talking out overseas. We are told that disinvestment will hurt black workers. However, when black worker representatives want to speak for themselves they are denied passports. This also once again raises the sinister links between government and business. Passports are denied to our representatives to the United Nations hearings on Transnational Corporations but representatives of industry can go to the same hearings without difficulty.

The following have had their passports refused in the last two weeks:

- * Mfezeko Sineke (Organiser - NUTW) – to speak at United Nations and to visit Canada with regard to Bata
- * Philip Dladla (Shop steward Sarmcol) – to go to United Nations and to visit United Kingdom with regard to Sarmcol
- * Thembinkosi Mkalipi (vice-President FOSATU and CWIU) - to visit Germany
- * Moses Mayekiso (organiser Metal and Allied Workers Union) – to visit United Kingdom

DETENTIONS

The following have been detained in recent weeks. Some are now released, others remain in detention.

- Brian Moholo – Branch chairman CWIU in Transvaal, Shop steward chairman at SASOL
- Tsidiso Ntaopane – organiser CWIU at Secunda
- Bhekis Ntshalintshali – organiser CWIU at Secunda
- Makhaya Sam – Regional Secretary, NAAWU Eastern Cape
- Dan Tulare – shop steward SFAWU and in detention since July
- Morgan Mathebula – shop steward CWIU detained and released
- Aaron Hlabeyane – organiser TGWU, house searched and questioned in early hours of morning
- Jabu Radebe – organiser, MAWU, house searched and questioned in early hours of morning
- Reginald Dubazana – organiser TGWU, house searched and questioned
- Nelson Nthombeni – President NUTW, detained, searched and questioned and then released
- Chris Dlamini – President FOSATU, house searched by the army, passport stolen during search
- Maggie Magubane – organiser MAWU, house searched
- Khosi Maseko – administrator MAWU, house searched
- Dan Pretorius – legal officer MAWU, house searched
- Sipho Kubheka – organiser PWAU, detained, questioned and released
- Gordon Bailey – organiser MAWU, detained, questioned and released

In addition 4 shop stewards have been arrested and questioned in Natal whilst handing out pamphlets for the consumer boycott.

DEATHS

Two members of MAWU and one of NAAWU have been killed recently.

- Bhekamafa Zuma – Sarmcol, Howick
- Landani – worker, ASEA, Pretoria
- Mathebula – worker Samancor, Pretoria

DEATH THREATS

Senior officials and office bearers of FOSATU have received persistent death threats. In the Em-pangeni area these have been related to the consumer boycott. Those who have received death threats are:

Chris Dlamini – FOSATU President

Muzi Buthelezi – Regional Secretary, FOSATU, Northern Natal

Jerry Ntombela – Vice-President TGWU

Jerry Mbonambi – President PWAWU

In addition to these actions persons unknown entered the FOSATU Printing Unit, and stole the originals of submissions to the United Nations, telephone books and other documents.

Actions such as those listed here will not solve anything – all they do is embitter people and make them more determined in their opposition to this regime and all associated with it.

Federation of South African Trade Unions

16.9.85

Armed gang beats trade unionist to death

DURBAN — A trade unionist who had been in hiding for several days after receiving threats was taken from his Um-lazi home on Wednesday by about 20 armed men and beaten to death, po-

lice said yesterday.

The body of Mr Thabo Mokoena (34), National Federation of Workers' Union organiser and a United Democratic Front activist, was found on a

hill near his home

He is the second member of the union to be killed in the past two weeks. The other was Mr Toto Dweba, whose mutilated body was found in his car near Eshowe.

A murder docket has been opened, but no arrests have been made.

Mrs Irene Mokoena said her husband had returned from hiding earlier this week. — Sapa.

PRESS STATEMENT

SENIOR office bearers of FOSATU and Inkatha met recently to deal with problems that have arisen in Natal. The discussions were open and it is hoped that certain matters were clarified.

FOSATU explained the reasons for its support of the consumer boycott. FOSATU also made it very clear that it is not affiliated to any political or cultural organisation. It was FOSATU policy to remain independent of such organisations. FOSATU took up political issues that affected its members and in doing so it was prepared to cooperate with all organisations who shared similar problems and were prepared to campaign against them. Inkatha indicated that they understood that FOSATU was not affiliated to or part of any party political organisation and that Inkatha understood this position.

FOSATU also stated its strongly held view that violence between and within the oppressed people should be condemned and halted at all costs. Such violence between those that opposed the apartheid policies could only benefit the very government that caused the problems.

Inkatha supported this view and stated that they were prepared to discipline any Inkatha member participating in such divisive violence. The aim of all political activity should be to achieve a free and democratic South Africa.

FOSATU
24.9.85

IN PLANT NEGOTIATIONS RESULT IN FAVOURABLE WAGE SETTLEMENT

NEGOTIATIONS at Brits between MAWU and ATC, South Africa's biggest producer of tele-communication cables, have resulted in a wage settlement which workers and the union have hailed as a major step forward for workers in the border areas and in the whole metal industry.

The agreement provides for an across the board increase of 46 cents per hour, which will include the increases negotiated in the metal industry's industrial council. The increases are to be backdated to 1 July 1985. The bottom grade has been scrapped and workers who were in that grade have been awarded 56 cents per hour to bring them up to the new minimum for the next grade. The new minimum rate is R2,74 per hour.

In addition, the company has agreed to pay an extra leave bonus of R55.

The settlement covers 539 union members at the plant and will be in effect until 30 June 1986.

Metal and Allied Workers Union
16.9.85

THE NATIONAL INDUSTRIAL COUNCIL FOR THE MOTOR INDUSTRY

MAWU is furious that the above council failed to resolve the dispute that was referred to it by MAWU against Robert Bosch over wage negotiations

The Union referred the matter to this Council and it took ages for this Council to respond to the Union, though it sent the response to the Company. The Union only received the copy of the letter from the Company.

The Council's response is as follows:

'The Council has investigated the existing wage structure of the firm (Robert Bosch) and have to advise you (MAWU) that the employer is paying wages far in excess of that prescribed by the Council's Main Agreement which is in operation until 31 August 1986

The Council has also resolved not to proceed with the matter not to refer the matter to the Industrial Court. You are therefore at liberty should you decide to do so, to refer the alleged dispute in terms of Section 46 (9) of the Labour Relations Act'

The Council never bothered to help the two parties in this dispute. There were many strikes until the Council refused to mediate and the parties settled the matter on September 1985 without the help of this Council

The Council has rejected MAWU's application to be party to it with no acceptable reasons. MAWU has many members under the motor industry and would like to represent these members at all levels.

This action and the refusal to settle the dispute caused MAWU members in the motor industry 'to lose any confidence it might have had with the Council and question its credibility'

We were expecting the Council to at least call a meeting of the parties for conciliation but that never happened.

MAWU
12 9 85

PRESS STATEMENT

YESTERDAY police arrested 2 CWIU organisers in Secunda. They also arrested the senior shop steward at SASOL who is also the Branch chairperson of the CWIU in the Transvaal

The organisers concerned are Tshidiso Ntaopane, Bheki Ntshalintshali and the senior shop steward, Brian Moholo. They are being held under Section 50 of the Internal Security Act

CWIU strongly condemns this action by the police. This move will seriously affect the organisational work of the CWIU at SASOL and Secunda Collieries and could lead to a serious situation in the area

CWIU demands their immediate release.

CWIU
13 9 85

PRESS STATEMENT

THE Chemical Workers Industrial Union (Tvl) shop stewards council met last night to discuss the detentions of their colleagues in Secunda - T Ntaopane, B Ntshalintshali (organisers) and B Moholo (senior shop steward at SASOL and branch chairperson) were arrested on Sept 15 in Secunda. In addition T. Mokoena a part-time employee of the Union was deported from the area under influx control regulations

The Council condemned the arrests. Designed to smash our organisation at SASOL. The Council demanded the immediate release of the detainees. They condemned the influx control laws that allow people to be deported to the homelands to starve. The Council further condemned SASOL management for refusing to pressurise the authorities for the release of the detainees

The Council urges all employees who deal with the CWIU to take up the issue with the Minister of Law and Order and with SASOL management and to respond to the Union as to actions taken. The matter has also been referred to FOSATU nationally and to FOSATU Transvaal region.

CWIU
19.9.85

Sacked workers stage sit-in

MORE than 200 sacked workers of German multinational company Robert Bosch are sitting in the canteen of the factory premises at Brits and are refusing to leave, day or night

They were sacked on Wednesday following a strike on Tuesday

The company received a telex from the Metal and Allied Workers' Union (Mawu) requesting further negotiations about a wage dispute

Bosch director T Wagner said the company had agreed and had asked the union to nominate a day and time

Moses Mayekiso, Mawu's Transvaal organising secretary, said talks between management and Mawu reached deadlock on Wednesday. The company then dismissed the workers because they refused to return to their jobs and closed

the factory until September 10

In a statement, the company said management rejected as untrue a statement made by the union that Bosch had refused to negotiate, Bosch had been negotiating since June 1

The union then had demanded an increase of 50c an hour across the board

It declared a dispute which was rejected by the Industrial Council on grounds the wages paid and the offers made by Bosch were fair and reasonable, the statement said

"Mawu then submitted a revised demand for an increase of 47c an hour effective from July 1

"We granted 12c an hour as from July 1 and offered another 11c yesterday"

The final offer was rejected again and workers downed tools — Sapa

B. Daily

6/9/85

(140A) (B) (P)

Shot unionist family to take legal action



SOWETAN 9/9/85

THE family of a 23-year-old trade unionist who was shot dead by police when he tried to help a colleague, intends taking legal action against the Minister of Law and Order, Mr Louis Lr Grange.

By MONK NKOMO

Mr Moses Landane of 13 Bophirima Street, Saulsville and an active member of the Metal and Allied Workers Union was shot dead by a white policeman on patrol at about 6 30 pm last Sunday. Mr Landane was from work and strolling with his girlfriend when the incident occurred at the corner of Cind and Kgaka Streets.

Two other people, Mr Oupa Mabena and Ms Regina Mkhumbuzi were also shot during the incident. Mr Mabena was shot in the hand and Ms Mkhumbuzi was shot in the leg while she stood near the gate of her home, witnesses said.

The chief CID officer for the Northern Trans-

vaal Brigadier Hendrik du Plessis, yesterday (Thursday) confirmed the shooting incident and said police were investigating.

A spokesman for the Landane family said Moses was killed while trying to plead for a friend who was allegedly being assaulted by the police. "A group of people who witnessed the incident apparently started throwing stones and the police opened fire on Moses who was standing near them," the spokesman said.

Brigadier du Plessis said Mr Landane was hit on the side of the body when police opened fire

on a stone throwing mob.

The distraught family told The SOWETAN that the authorities had told them the post mortem would only be performed today. A family spokesman said they had already briefed a lawyer and an independent pathologist who will be present when the post mortem is conducted.

"Thereafter we will study ways of bringing an action against the Minister of Law and Order," the spokesman said.

Funeral arrangements, a spokesman for the family said, would be announced tomorrow.

Alfa has betrayed

US, SA

WORKERS

140A STAR

The National Automobile and Allied Workers' Union (Naawu) has strongly criticised Alfa Romeo for first stating publicly that it was in South Africa to stay and then deciding to withdraw its operation

In a statement released yesterday, Naawu said "Workers feel that they have been stabbed in the back"

About 500 workers are likely to become unemployed with the closure of Alfa's factory in Brits

Managing director Dr Gianni Marinelli was criticised for giving the assurance in February that the company would remain in South Africa. This view was again put across by company public relations manager Mr Eon de Vos in *Beeld* recently, the statement said

"Not only have workers in this company been betrayed, but the South African public have been given a distorted image and made to buy its products," said the statement

Alfa Romeo's management was unavailable for comment this morning

● See Page 11.

BTR has 'anti-union reputation'

Mawu dispute to be raised in EEC Parliament

The Social Democratic group of European MPs are to raise the Metal and Allied Workers' Union's disputes with BTR Sarmcol and Transvaal Alloys in the European Parliament when resolutions on South Africa are debated this week.

Mawu said in a statement yesterday that it had accused both companies of breaching the EEC code of conduct for companies in South Africa.

Workers at the German subsidiary — Transvaal Alloys near Belfast in the Transvaal — were fired after a wage strike in October last year, and about 975 workers were dismissed from Sarmcol, a British subsidiary, after a strike over union recognition in April.

Last year Mawu, through the International Metalworkers' Federation, laid complaints against Transvaal Alloys with the International Labour Office and the EEC.

The EEC commissioners have also been requested to carry out hearings in Brussels to determine whether BTR and Transvaal Alloys have breached the code of conduct.

Mawu said in a statement yesterday that BTR had an "international reputation for being anti-union and anti-worker".

"BTR in Britain has even refused to

Business Day Reporter

talk to the unions which operate in its plants there. It has unilaterally cancelled agreements between its new subsidiary Dunlop and the unions."

Mawu said Transvaal Alloys' German management had stated that companies in South Africa told them not to compromise with Mawu because this would establish bad precedents.

These companies also advised Transvaal Alloys that no settlements had ever been made which included compensation in cases of "illegal" strike action.

Mawu says there have been many out of court settlements in which compensation has been granted.

Mawu wants compensation for dismissed Transvaal Alloys workers and a timetable for their re-employment, which the union believes has been too slow following an agreement with the company to reinstate workers as vacancies arose.

The union said the communities in Maritzburg and Howick had carried out a "very successful" work stay-away in protest at Sarmcol's refusal to reinstate workers dismissed in a legal strike. A boycott of all white businesses in Maritzburg and Howick is under way in protest at BTR's actions, it said.

Mawu disputes go to European Parliament

The disputes between the Metal and Allied Workers' Union (Mawu) and two European multinationals will be on the European Parliament's agenda when it meets this week.

The disputes between Mawu and the British subsidiary, BTR Sarmcol, in Howick, and the German-owned Transvaal-Alloys, in the Eastern Transvaal, will be raised by the Social Democratic group of Euro MPs.

DISMISSAL

Mawu said in a statement yesterday it had also prepared papers with a view to taking the Sarmcol dispute to the Industrial Court.

The dispute with Sarmcol centres on the dismissal of about 1 000 workers in April for striking over the issue of the recognition of Mawu.

They went on strike after nearly three years of negotiations broke down.

In an effort to force the company to open talks on the reinstatement of workers, the union and

community groups have launched a boycott of white businesses in Howick and Maritzburg.

They also called for one-day work stayaways which received considerable support from township residents near both towns.

A union spokesman said the dispute with Transvaal-Alloys was sparked by the dismissal in 1983 of about 240 workers over wages.

But the company's general manager, Mr G R Hovener, said as far as the company was concerned the dispute had been resolved by the Industrial Court last year.

Both Sarmcol and Transvaal-Alloys have denied charges by Mawu that their employment practices in South Africa contravene the European Economic Community's code of conduct for European companies in South Africa.

Mawu said the EEC had been requested to convene hearings in Brussels to look into the companies' contraventions of the EEC code.

140A

STAR

10/9/85

Mercedes Benz

workers strike

EA 140A Post Reporter

WORKERS at the Mercedes Benz plant in East London were on strike again today following the suspension of a worker two weeks ago

All 2 500 workers at the plant downed tools yesterday morning, bringing production to a halt

According to a spokesman for the Mercedes Benz headquarters in Johannesburg, negotiations were again in progress between management and representatives of the National Automobile and Allied Workers Union (Naawu)

The worker around whom the strike revolves was suspended from work for a few days by management, who had decided to take disciplinary against him

The spokesman said this was the first time the workers had all gone out on strike since the suspension of the worker two weeks ago

There had been three minor work stoppages in that period, but these had been confined to certain sections of the plant, the spokesman said

Mr Les Ketteldas, regional secretary for Naawu, was in East London today and not available for comment

Industrial Court rulings not automatically

12/9/85

By Sheryl Rame

The Industrial Court yesterday made one of its most significant rulings to date on labour matters concerning the issue of plant-level bargaining, but because of a secrecy law no details of the ruling may be made known until the parties involved agree.

The *Star* is in possession of a copy of the ruling in the matter between the Metal and Allied Workers' Union (Mawu) and Hart Limited, a member of the Steel Engineering Industries Federation of South Africa (Seifsa). Seifsa, according to its lawyers, has decided not to release the judgment until next Monday. A Durban spokesman for Mawu said that while the union was not placing an embargo on the ruling, the union was

not prepared to comment on the ruling until Friday. The union would not release copies of the judgment. Mr M A E Bulbulia of the Industrial Court, who signed the judgment yesterday, said it was not the court's responsibility to publicise its findings.

A secrecy clause in the Labour Relations Act pertaining to the court had been introduced to protect companies required to disclose sensitive material in evidence before the court. All judgments had to be cleared by both parties to a dispute before any judgment could be published.

In other South African courts sensitive material may be ruled unpublisable but judgments are always made public.

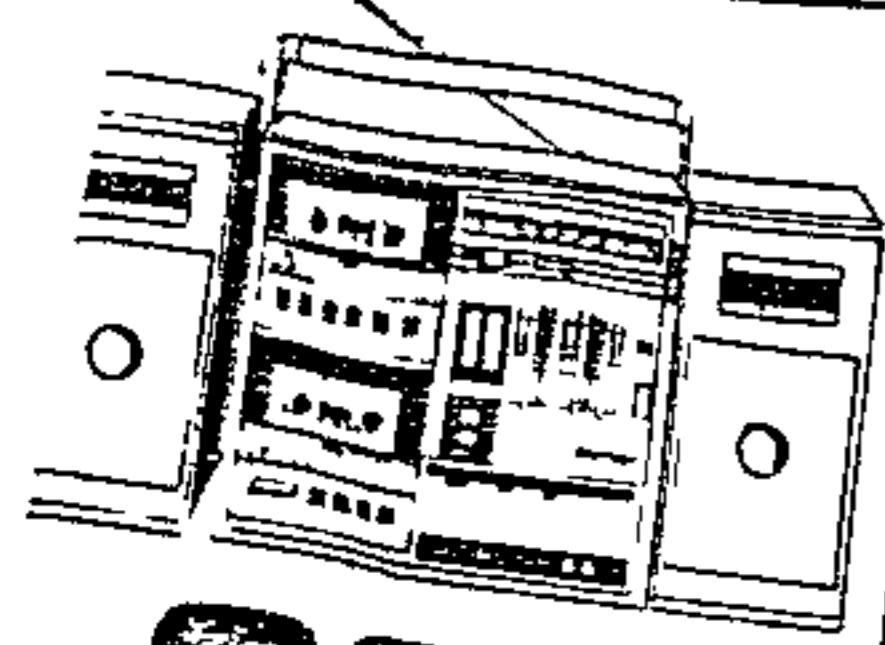
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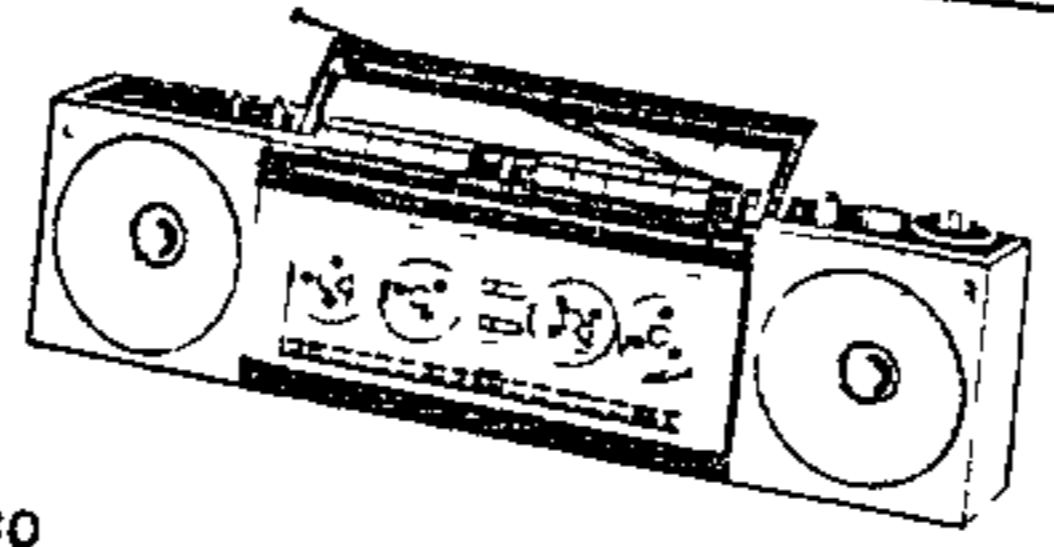
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Fight this move, unions urged

140A

SOWDAW
THE Fosatu-affiliate Metal and Allied Workers Union has called on all unions in the metal industrial council to "fight tooth and nail" against employers who refuse to negotiate conditions of employment at shop-floor level.

The union's call comes in response to a major ruling of the Industrial Court that it was not an unfair labour practice for a Durban company, Hart Ltd, to refuse to bargain with the union at plant level on the issues of the introduction of a funeral benefit allowance and wages.

Hart is a member of the Steel Engineering Industries Federation of South Africa (Seifsa),

which is the industrial council for the metal industry in the country.

A spokesman for Seifsa has welcomed the court's ruling, adding that on appearance the decision appeared to favour an approach of voluntarism rather than compulsion when it came to shop-floor bargaining

140A

12/9/85

B. Day

Mercedes suspends work in E London after strike

PRODUCTION at the Mercedes Benz plant in East London was suspended yesterday when workers went on strike after dismissals, a company spokesman said.

Two hundred workers at the CDA assembly plant were laid off on Tuesday after work stoppages throughout the day, said the spokesman.

The dismissals were a disciplinary measure and followed the laying off of 100 workers last week, he said.

“Over the past two weeks the plant had a number of very disruptive work stoppages.

“On Thursday it was decided to lay off 100 workers who were felt to be responsible for the stoppages.

“On Tuesday morning a further 200

workers were fired for illegally stopping work.

“However, all those who were laid off have been offered the opportunity of re-applying for their jobs.”

The spokesman said workers in various sections of the plant downed tools on Tuesday in sympathy with the 100 workers dismissed last week.

“Negotiations between management and the trade union were still under way yesterday and the spokesman could not say when they would end.

“Both sides are committed to talks, but there is still disagreement.”

The main point of contention was that shop stewards had demanded the unconditional reinstatement of the 300 workers, he said — Sapa-Reuter

Mercedes starts R75m tool-up

MERCEDES BENZ has started an 18-month tool-up costing R75m for the launch of its W124 series scheduled for launch sometime next year.

The W124 is a member of the high-technology school of vehicles. The range was launched in Europe last November and replaces the W123 range.

Mercedes is not competing with the BMW 3 model, which has taken a

ALAN PEAT

large percentage of the small luxury saloon market.

The W124 falls into the middle-range category of luxury saloons. The BMW 3 series falls into the under-R25 000 class. The current MB W123 series is priced at more than R20 000 and the W124 series is expected to cost well above that figure.

AREA: Within a radius of 56 km from the Welkom Railway Station, excluding that portion of Kroonstad falling within this area.

LO - BUILDING INDUSTRY, O.F.S. GOLDFIELDS

Union slams company for 'hypocrisy'

Pietermaritzburg
Bureau

THE Metal and Allied Workers' Union has accused BTR Sarmcol of hypocrisy after the company allegedly refused to refer the four-month dispute between it and the union to the Industrial Court

The manager of Sarmcol, Mr S Blackstock, said yesterday he could not comment until he had had time to consider Mawu's statement to the Press

In a strongly worded statement, Mawu said lawyers acting for BTR Sarmcol had informed the union's attorneys this week that the company was not prepared to refer the dispute to the Industrial Court.

'This makes a complete mockery of the company's ongoing insistence over the past months that the dispute should be resolved by way of referral to the Industrial Court

'This position was backed by the Pietermaritzburg Chamber of Industries and the Pietermaritzburg Sakekamer

This is a small taste for the Pietermaritzburg and Howick communities of the kind of hypocrisy and double dealing that Mawu has been subjected to in its dealings with this company

'Mawu trusts the Chamber of Industries, to which BTR Sarmcol is affiliated, will now take appropriate steps against the company, whose position is now hopelessly indefensible

Take a stand

'The chamber must now take a stand on this issue in line with its earlier public statements that the dispute be referred to the Industrial Court as a matter of urgency'

The union says it is clear that BTR Sarmcol does not wish the dispute to be resolved through negotiation or legal process

'The company is clearly not concerned about the turmoil they have caused in the townships and the further actions that will follow'

Mawu is still to decide what steps to take, says the statement

Mercury
12/9/85
140A

Sarmcol
rejects
union claim

140A
Mawu
Pietermaritzburg

Bureau 20/9/85

BTR Sarmcol in Howick has rejected accusations of hypocrisy and double dealing levelled at it by the Metal and Allied Workers' Union.

Responding to a Mawu statement which alleged Sarmcol had refused to refer a dispute to the Industrial Court, Sarmcol said yesterday that Mawu's access to any court was not dependent on agreement by the company.

MAWU accused the company of 'obstruction by refusing to agree to refer an alleged dispute to the Industrial Court, hypocrisy, double dealing, blatant lies, lack of concern for communities and union-bashing'.

'As it is still under threat of court action, BTR Sarmcol cannot be expected to respond in detail to every statement Mawu chooses to release but rejects all the above accusations and reserves the right to respond fully to the above allegations,' the company said.

'Whilst not conceding that any dispute, in the legal sense, exists, BTR Sarmcol has pointed out ... that Mawu has not taken its alleged claims to court.'

CDA plant stays closed

140A
DISPATCH

EAST LONDON — The car assembly plant on the West Bank here CDA, will remain closed pending a crucial meeting between management and the trade union here this morning.

This was confirmed last night by a spokesman for Mercedes Benz South Africa from Pretoria.

The spokesman said a written memorandum from the company had been tabled at yesterday's meeting with the

National Automobile and Allied Workers' Union (NAAWU) following a work stoppage after 100 workers had been laid off.

The spokesman said yesterday's meeting was adjourned for the union to study the memorandum.

"The meeting will be reconvened this morning and will decide when the plant will be opened again," the spokesman said.

The secretary of NAAWU Mr Les Kettle-

das, said last night his union had disagreed with the proposals made by the company.

13/09/85
He said the company was adamant it would not change its decision "about the dismissal of about 250 workers from the paint workshop".

Mr Kettle said "We believe the action taken by CDA to be unnecessary and unacceptable in view of the present unrest situation where workers' lives are threatened and their

safety not guaranteed.

"We will continue talks today to try to revert the situation back to normal. Alternative arrangements must be made," he said.

After the 100 workers were laid off, a further 200 were fired on Tuesday for, according to the company stopping work illegally in sympathy with the fired workers.

The company said all those who were laid off had the opportunity of reapplying for their jobs.

(149A)
B. Day 13/9/85

Alfa stabbed us in the back, says trade union

ALFA Romeo's decision to withdraw from South Africa drew mixed reaction yesterday.

While other motor manufacturers said the decision was expected, angry union officials described it as Mafia-like

Naawu — the National Automotive & Allied Workers Union — said Alfa had stabbed workers in the back

The closedown is expected to cost more than 500 jobs at Alfa's Brits plant

Accusing MD Gianni Marinelli of betrayal, Naawu said "The company was challenged on August 22 to make its position clear and the company gave workers an assurance that it was here to stay"

Peter Searle, president of the manufacturers' organisation, Naamsa, blamed official restrictive monetary and fiscal policy measures and a sharply lower and volatile rand exchange for the motor industry's problems

He said Naamsa regretted Alfa's impending departure at a time of already serious unemployment in the industry

Alfa dealers said they had received a

ALAN RUDDOCK

number of offers from other manufacturers. Arnold Chatz said Alfa dealers with strong and reliable reputations would have no difficulty securing new franchises

He said dealers were looking to Alfa for some assistance in the next few months, especially those who were carrying a lot of stock

Uncertainty still remains over the fate of the Daihatsu Charade, which was manufactured and distributed by Alfa in SA

Alfa spokesman Eon de Vos said Alfa had told Daihatsu of its decision and negotiations would take place directly between Japan and interested local manufacturers

Industry sources suggested last night that BMW might step in

BMW spokesman Mike Brandt said the possibility couldn't be ruled out, but denied negotiations were under way

"We are always happy to look at good business propositions if they fit in with our marketing strategy," said Brandt

AREA C Klip River.

AREA B Bloemfontein, East London, and Pietermaritzburg.

AREA A Durban, Inanda, Pinetown, and Port Elizabeth.

Superseding w.d. no: 344

399-CANVAS GOODS AND ALLIED PRODUCTS INDUSTRY, CERTAIN AREAS.

FM 13/9/85

immigrants and not refugees, the SACC has asked the UNHCR to send a task force to monitor the handing of the Mozambicans and to grant them refugee status

"We are presently seeking some recognised status that is not prohibited immigrant," says Sol Jacobs of the SACC Division for Refugees.

In a statement released this week the SACC called on the SA government "to stop the deportation of Mozambican refugees and to negotiate their status, protection and repatriation with the UNHCR" They have asked the SA authorities to grant the Mozambicans temporary refugee status on compassionate grounds and to give them humanitarian aid and shelter

According to Jacobs the basic function of the UNHCR is to extend international protection to refugees and to establish proper repatriation procedures This legal status prohibits the return of a refugee to a country where he may be persecuted — the general rule is that refugees are not repatriated unless they wish to go home of their own free will

The position in SA at the moment is that

while the Mozambicans who found their way into Gazankulu are being allowed to stay temporarily as "visiting relatives," those caught within the borders of SA and the Kruger National Park are being returned The latest figures from the Department of Home Affairs are that over 1 500 Mozambicans a month are being repatriated

"Given the economic collapse in Mozambique we are concerned with the Mozambicans' ability to handle the flow back," says Jacobs "The people being returned are being exposed to landmines, the atrocities of the rebels, and police patrols A UNHCR task force is needed to establish what is going on and ensure the basic rights of the fleeing villagers"

(40A) (12/11/85) INDUSTRIAL COUNCILS (3/11/85)

Paper union quits

The withdrawal of Fosatu's fast-growing Paper, Wood and Allied Workers' Union (Pwawu) from the Industrial Council for the Pulp and Paper Manufacturing Industry,

and its demand for decentralised wage bargaining, is unlikely to precipitate conflict between employers and the union in the short term

But it highlights again the difficulties experienced in attempting to integrate emerging unions into a system which, for more than fifty years, has been the preserve of representatives of mainly white, skilled labour

Three of the four companies in the industry — Sappi, Mondi and Nampak — have told the FM they will conduct negotiations with Pwawu at plant or company level later this year The fourth, Carlton Paper, has previously agreed to it and is not expected to change this policy

A Pwawu spokesman is at pains to point out that the union does not oppose industry-wide collective bargaining in principle But it finds the council system to be unsatisfactory and is suggesting decentralised bargaining until a mutually acceptable forum is established in the industry It has also recommended that the council dissolve itself

Most emerging unions, including Pwawu, have participated in the industrial council

DUMISANE KUMALO

From America, with love

FACE TO FACE



Dumisane Kumalo is director of projects for the American Committee on Africa in New York. He left SA in 1977 and became the prime mover in the disinvestment movement in America, and claims to have generated the divestment of roughly \$4 billion from SA.

FM. What led you to disinvestment as a way of putting pressure on the SA government to change?

Kumalo: By cutting off important US technological and monetary support, we believed we would be able to make the SA government respond to pressure and criticisms in a direct way. The only way to do this effectively would be to get city and state governments, which had millions invested in SA, to divest. In the five or six years since we started campaigning, we have had 40 states debating divestment — it takes up to three years for the legislation to be passed — and several have passed legislation. Thirty cities, all the major US cities, now have passed laws to divest and the Mayor's Conference agreed unanimously to divest last year. Finally, it has become a bi-partisan movement and no self-respecting American politician, both Democratic and Republican, will openly support apartheid now.

How is it that under Jimmy Carter some Americans apologised for his tougher view on

SA, but under Reagan Americans apologise for his conservative policy?

There has been a turnaround in public opinion which was brought into focus by the election campaign last year. To black Americans it is a case of Reagan doesn't care about them and so why should he care about what goes on in SA? People had faith that Jimmy Carter would do something to change apartheid. At this stage it is not clear if Reagan will veto the legislation that has been jointly approved by Senate and the House, but even if it isn't approved by the president, there are now too many significant influences at work to stop the movement.

What ultimately do you see as the goal of the divestment movement?

We have already been successful, as the FM has already said, in checking the flow of funds into SA. We have stopped millions of dollars in new investment, although the business conditions are not that unfavourable when you consider the strength of the dollar against the rand.

We have made US multinationals and banks realise their images can be tarnished and attached a real hassle factor to any SA investment. We have all but stopped the sale of Krugerrands and these buyers are basically apolitical people.

So far we calculate we have created a divestment of roughly \$4 billion in pension funds, equity and US-SA operations. However, the real achievement is not getting corporations to pack their bags and leave SA, but getting the Botha government to

respond to pressure and isolation. We want to make apartheid unworkably expensive, so finally the government has no other way out but to give in to change. We believe this is a direct and non-violent means of making the present government yield to criticism, where it hurts.

They are in trouble now as a result. We are also getting involved in Japan, Germany and other countries in Europe. Although we will never be able to totally cut off the flow of finance to SA, we will make it difficult and expensive.

Detractors of the disinvestment movement say it can hurt working-class blacks. What is your position on this question?

I am amazed at people who suddenly develop sympathy with black people. To me it has the ring about it of the old anti-abolitionists who said slaves would be hurt by freedom.

In fact, the 350 US companies in SA employ only 50 000 black people. IBM employs 1 500 people, of which only 200 are not white, similarly, Control Data employs only a few black personnel and General Motors employs twice as many whites as blacks. It is perceived in the US by many people as an empty argument and it does not wash. I have worked in the SA business sector and it is nonsense, from my view, to say that having a good job solves black South Africans' problems. The real issue has always been apartheid, the forced removals, violence against opponents of the system and discrimination at every level of existence.

140A 140B 140C

~~140D~~ ~~140E~~

FM 13/9/85

system only reluctantly They have usually been forced to do so because employers have refused to bargain with them in any other forum

But Pwawu has become a substantial force in the industry Negotiations without it would be meaningless, as it now represents 60% of the 10 000 hourly-paid workers in the industry Also, paper industry employers seem to be less rigid than, for example, those in the metal industry

One of the central problems is the relationship between Pwawu and the three old established artisan unions on the council — the SA Boilermakers' Society, the SA Electrical Workers' Association and the Amalgamated Engineering Union There is a fifth union party to the council which represents black workers at two factories in Natal

Pwawu argues it is handicapped because, while it is the majority union, each of the five unions is allocated one seat The artisan unions are less militant in their demands and Pwawu finds their presence an obstacle to achieving better wages and working conditions for its largely unskilled and semi-skilled membership Pwawu has unsuccessfully argued for proportional representation in recognition of the fact that it is by far the biggest union

FM 13/9/85

Worker participation

It also says the industrial council system prevents "proper worker participation" The union would like representatives from each of the 18 plants to participate in bargaining so as to facilitate consultation with members during negotiations And it is suspicious of what it describes as the "old boys' club" atmosphere in which employers and the older unions negotiate

The union's withdrawal from the council was finally precipitated by the rejection by the other unions and the employers of its proposal to increase the minimum wage in the industry from R1,65 to R2/hour

Next month the council is to discuss its future Mondli's Alan Young says the union's resignation from the council is "disappointing, as it comes at a time when all parties to the council were in agreement regarding the need to revise its structure Pwawu was given the opportunity to make written submissions in this regard It chose not to do so"

Responds the union spokesman "We have always been prepared to discuss the matter with employers, but not under the auspices of the council"

Mike Walmsley, chairman of the Association of Pulp, Paper and Board Manufacturers of SA, says his association has strong views on the subject, but does not wish to make them public before they are made known to the other unions

The paper industry dispute over industry-wide collective bargaining structures is one which will be played out in many other industries in the future If Pwawu and the employers can set the lead in finding solutions they will have done SA's industrial relations scene a service

CONSUMER BOYCOTT

Backfiring in Natal

The organisers of the national boycott campaign are spreading their boycott of white-owned businesses to Natal But it could backfire badly in Durban because most of the black and Indian-owned shops which the boycotters would be obliged to turn to were destroyed in the recent unrest

Backers of the boycott, a loose association of trade unions and community organisations, headed by the Federation of South African Trade Unions (Fosatu), say they are aware of the difficulties but it won't dissuade them from going ahead Instead, the main focus of the boycott will merely be directed elsewhere



Inyanda's Gumed and Corobrik's Andrews... a helping hand

According to some estimates, around 120 "non-white" businesses — about 60% of the total — were either razed or looted in the violence which flared in the black townships of Umlazi, KwaMashu and Inanda several weeks ago

Ironically, white business is being requested to contribute funds to have them restored The SA Sugar Association has donated R50 000, and brick supplier Corobrik has contributed 120 000 bricks towards rebuilding (*Business* August 30)

Black traders themselves — those that remain — appear to be caught in the middle The Umlazi chapter of the black Inyanda Chamber of Commerce has been asked by Fosatu to assist in their campaign But, while Inyanda members claimed they were sympathetic to the underlying causes, they stopped short of actively co-operating

Even on that they appear to be out of line Inyanda president, Patrick Gumed, rapped members for even meeting with the boycotters Says Gumed "At a time when I am

busy appealing to the white private sector to assist in the rehabilitation of black businesses, I cannot on the other hand be seen to be condoning the actions of Fosatu, and all those who join them, in advocating the consumer boycott"

Given the difficulties, Fosatu education officer Alec Erwin says it would probably be a while before the boycott is felt by Durban traders In the short term he says efforts will be directed at places like Hammarsdale, Cato Ridge, Pinetown and Pietermaritzburg where black spending is at its heaviest Later, other areas like Ladysmith, Newcastle and Empangeni will be targeted

Erwin makes the point that the boycott in Natal is not an extension of the Metal and Allied Workers' Union (Maawu)/Sarmcol dispute which has already led to black consumer boycotts of white businesses in Howick and Pietermaritzburg

He says it is part of the national boycott campaign and merely happens to coincide with Maawu's boycott strategy As such, its primary objectives are the same — the lifting of the State of Emergency, the withdrawal of police and army units from the townships, the freeing of detainees and the granting of full political rights to all

THE FALWELL VISIT

The funding issue

The Rev Gerry Falwell's five-day visit to SA in August was paid for by South Africans, who also arranged his itinerary The venture has proved controversial in the US because of his support for Pretoria's reforms, and Falwell's call for greater economic aid for SA

Speculation has surrounded the trip, and the US media have lent substance to speculation that Falwell's Moral Majority movement is mounting a campaign to reverse the tide of opinion against SA, and to get business to pour money back into the country Some have hinted that South African money is backing the entire effort Baptist preacher, Dr Gerry Prevo, who accompanied Falwell's delegation to SA, admitted to the *FM* that the trip was made at the invitation of a group of South African citizens

Falwell expressed a desire to go to SA — and "South African citizens" responded by saying he should come and bring others too, Prevo said He added that the SA citizens represented business interests, but declined to disclose anything more about the funding of the trip

Prevo said the delegation came back from SA in support of government-initiated reforms "Our recommendation is that the US stands firmly behind the government and tries to make up for the money that has flowed out of SA"

Prevo has in fact attempted to mobilise support for his stand in his home city, Anchorage, in Alaska But he said that since his return he had found more support for sanc-

Deadlocked dispute at EL car plant

Dispatch Reporter
EAST LONDON — The worker action at the plant follows the dismissal of 250 workers at the plant after a strike. The Mercedes-Benz workers went on strike to demand the reinstatement of the dismissed workers.

DISPATCH
The secretary for the National Automobile and Allied Workers Union involved in the negotiations, Mr Les Kettle-das, said last night negotiations would continue today. All attempts yesterday to reach the public relations company for Mercedes Benz South Africa, as well as the managing director in East London, Mr G. Kamuf, were

Prince visits
LAKENHEATH — Prince Charles, heir to the British throne, sat in the cockpit of an F-111 fighter bomber yesterday during a visit to Britain's largest US Air Force base here. The prince said he wanted to take a close look at the 48th Tactical Fighter Wing, Nato's largest unit for the F-111. — Sapa-AP

13/09/85

Employers win case on plant bargaining

By Amrit Manga

THE Industrial Court has ruled in one of its most important judgments that a refusal to negotiate at plant level does not necessarily constitute an unfair labour practice

Although the ruling does not necessarily set a precedent, it will have far-reaching implications for wage negotiations involving hundreds of thousands of workers

The implication for the metal industry, which employs more than 400 000 black workers, is particularly important

Justified

Plant-level bargaining to secure higher wages than industrial council rates is at the centre of a major dispute involving 40 000 metal workers and nearly 100 factories

The Industrial Court heard an action in which the Metal and Allied Workers Union claimed that Hart's refusal to negotiate wages above the industrial council rate was an unfair labour practice

Hart is a Metkor subsidiary and is involved in metal-goods manufacture and plastics. The dispute concerned its Durban plant.

The court said "the employers' failure or refusal to negotiate with the union at plant level appears reason-

ably justified, and under the circumstances, does not constitute an unfair labour practice"

Several industrial councils have experienced major setbacks recently as trade unions have withdrawn to continue negotiations at factory level

The Steel and Engineering Industries Federation of SA argues that shop-floor bargaining will lead to disorder if the same issues are negotiated at two levels

Seifsa director Sam Van Coller says "It appears that our argument against one party simply having to go to court to compel another to negotiate on any matter has been upheld"

Labour consultant Andrew Levy says the ruling is not necessarily a total denial of plant-bargaining rights

The court said in its judgment that although plant bargaining ought to be encouraged, negotiations should also assume a voluntary character to be effective

"If the court had to proffer an opinion as to which of the two systems, plant-or industry-level bargaining was a better one it would find itself hard put to make up its mind"

Mr Levy said Seifsa's argument against compulsive bargaining ignored the public interest

"It has been viewed in a narrow private law context which ignores the implications of a refusal to negotiate with majority membership unions.

"Industrial conflict in the metal industry, which employs more than 400 000 workers, could have both an economic and political impact

"Employers should be compelled to negotiate at plant level if the majority of workers wish to

Resistance

"It is clear that the union will eventually win the fight over plant-level bargaining. But it will be at the cost of thousands in lost manhours and a bitter struggle resulting in widespread labour unrest"

Employers who interpret the ruling as not compelling them to negotiate at plant level could meet strong resistance from Mawu. The union plans strikes at nearly 100 factories that have been challenged on the issue

In another important labour test case, the National Union of Mineworkers' application to declare evictions from hostels illegal has been postponed indefinitely

A resumption of strike action on the mines therefore seems unlikely, at least until the Rand Supreme Court hands down a judgment

Industrial Court rules . . .

Refusal to bargain at plant level 'not unfair'

THE Industrial Court has made one of its most significant judgments by ruling that a refusal to bargain at plant level is not necessarily an unfair labour practice.

The outcome is expected to have an important influence on the response of employers to rising union demands for plant-level bargaining.

The ruling is of vital importance in the metal industry where the Metal and Allied Workers' Union (Mawu) is threatening strikes at more than 100 companies in a demand for plant-level bargaining.

The court had to decide in the case of Mawu vs Hart Ltd whether it should compel the employer to bargain with the union at plant level on effective wages and the introduction of a funeral benefit allowance.

Hart in Durban is a member of an employer association which is party to the Industrial Council where min-

CLAIRE PICKARD-CAMBRIDGE

imum wages and conditions of employment are negotiated. It is also affiliated to the Steel and Engineering Industries Federation of South Africa (Selisa) which advises members not to negotiate fundamental issues at plant level.

In its judgment, the court said it did not find the two systems of collective bargaining to be incompatible. It said that with regard to current trends, bargaining at plant level ought to be encouraged as much as possible.

But the court said it had to be borne in mind that negotiations should always be voluntary to be effective.

The union argued that Hart's refusal to negotiate on wages and the funeral benefit allowance was an unfair labour practice because it unfairly affected employees and prejudiced their economic welfare. The union said plant-level bargain-

ing was supplementary to industrial-level bargaining because minimum wage rates fixed by the Industrial Council protected employees. But the Industrial Council could not fix a reasonable wage and there was a wide disparity in the profits earned by different companies.

Hart's reasons for refusing to negotiate at plant level included the claim that bargaining on the two issues had taken place at the Industrial Council. Additional bargaining on these matters should be voluntary without legal compulsion.

Selisa intervened as an interested party and said Mawu was one of 15 trade unions party to the Industrial Council. Inter-union rivalry would be worsened if employers had to deal with competitive bargaining units in separate forums.

The dispute was initially referred to the Industrial Council and when it was not resolved Mawu initiated actions at the Industrial Court.

CLAIRE PICKARD-CAMBRIDGE

AN Industrial Court key ruling that Hart Ltd's refusal to bargain at plant level was not an unfair labour practice, has drawn angry response from the Metal and Allied Workers' Union (Mawu).

The applicant Mawu said the judgment was "pointing unions in the direction of more industrial action".

All unions in the Metal Industrial Council had called for the right of plant-level bargaining and this would now be refused, it said.

Sam van Coler, executive director of the Steel and Engineering Industries Federation of South Africa (Selisa) — which represents employers — said Selisa was pleased with the judgment, particularly as it appeared to support the notion of voluntary collective bargaining rather than legal compulsion.

"We are studying the judgment and it will influence what we do. We are also committed to restructuring the collective bargaining process and are still awaiting suggestions from unions affiliated to the local co-ordinating council of the International Metalworkers' Federation," he said.

Mawu is urging workers in the metal industry to join unions and unite to match Selisa's power. "Only in this way will the employers' power to dictate the conditions of employment be

Mawu says Hart ruling will lead to strikes

smashed once and for all," it said. It said the court's ruling had destroyed reforms proposed by the Wehahn Commission and re-introduced the discredited Hahson committee system in which worker representatives could only consult and not negotiate on plant-level issues.

The court had also chosen to ignore overseas precedent on labour law and unfair labour practices. This confirmed the trend by the court to take a very parochial and narrow view of its jurisdiction, Mawu said.

"It is now clear the court is only prepared to establish rights for individuals and that it is not prepared at all to establish collective rights."

Mawu said it still believed collective bargaining at industry level should be supplemented by bargaining based on ability to pay.

VWV extends its shutdown

its shutdown

By CATHY SCHNELL

16/08/85

E-POST

140X

THERE will be no production at the Volkswagen plant in Uitenhage until Wednesday, a spokesman for the company said today.

The spokesman said production on the Golf line would not resume until Wednesday at the earliest, which would mean a production loss of three days (The Golf line is on a five-day working week) Production on the Golf stopped on Friday when the company closed the line after firing about 130

workers

The spokesman said non-production areas were working as scheduled

Other production lines closed down on September 9 when management decided "to minimise the high cost of build-up stock."

These lines, which were working three or four days a week, would re-open on Tuesday, September 24, when assembly operations would restart, with body shop operations starting the next day, the spokesman said

This meant there would be no production at VW until Wednesday

Meanwhile, a spokesman for management confirmed that discussions were taking place with the trade union representatives regarding the dismissal of about 130 hourly-paid workers last week.

He could not release any further details

The workers were dismissed on Friday after breaches of discipline.

The company said all the men had been given final warnings last Monday after walking off their jobs the previous Friday. The workers dismissed were employed in the paint shop and on the Golf assembly line. They were dismissed for refusing to work in spite of the final warnings relating to previous refusals to keep to schedules

The dispute was sparked off when some of the men refused to return to an eight-hour shift instead of the previous curtailed five-hour shift

At the time of going to press, no comment could be obtained from the National Automobile and Allied Workers Union

Alfa has fired 600, says union

By Andrew Beattie

Alfa Romeo dismissed 600 striking workers at its Brits plant today, a spokesman for the National Automobile and Allied Workers' Union (Naawu) said.

Mr. Charles Nthite, Naawu regional secretary, said the union received a telex this morning from the company saying that "any workers still on strike this morning would have dismissed themselves".

The workers downed tools yesterday in protest against the company's refusal to negotiate plant closure benefits with Naawu.

This comes in the wake of an announcement by the managing director, Dr Gianni Marmelli, that Alfa Romeo is to withdraw its manufacturing operations in South Africa within three months.

Alfa Romeo's public relations manager, Mr Eon de Vos, denied that the workers had been dismissed and that the company had refused to discuss separation benefits.

The company also indicated several times to the workers and to the public through the Press that it would not "move out", a Naawu statement said.

Union, firm strike a deal

17/9/85
The Metal and Allied
Workers' Union (Mawu)
has concluded an agree-
ment with African Tele-
phone Cables, a major
producer of telecommu-
nications cables. **STAR**

The deal, termed a
"major step forward for
workers in the Border
areas", includes an
across-the-board increase
of 46c an hour for 539
workers. **140A**

Mawu said that in
terms of the agreement
union members at the
company's Brits factory
would also get an extra
leave bonus of R5. **450**

The increases would be
backdated to July 1



Workers relax on the grass in front of the Bosal Africa plant in Uitenhage today awaiting confirmation that they will be receiving their pension contribution payouts. About 120 employees of the motor component company have been on a "sit-down strike" since Friday.



120 at U'hage plant on strike

Handwritten notes and scribbles: "NAO", "E POST 17/09/85", and several scribbled-out words.

Uitenhage Africa plant in Uitenhage today awaiting confirmation that they have been laid off. About 120 employees of the motor component company are on a "sit-down strike" since Friday.

By WENDY FRAENKEL

ABOUT 120 employees from the Bosal Africa plant in Uitenhage have been on a "sit-down strike" since Friday, demanding that they be paid out their total pension contributions

According to a shop steward for the National Allied Automobile Workers Union (Naawu), Mr Wellington Sayoma, all the workers from the plant would only return to work once certain documents which would make the pay-out official, were signed

He said the reason the men wanted the money was that they were unable to make ends meet because of the recession, lay-offs and short-time

The workers also said that they needed money for housing. The company did not make funds available for housing

Most of the workers who are on strike have been with the company for between 15 and 20 years

Mr Sayoma said management had agreed on September 4 to pay out these contributions in a month's time

However, the chairman of Bosal Africa, Mr Karel Boss, who is at present in Belgium, rejected the idea

According to a letter to the employees from the director and general manager of Bosal in Uitenhage, Mr Les Hall, it was indicated that because the pension fund was a worldwide one the chairman was not prepared to see South Africa as an exception

According to the letter the chairman did, however, recognise the severity of the economic situation in Uitenhage and was prepared to make special loans available to employees

Employees who had been with the firm for two years or more could be given a loan equal to their pension contributions

Mr Hall was unable to comment to the Evening Post today as he was involved in negotiations with trade union officials and shop stewards. The Uitenhage branch of Naawu were also unable to comment

A notice to all employees from Mr Hall reads:

"It has been requested that everyone return to work. It requires that everyone be back at work at 1 30pm on Tuesday, September 17, in terms of their conditions of employment. Should they ignore this notice it would be a breach of their conditions and their services with the company might be terminated"

'Fosatu 140A officials STAR victimised'

The Federation of South African Trade Unions (Fosatu) yesterday criticised continued "acts of repression" which it said had been directed at officials of its unions.

In a statement released by its executive council, Fosatu said that in recent weeks repression against it had included the killing and detention of officials and death threats against them.

It was important that the Government's repressive actions be exposed, said Fosatu, which blamed security forces and unknown organisations for the actions.

The statement said three Fosatu members had been killed recently, while senior officials, including the federation's president, Mr Chris Dlamini, had received persistent death threats.

In Empangeni, Natal, the death threats had been related to the consumer boycott in the area, the statement said.

Other officials had been refused passports to travel overseas.

Naawu (1985)

Alfa 140A

S.T.A.R.
negotiate

19/9/85
Representatives of the
National Automobile and
Allied Workers' Union
(Naawu) and Alfa Romeo
management were locked
in discussions today.

They were trying to re-
solve a dispute concern-
ing the company's dis-
missal of about 600 strik-
ing workers from its
Brits factory yesterday.

The workers had
struck to support a de-
mand that the company
negotiate a plant closure
programme with the
union instead of retrench-
ing workers in the wake
of the announcement that
the company was with-
drawing from SA.

Naawu said Alfa's de-
cision was "a stab in the
back" for workers who
were assured as recently
as last month that the
company was not about
to leave South Africa.

18, 1985

CAPE TOWN 18/9/85

WDA

'Death threats' to Fosatu men

SENIOR officials of the Federation of South African Trade Unions, including the president, Mr Chris Dhlamini, have been receiving "persistent" death threats in recent weeks, the organization's executive said in a statement released yesterday.

The statement also said four office-bearers of Fosatu or its constituent unions had been refused passports in recent weeks. They are: ● Mr Mfiseko Seneke, an organizer with the National Union of Textile Workers, who was to have spoken at the United Nations and in Canada on the activities of the Bata group.

● Mr Phillip Diadla, a shop steward at the Sarmcol rubber factory, who was to have visited the UN and Britain in connection with Sarmcol activities. ● Mr Theminkosi Mkalipi, vice-president of Fosatu, who was to have visited Germany.

● Mr Moses Mayekiso, an organizer for the Metal and Allied Workers' Union, who was to have visited the UK. "We are told that disinvestment will hurt black workers," the statement said. "However, when black worker representatives want to speak for themselves they are denied passports."

"This once again raises the sinister links between government and business. Passports are denied to our representatives to the UN hearings on the UN hearing on trans-national corporations but representatives of industry can go to the same hearings without difficulty." The statement said those who had received death threats were Mr Dhlamini; Fosatu's Northern Natal regional secretary Mr Muzi Buthelezi; Mr Jerry Nombela, vice-president of the Transport and General Workers' Union, and Mr Jerry Mbonambi, president of the Paper, Wood and Allied Workers' Union.

"In addition to these actions, persons unknown entered the Fosatu printing unit and stole the originals of submissions to the UN telephone books and other documents." Two members of the Metal and Allied Workers' Union and one of the National Automobile and Allied Workers' Union had been killed recently. The statement did not give any details of how the men, from Howler and Pretoria, died. It also listed 16 Fosatu union officials who had been detained recently.

CPA...
Partly from Cape and north

10000

140A (14) B Day 18/1/85

Alfa dismisses 600 on strike for severance pay

ALFA ROMEO yesterday dismissed about 600 workers from its motor assembly plant at Brits

The move came after they went on strike to demand severance benefits, the National Automobile and Allied Workers' Union (Naawu) said

Last week Alfa Romeo said it would shut its 22-year-old manufac-

turing plant and distribution operation

Alfa said it was withdrawing from South Africa because of heavy losses resulting from a steep downturn in the domestic motor industry.

The union, which represents most of the strikers, said workers at the factory downed tools on Monday in

protest against the company's refusal to negotiate plant closure benefits with the workers

A spokesman for Alfa denied that the company refused to discuss severance benefits with workers

"We have negotiated with them and have proposed better benefits than they could expect at this stage," the spokesman said — AP-DJ

Uitenhage strikers are back

~~140A~~
~~140A~~
140A

Post Reporter

WORKERS at Uitenhage's Bosal Africa plant, who staged a sit-in to demand that they be paid their pension fund contributions, returned to work yesterday

Last Friday 120 workers started sitting on the grass outside the plant. They demanded withdrawal forms which would entitle them to draw their pension money on October 4.

According to the organiser of the National Allied Automobile Workers Union (NAAWU) in Uitenhage, Mr Wilson Monqo, their return to work was subject to continuing negotiations with management.

Workers, many of whom had been with firm for 15 and 20 years, indicated yesterday that they needed the money because many were finding it difficult to make ends meet because of unemployment, short-time and layoffs in Uitenhage.

E-Post 18/09/85

Many also indicated that they wanted to buy their own homes but had been unable to do so because there were no loans forthcoming from the company.

Although management at an earlier meeting had agreed to pay employees their full contributions this decision had later been rejected by the chairman of Bosal Afrika, Mr Karel Boss, who felt it was not in line with the company's worldwide pension policy.

In a notice to employees management had, however, indicated that they were prepared to give employees who had been with the company for two years or more loans equal to their pension contributions.

40A
N. M. M. M.
Boycott working - Fosatu

19/9/87

By WEEKLY MAIL REPORTER
Durban

THE consumer boycott of white shops which was extended to Natal last week has been very effective in several towns, and is gaining momentum in Durban, said a spokesman for the Federation of South African Trade Unions (FOSATU).

The Union is spearheading the boycott in Natal as part of a national strategy to pressurise the white business sector to force the government to bring about reforms.

The call had been heeded in Pinetown, Hammarsdale, Cato Ridge and Mooi River, the spokesman said.

The consumer boycott is being called to demand the:

*Lifting of the state of emergency,

*Withdrawal of police and army from the townships;

*Freeing of all detainees, and

*Granting of full political rights for all.

In Durban the response to the boycott call has been low-key following Inkatha's unwillingness to support it. The movement has expressed reservations about its timing, being implemented soon after the destruction of shops in black townships around Durban during the recent unrest.

19/9/85 (S) (S) (140A) B-Day

Strikes hit carmakers

BUS

CLAIRE PICKARD-CAMBRIDGE

THE industrial unrest spotlight shifted to the motor industry this week with three major manufacturers hit by strikes and stoppages

The companies affected are Alfa Romeo's Brits plant, Volkswagen in Uitenhage and the CDA manufacturing and assembly division of Mercedes Benz of SA in East London

Though Fosatu's National Automobile and Allied Workers' Union (Naawu) is represented at all three plants, motives for the strikes appear unrelated at this stage

Hardest hit has been Mercedes Benz, where the workforce of about 3 500 workers has been on strike for over a week after the dismissal of 250 colleagues. Management said the 250 were dismissed after warnings about stoppages sparked by the suspension of a worker.

The union could not be contacted

Negotiations continued yesterday at Alfa Romeo in Brits where workers downed tools on Monday over severance benefits

The announcement of Alfa's pending withdrawal from SA — which the company attributed to heavy losses resulting from a downturn in the domestic motor industry — is expected to

cost about 450 jobs at the Brits plant

Tensions have been running high among workers who, the union says, feel Alfa stabbed them in the back by not making its future position clear at an earlier stage

Naawu says the company has refused to negotiate severance benefits, but Alfa says they have negotiated and have proposed better benefits than could be expected

Management denied a union claim that 600 workers had been dismissed on Tuesday and said only some workers were dismissed yesterday after they had failed to observe an ultimatum to return to work

Volkswagen in Uitenhage did not re-open its Golf assembly line as expected yesterday because it was still negotiating the possible reinstatement of 130 workers dismissed last Friday for failing to adhere to new work schedules. This means all production in the factory has come to a standstill because the other three assembly lines were closed until September 24 to prevent a stock build-up

Union negotiates handsome payout for Alfa workers

Alfa Romeo's Brits assembly plant will fall silent on September 27, but there is some consolation for 600 members of the National Automobile and Allied Workers' Union — a substantial severance package from the company.

However, the union points out that workers' chances of finding new jobs are virtually nil.

The workers went on strike on Tuesday in support of demands for a comprehensive retrenchment deal. Yesterday, the union announced that workers had returned to work after an agreement which entailed

- Severance pay, notice pay, yearly leave and end-of-year bonus payouts and long-service leave where applicable
- Service awards to people who qualified
- Workers' contributions, the employers' contributions and accrued inter-

est on pension money

- Medical aid benefits which would be extended to December 31 and a funeral benefit scheme which would also operate until that date

- An agreement to pay education-assistance bursaries already granted to employees' children until the completion of courses

- A moratorium which has been declared on the repayment of housing loans to the company until workers have found other jobs

- The reinstatement of all striking workers

A spokesman for Naawu said the union had secured significant benefits for its members but regretted the closure of the factory. "The chances of workers finding other jobs are virtually nil."

Alfa Romeo could not be contacted for comment.

140A

140A

STAR

20/9/85

DISPATCH 20/09/85 (140A)

CDA strike to end

Dispatch Reporter

EAST LONDON — The National Automobile and Allied Workers' Union (Naawu) yesterday accepted a management proposal to re-employ 250 fired CDA workers under agreed conditions, a spokesman for Mercedes Benz in Pretoria said yesterday.

"A settlement proposal has been accepted by both parties and it is anticipated the final agreement will be signed tomorrow morning (today).

"On this basis the plant will resume full production on Monday"

The plant closed last week after workers downed tools in sympathy with the dismissed workers.

The spokesman said the workers had been reinstated "in accordance with certain conditions which have been agreed upon by both parties."

Union representatives could not be contacted yesterday for comment.

Volkswagen plans to rehire fired workers

By CATHY SCHNELL

VOLKSWAGEN is prepared to rehire the 130 workers fired last Friday and production will be back to normal on Monday

A spokesman said production on the Golf line would resume on Monday

He said the workers would be reinstated, but with loss of service benefits. This decision had been taken after a week's negotiations between management and the shop stewards

He said employees who adhered strictly to all company rules and procedures between now and the end of the year would have their original service dates re-introduced

It had been made clear that participation in unauthorised work stoppages or failure to adhere to the company's grievance procedure would lead to instant dismissal

The dismissed employees have until Monday to be re-employed, otherwise management will make alternative arrangements

The 130 assembly and paint shop workers were fired last week after refusing to work in spite of final warnings relating to previous refusals to keep to schedules. This resulted in the Golf line being shut for six days — from Friday last week through to today

(UOA)

(12)

DISPATCH
50/09/85

such negotiations Some employers see this as part of growing union militancy in response to the political situation

In the eagerly-awaited judgment, the court has rejected Mawu's contention that Hart committed an unfair labour practice by refusing to negotiate on effective wages above the rates negotiated in the main agreement of the metal industry industrial council and the introduction of a funeral benefit scheme

From the start, the dispute had implications which extended beyond the differences between the two parties The underlying issue is one of the major unresolved debates in SA industrial relations the thorny question of the relationship between industry-level bargaining at industrial councils and bargaining at plant level

Differences on the issue have been a major point of friction between Mawu and the metal industry's employer federation, the Steel and Engineering Industries Federation of SA (Seifsa) Seifsa is opposed to plant-level bargaining on any matters covered by the main industrial council agreement Despite this, many metal companies have chosen to defy Seifsa's guidelines

Against this background, the Hart matter was seen as *the* test case to determine whether the union could win concessions in the court that it has not been able to wring out of Seifsa The fact that the court granted a Seifsa application for leave to intervene in the case as an interested party and that the sole witness for Hart was Seifsa director Sam van Coller, points to the nature of the stakes in the case

One of Van Coller's principal arguments was that if the court upheld the notion of compelling parties to bargain, it would undermine the voluntarism which characterises industrial relations in the industry and bargaining in good faith at industrial council level

The court found that "under the circumstances" Hart had not committed an unfair labour practice It said "Although it would seem that some of the results of the refusal to negotiate at plant level could be comparable with those in the definition of 'unfair labour practice' one should not overlook the justification which might exist for such refusal"

Despite this finding, the court has failed to make a coherent statement on the issue of what constitutes an appropriate bargaining level plant- or industry-wide Indeed, the judgement reads "If this court had to proffer opinion as to which of the two systems was the better one, it would find itself hard put to make up its mind"

Comments Van Coller on the outcome "We are pleased that the judgment appears to support the need for voluntarism in collective bargaining" But other labour observers have criticised the court for failing to address the fundamentals of the debate

Says one labour lawyer "The court had the opportunity to create a procedure for plant-level bargaining other than industrial

26/9/85
strife The judgment will undermine the court's image and means that unions will be forced to rely on industrial action rather than the courts"

Mawu has slated the judgment, but it also says it is not surprised by it as the court called the parties together before the case was heard and stated that the time "was not right" to grant an order requiring an employer to bargain at plant level

While the core issue of voluntarism versus compulsion raised in the Hart case has



Van Coller ... supporting voluntarism

been resolved, the practical question of what constitutes an appropriate bargaining level has not The latest metal industry agreement, which Mawu has not signed, contains a commitment by the metal employers and unions to examine the industry's collective bargaining structure

Seifsa states, however, that the unions falling under the SA Co-ordinating Council of the International Metalworkers Federation (which includes Mawu) have not yet put forward any proposals The coming weeks and months will determine whether industrial action or debate will clarify the controversy over plant- and industry-level bargaining ■

METAL INDUSTRY

Recipe for conflict

The attempt by the Metal and Allied Workers Union (Mawu) to use the Industrial Court to compel Hart Ltd to negotiate with it at plant level has failed But the full ramifications of this landmark judgment have yet to be felt

Mawu says the Hart judgment will "encourage chaos" in the metal industry The union has canvassed some 100 companies about their attitude to plant-level bargaining and is threatening to declare disputes with any that refuse to accede to its demand for

FM 26/9/85

Strikes hit motor industry

THE industrial unrest focus swung to the multinational motor industry this week with three major manufacturers hit by strikes and work stoppages sparked by dismissals and retrenchments.

The multinationals involved are Alfa Romeo's Brits plant, Volkswagen in Uitenhage and the CDA, the manufacturing and assembly division of Mercedes Benz of South Africa in East London.

Meanwhile the industrial action at 17 chainstores of Jet, Edgars and Sales House continued yesterday with 400 workers calling for support from all unions and the community to boycott the stores because "the racist management exploits workers".

Hard-hit

The hardest-hit motor manufacturer is Mercedes Benz. Over 3 500 workers have been on strike over the dismissal of 250 colleagues.

Sowetan
Volkswagen in Uitenhage has not re-opened its Golf assembly line as expected on Wednesday because it was still negotiating the possible reinstatement of 130 workers dismissed for failing to adhere to the new procedures last Friday.

1407A
About 480 employees of Alfa Romeo in Brits yesterday returned to work after Fosatu-affiliate National Automobile and Allied Workers' Union (Naawu) reached an agreement with management, according to Mr Ian de Vos the company spokesman.

20/9/85

Auto workers demand cash

By Amrit Manga

AUTOMOBILE workers whose earnings have been reduced by at least a third in the past year are demanding their pension contributions.

Short time and lay-offs are responsible for their reduced income

After the second strike in the industry relating to pension funds, 3 500 Mercedes-Benz workers in East London will return to work tomorrow after securing payment of their contributions

The strike was called less than two weeks after the company announced a four-day week as an alternative to retrenchments

The National Automobile

and Allied Workers Union (NAAWU) says "Workers can no longer pay their debts Their savings have disappeared"

The Mercedes-Benz strike was similar to one by Volkswagen workers who forced the company to agree to their withdrawing from the pension fund

Wild cat

A Naawu spokesman says "Workers were forced to withdraw pensions because of the companies unwillingness to meet demands for severance pay, improved lay-off benefits and a living wage"

The union has called for more discussions with Volkswagen to improve the pension fund

Volkswagen workers will

also return to work tomorrow Workers on the company's Golf and Jetta assembly lines walked out for the second time in a month after VW dismissed 130 employees

The union secured their reinstatement on condition that they did not repeat the wild-cat strike

About 600 workers at Alfa Romeo plants at Brits and Midrand ended their strike after securing severance benefits

Charles Nthite, Naawu branch secretary, said "Workers will be paid their total pension contributions together with the company's"

Alfa Romeo, which closes in two weeks' time, also agreed to severance and notice, leave and bonus payments and relief on housing loans

Intimidation alleged as former allies fall out

1409

Unions clash ^{23/9/85} over strike

By Sheryl Raime

The SA Boilermakers' Society (SABS) has warned the Metal and Allied Workers' Union (Mawu) that it will not take kindly to intimidation of its members.

In an editorial in the latest edition of the SABS journal, *The Crucible*, the SABS referred to an incident at a company, Feralloys in Machadodorp, which has caused considerable tension between the two unions

Mawu and the SABS have until now maintained close links and negotiated jointly on wages in the South African Coordinating Council of International Metalworkers' Federation

Tension arose when Mawu recently called a sympathy strike of more than 300 workers at Feralloys in support of striking workers at BTR Sarmcol in Maritzburg. About 35 SABS members at the factory claim they were forced to strike by Mawu intimidators

Workers were dismissed and later reinstated but lost all accumulated benefits. Three Mawu employees were arrested and have not been re-employed because of their alleged behaviour during the strike

The SABS has declared a dispute with Feralloys and also intends taking the matter up with the industrial court. Some of the SABS workers have

made statements to the police about intimidation and seven workers reported alleged offences to the authorities

In its editorial the SABS says the main question involved in the "sad story" is "whether one union can force another union to strike against its will"

"SABS members claim they were unanimous in their decision not to strike but were forced to stay at home for fear of their lives

"The other question is that of freedom of movement and association. There is a dangerous tendency which has become prevalent in various situations recently whereby workers are forced into

some form of action or another, particularly strikes and stayaways

"Both these actions are in direct conflict with basic democratic trade union principles"

The SABS demanded the trend be stopped "or it would seriously threaten trade union unity to which we are wholeheartedly committed"

Another matter needing attention was the control which unions were able to exert on their members, said the SABS

"Too often it seems as if irresponsible actions result from undisciplined and spontaneous outbreaks of members without careful planning and forethought

"Our message is clear. Control your members and have regard for the basic democratic principles we all stand for or your members will destroy you"

The SABS mourned the fact that repeated efforts to convene a meeting with Mawu to discuss the problem had failed and Mawu had not seen its way clear to giving the matter urgent priority

"Mawu has a choice. Either they take strong action to stop this sort of activity in the future and discipline those involved in this intimidation or they are jeopardising our relationship with them as well as the labour unity we all strive for"

Mawu was unavailable for comment

500 workers will lose their jobs when Alfa plant closes

By Mike Siluma

About 500 workers will lose their jobs when Alfa Romeo shuts down its Brits plant on Friday.

The closure is in preparation for the motor company's withdrawal from South Africa in about three months' time for financial reasons.

Alfa said in a statement it was sad to lose a "fine" workforce such as it had at the Brits plant.

But developments surrounding the impending closure have left the workers with a not-so-glorious view of the company.

Almost immediately the company announced its intention to leave South Africa, the National Automobile and Allied Workers' Union (Naawu) described the decision as a "stab in the back" as

workers had not been informed in time of the company's plan to pull out of South Africa.

Workers at the plant later staged a three-day strike in protest at the company's alleged refusal to negotiate a plant closure programme.

The chairman of the Naawu shopstewards at Alfa, Mr Moshe Mahlaela, himself one of the first to be laid off, said workers were angry that the company had repeatedly denied that it would leave SA shortly.

DEBTS

"After the company had denied it was planning to leave South Africa, many of us incurred debts through buying furniture and extending our homes — all the time believing that our jobs were secure and we would be

able to pay the debts."

He warned that the long-term effects of the loss of jobs would be socially devastating for the affected workers.

"In many cases the workers have been the sole breadwinners in their families."

With a wife and two children aged two months and six years, Mr Mahlaela said his was one of the threatened families.

But what prospects are there of the Alfa workers finding alternate employment?

Nil, said Mr Mahlaela.

"In this area it is difficult to find a job, even when the country is experiencing an economic boom. I have known of people who, having lost their jobs, remained unemployed for up to 10 years at a time," he said with resignation.

Chairman of the Naawu shopstewards at Alfa, Mr Moshe Mahlaela, and his wife Elizabeth, whose family and home are threatened when the plant closes



Union to call strike

STAR 24/9/85
The Metal and Allied Workers' Union (Mawu), which claims more than 30 000 members, is to call a strike at the end of October against about 70 Transvaal companies which have responded negatively to the union's demand for plant-level wage bargaining.

A union spokesman said yesterday the union had declared a dispute at the Industrial Council with affected companies after they rejected Mawu's demand in August to unconditionally agree to plant-level wage negotiations.

Only those companies which had totally rejected plant-level negotiations would be affected by the strike, said the union spokesman.

STAR

The Metal and Allied Workers' Union is threatening strikes at about 70 Transvaal companies in an intensification of its demand for plant-level bargaining

The strikes by one of the unions affiliated to the Federation of South African Trade Unions (Fosatu) would hit the heart of South Africa's metal industry

There has been increasing frustration with the industrial councils among most Fosatu unions who regard them as employer-dominated and unrepresentative of black workers.

Mawu's Transvaal secretary, Mr Moses Mayekiso, says they have written letters to employers who refuse to negotiate wages and other conditions of employment at shop-floor level

The demand for shop-floor bargaining by black emerging trade unions has highlighted the controversy over the level at which negotiation should take place

The industrial council has been severely criticised by emerging unions who maintain that it is inadequate and should be replaced by preferably plant-level bargaining

A study by the Second Carnegie Inquiry into Poverty and Development in southern Africa last year revealed that the minimum wage rates for almost all black labourers covered by the council are starvation rates.

"There are a great number of other grades in industrial agreements which fall below the Supplementary Level of Living (SLL)," the report said.

The ICs were established by the Industrial Conciliation Act of 1924

Mawu threatens strikes over ICs

FOCUS

By JOSHUA RABOROKO

passed in the stormy aftermath of the 1922 labour unrest

The councils are a negotiating forum for registered unions and employer organisations in a specific industry, occupation or trade

It was only after the Act's amendment in 1979 — allowing blacks to form or join registered unions — that their unions could apply for industrial council membership

Before that official negotiations took place through management-initiated liaison and works committees

The emerging unions — especially the four International Metalworkers Federation (IMF) unions which include Mawu — are fighting for additional-plant-level machinery with some employers

The employer body in the metal industry,

Seifsa, has warned its members to avoid negotiations outside the IC, arguing that the issues should not be negotiated at two levels as this would cause chaos in the industry

Several advantages of the IC include their provision for industry-wide pension funds, medical schemes and minimum wage safeguards which are legally enforceable

Disadvantages are that they do not offer specific solutions to local problems and can lead to wildcat strikes at plant-level such as there was at Siemens and the possible strike at Dordoyl

Violence

Problems at the factories can flare up into violence and cannot be speedily resolved through the council's system

Some argued that the ICs are losing control of wage levels and of remuneration structures in industries because the gap between published minima and actual

wages can be great

The unions see plant-level bargaining as more democratic because shop stewards can be on hand to advise union negotiators

The Federation of South African Trade Unions, which earlier rejected the IC system, has allowed its affiliates to participate in these structures, but most are dissatisfied and are either threatening to pull out or are fighting employers in a bid to negotiate at plant level

It is also argued the IC system and its tough rules on strike action promote labour peace, but the more recent involvement of black unions in the structures has not minimised strike action among these workers who have a different set of pressures and grievances

On the whole there is a growing opinion that both IC and plant-level bargaining should be used to enable collective bargaining to develop at its own pace

Mr Mayekiso says while Mawu agreed to participate in the IC, it



MAWU's MOSES MAYEKISO... negotiate at shop-floor or face industrial action.

is usually not happy with the wages negotiated there

"This is why we want to negotiate wages over and above those agreed to at the industrial council," he said

Mawu has refused to sign a wage agreement with Seifsa

This sparked off a strike by members of Mawu at four plants of the multinational Siemens

Mawu has demanded to negotiate wages with the company at shop-floor level and management refused

Management finally agreed to negotiate with the union after it had dismissed 1 500 workers. The union managed to get back the jobs of all its members, except for 14 others

The union has since declared a dispute with the company demanding their unconditional reinstatement

Dissatisfaction is also likely to erupt on the mines where the members of the Chamber of Mines offered different wages to the National Union of Mineworkers

140A

[scribble]

26/9/85

Sowetan

Major ruling on labour practice ^{26/9/85}

THE Industrial Court has made a far-reaching ruling that a refusal to bargain at plant level is not necessarily an unfair labour practice

However, the outcome of the case between the Metal and Allied Workers Union (Mawu) and Hart Ltd in Durban has drawn the wrath of union leaders, who believe the judgment is going to "point unions in the direction" of more strike action

The judgment is likely to have an important influence on employers, particularly in the metal industry, where the employer body, the Steel and Engineering Industries Federation of SA (Seifsa), advises members not to grant increasing union demands for plant-level

140A
By WEEKLY MAIL
REPORTER

bargaining
The hearing was regarded as an important test case because unions argue that plant level bargaining — based on an employer's ability to pay — is needed to supplement Industrial Council negotiations where only minimum wages and certain conditions of employment are set

Mawu said afterwards it was not surprised at the judgment "Before the case was heard, the court called the lawyers and the parties together and stated that the time was wrong for such a case to have been brought and

weekly Mail
that the time was not right for such an order to be granted"

It said the outcome confirmed Mawu's view that the Industrial Court took a very parochial and narrow view of its jurisdiction

Seifsa, in turn, said it was pleased with the judgment because it supported the notion of voluntarism in collective bargaining, rather than legal compulsion

In its judgment, the court said it did not find the two systems of collective bargaining to be incompatible. It said bargaining at plant level ought to be encouraged as much as possible, but the court had taken into account that negotiations should always be voluntary in order to be effective

NUM Under fire

By JOSHUA RABOROKO

SOUTH Africa's biggest black mineworkers union, the National Union of Mineworkers has been accused of starting strikes, harassing, intimidating and threatening other

miners with physical violence. In his annual report, the chairman of Goldfields South Africa (GfSA), Mr Robin Plumbidge, said relations between the union and the company have been strained by these

allegations. He said "There have been numerous strikes which have been started by union members These have had a number of undesirable results It has become obvious that union members are harassing their colleagues on the mines

"This development is untenable and has been discussed at length with employees of the mine group We believe that we have a responsibility to protect the threatened workers to enable them to proceed with their normal business"

This is one of the several accusations that have been levelled at the NUM by mining houses in recent days The union has, however, chosen not to comment on such allegations Mr Plumbidge said

firm action has been taken and will continue to be taken against anybody who could be seen threatening other workers with violence

He added that the right of any employee to associate with any trade union was undeniable, but equally, the unions have no right whatsoever to employ or permit their members to employ intimidating tactics

Referring to the job reservation policy on the mines, Mr Plumbidge said the elimination of discrimination in the mining industry remained the most important industrial relations issue

It was essential that the Government should take necessary steps to remove racial discrimination

As far as GfSA was concerned, he said, all the mining companies of the group were prepared to give an undertaking that no existing employees employed in an occupation by the "scheduled person" definition will lose or suffer a reduction in remuneration, as a result of the necessary change in the regulations

"Our concern regarding the elimination of discrimination extends beyond racial discrimination It includes discrimination against women

"There is no place for discrimination in the modern industrial set-up and it is to be hoped that the Minister of Mineral and Energy Affairs will act decisively on both issues during the next parliamentary session"



NUM's general secretary Mr Cyril Ramaphosa: His union is under fire.

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METAL UNIONS

Brotherly conflict

The SA Co-ordinating Council of the International Metalworkers' Federation — an umbrella body for a group of metal industry trade unions representing 200 000 workers — will be electing a new chairman later this week. The move follows the decision by Ike van der Watt, president of the SA Boilermakers' Society, to resign from the post due to conflict between his union and another member of the council — the Metal and Allied Workers' Union (Mawu).

The man tipped as most likely to succeed Van der Watt is Des East, general secretary of the Motor Industry Combined Workers' Union.

Van der Watt says his decision to resign from the chairmanship was prompted by a desire to avoid a conflict of interests in resolving the inter-union dispute. One of the aims of the SA Metalworkers' Council is to assist member unions to settle their differences.

The conflict between the Boilermakers

and Mawu (a Federation of SA Trade Unions affiliate) erupted during a dispute at Feralloys in Machadodorp (Current Affairs August 2) when Van der Watt's union alleged that 35 of its members were forced to participate in a strike against their will. The relationship has deteriorated further since then.

Van der Watt says Mawu has refused to allow his union to participate in plant-level negotiations at plants where it has majority membership, and has taken unilateral decisions affecting the interests of his members. He also makes serious allegations of intimidation carried out by Mawu members against Boilermakers shop stewards at a number of factories.

The Boilermakers will be "forced to take action against Mawu in order to halt these irregularities," says Van der Watt. He says he finds the inter-union dispute particularly worrying as the Boilermakers and Mawu had developed a unique relationship. The Fosatu union and the Boilermakers have been able to co-operate closely over the past few years, one of the rare examples of a working relationship between an old, established union and an emerging one.

Characteristically, despite the seriousness with which he views the situation, Van der Watt is optimistic that a way can be found to settle the differences between the unions. He says his union does not plan to withdraw from the Metalworkers' council because of

the upheaval, and expects that after "a difficult period" the dispute will be settled.

Says Van der Watt: "We have had some meetings and are in the process of arranging a further meeting to clarify our positions. Credit must go to the Metalworkers' council for the fact that we are dealing with this problem. If it wasn't for the council it would have meant a complete breakdown of relations, but because of the council we probably will be able to resolve the issue."

Van der Watt has been nominated for vice-chairmanship of the Metalworkers' council. He says he will accept the position if elected to the post.

140A (circled) (circled)

FM 27/9/85

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27/9/85

people — exceedingly difficult under the circumstances

So if the political dynamics don't once and for all confirm the irrelevancy of consolidation, the process is likely to be frustrated indefinitely by the resistance of the communities faced with removal themselves

Whether government has any hope of seeing the boundaries of the national states firmly in place by its set date of March 1987 is a moot point. Tempel won't be drawn. He merely says "We've got a job to do. What the future will bring is open to speculation. I don't want to commit myself to that" ■

METAL INDUSTRY

Mawu showdown

The Metal and Allied Workers' Union (Mawu) is heading for a major confrontation with metal industry employers over the issue of plant-level bargaining. The move comes after the vast majority of the 100 metal companies who had been sent letters asking them to spell out their attitude towards plant-level bargaining rejected Mawu's demand for such negotiations.

For years now the merits of bargaining at plant level as against industry-wide bargaining at industrial councils has been a hotly debated industrial relations issue. In the metal industry in particular it has been a prime source of conflict between Mawu and the industry's employer federation, the Steel and Engineering Industries Federation (Seifsa), which is opposed to plant-level bargaining on any issues covered in the main agreement of the metal industry industrial council.

In its attempts to gain this concession, Mawu has even gone to the Industrial Court. Its recent case against Hart Ltd was an attempt to get the court to declare that an employer's refusal to bargain at plant level constitutes an unfair labour practice. But its hopes were dashed when the court rejected its claims against the company.

Notwithstanding the court's finding in the Hart case, Mawu, which is affiliated to the Federation of SA Trade Unions, has now decided to use the threat of industrial action to force metal employers' hand over the issue. This week the union announced that 70 out of the 100 companies it had challenged with demands for plant level talks have refused to accede to its demands.

According to the union, the replies from the companies fall into three broad categories:

- Companies that have refused to recognise the union at all,
- Companies that have refused to engage in plant-level bargaining, insisting instead that the metal industrial council should be the only forum for negotiating wages and working conditions. These include Siemens, Dornier, Scaw Metals and Haggie Rand, and
- Companies that have insisted on pre-conditions for plant-level bargaining. Some, like

GEC, are only prepared to negotiate at plant level if Mawu agrees to joint negotiations with other unions which have members in their plants. Others, like Barlow Rand subsidiaries, want Mawu to sign a procedural agreement before they will agree to negotiating at plant level.

Mawu's Transvaal branch secretary, Moses Mayekiso, says the union has declared disputes with companies that fall into the first two categories. He also says the union has informed the industrial council about the disputes. If the council does not manage to resolve the disputes within 30 days, workers at those plants will be entitled to strike legally. Says Mayekiso "We want unconditional plant-level bargaining, accompanied by preparedness to negotiate fairly."

The declaration of the disputes is a sign of increased union militancy and raises the possibility of widespread disruption in the metal industry. How are metal employers reacting to the threat?

Seifsa director Sam van Coller says the federation is aware that the disputes have been declared but refuses to make any further comment. A leading Seifsa member, however, was prepared to offer an opinion. "It doesn't seem to me that Mawu members are geared for national strike action. But the union may zero in on individual companies. Multinationals and some large SA-owned companies may be targeted," he says.

One way or the other it seems that the metal industry is in for a torrid time in the coming weeks. ■

CONVENTION ALLIANCE

A cautious start

There were no great expectations from the fledgling Convention Alliance's tentative first meeting, held in the Sandton Sun hotel last Saturday. It was, as the PFP organisers explained from the outset, exploratory, to see if there is a need for such an alliance of the political middle ground and to work out an agenda for it. (*Current affairs* September

Alliance sponsors Buthelezi and Slabbert ... taking a low profile



(140A) (140A)

DETENTIONS FM 27/9/85

Targeting unionists

As the political turmoil gripping SA continues, the Federation of SA Trade Unions (Fosatu) has made allegations of death threats levelled at trade union leaders. It has also released details of passport refusals to unionists and a list of unionists who have been detained.

Fosatu says it has released the information because it believes it is important that government's "repressive actions be exposed publicly". The actions listed, says Fosatu, have been "carried out by the security forces or in certain cases by persons or organisations unknown".

Death threats

According to Fosatu, its president, Chris Dlamini, is one of several of its senior office bearers who have received "persistent" death threats recently. Others are Muzi Buthelezi — Fosatu regional secretary in northern Natal, Jerry Ntombela — vice-president of the Transport and General Workers' Union (TGWU), and Jerry Mbonambi — president of the Paper, Wood and Allied Workers' Union (PWAU).

Fosatu also says the authorities have refused passports to several of its office-bearers who were to travel to New York to the United Nations hearing on transnational

sinister links between government and business. Passports are denied to our representatives to the UN hearing. But representatives of industry can go to the same hearings without difficulty.

The federation also alleges that "persons unknown" entered the Fosatu printing unit and stole the originals of the submissions which were due to be presented to the UN, telephone books and other documents.

Passport refusals

The following unionists have had their passports refused in recent weeks according to Fosatu:

- Mfiseko Seneke — an organiser for the National Union of Textile Workers (NUTW) who was due to speak at the UN and to visit Canada in connection with the union's relationship with Bata,
- Philip Diadla — a shop steward at BTR Sarmcol who was due to go to the UN and to the United Kingdom with regard to the Sarmcol dispute,
- Thembinkosi Mkalipi — vice-president of Fosatu and the Chemical Workers' Industrial Union (CWIU) who was due to visit Germany, and
- Moses Mayekiso — organiser of the Metal and Allied Workers Union (Mawu) who was due to visit the UK.

The federation says 16 Fosatu unionists have been detained or had their homes searched recently (some of the detainees



have been released while others remain in carcerated) In addition, four Fosatu shop stewards were arrested and questioned in Natal while handing out pamphlets relating to the consumer boycott in the area.

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Workers saved by call to end boycott of white stores

Labour Reporter
THE president of the Inyanda Chamber of Commerce, Mr P G Gumede, said yesterday that the decision by Fosatu to call

off its consumer boycott in Natal probably saved the day for a number of black workers who faced retrenchment from boycott-hit stores

Mr Gumede said he was pleased Fosatu had decided to end its boycott of white shops in Pietermaritzburg and Howick. He said black shop as-

Mercury
27/9/55
sistants in major chain stores in the capital faced a real threat of retrenchments if the boycott continued

The calling off of the boycott averted a bitter clash between Fosatu and the Inyanda Chamber of Commerce, he said

The chamber announced plans on Tuesday to crush the boycott by September 28 and urged blacks to flock to the shops this weekend when the chamber would be providing special security measures to prevent shoppers from intimidation

The boycott of white owned shops began six weeks ago in protest at the dismissal of about 1 000 workers from a Howick rubber company, BTR Sarmcol

The workers were dismissed in April following a strike over a union recognition dispute with the company

NIR and unions

discuss 'day of prayer'

Religion Reporter

140A

28/9/85

Organisers of the National Initiative for Reconciliation (NIR) have met trade union representatives to sort out "misunderstandings" about the proposed day of prayer on October 9

It is understood that at first, trade unions were not sympathetic towards the prayer day. Apparently they felt that the church had acted outside its jurisdiction when it called on workers to stay away from work on October 9

Mr David Richardson, of the mission organisation Africa Enterprise, subsequently met with trade union leaders, including representatives of the Federation of South African Trade Unions (Fosatu). Information was also telexed to all major trade unions

STAR

"We picked up that the trade unions were unhappy. From media reports, they understood it as a commercial stayaway, but when we explained it to them, they were quite sympathetic. Involvement in the day of prayer is entirely a matter of free choice and conviction. We are calling on individual Christians rather than any organisation or body," Mr Richardson said

28/9/85

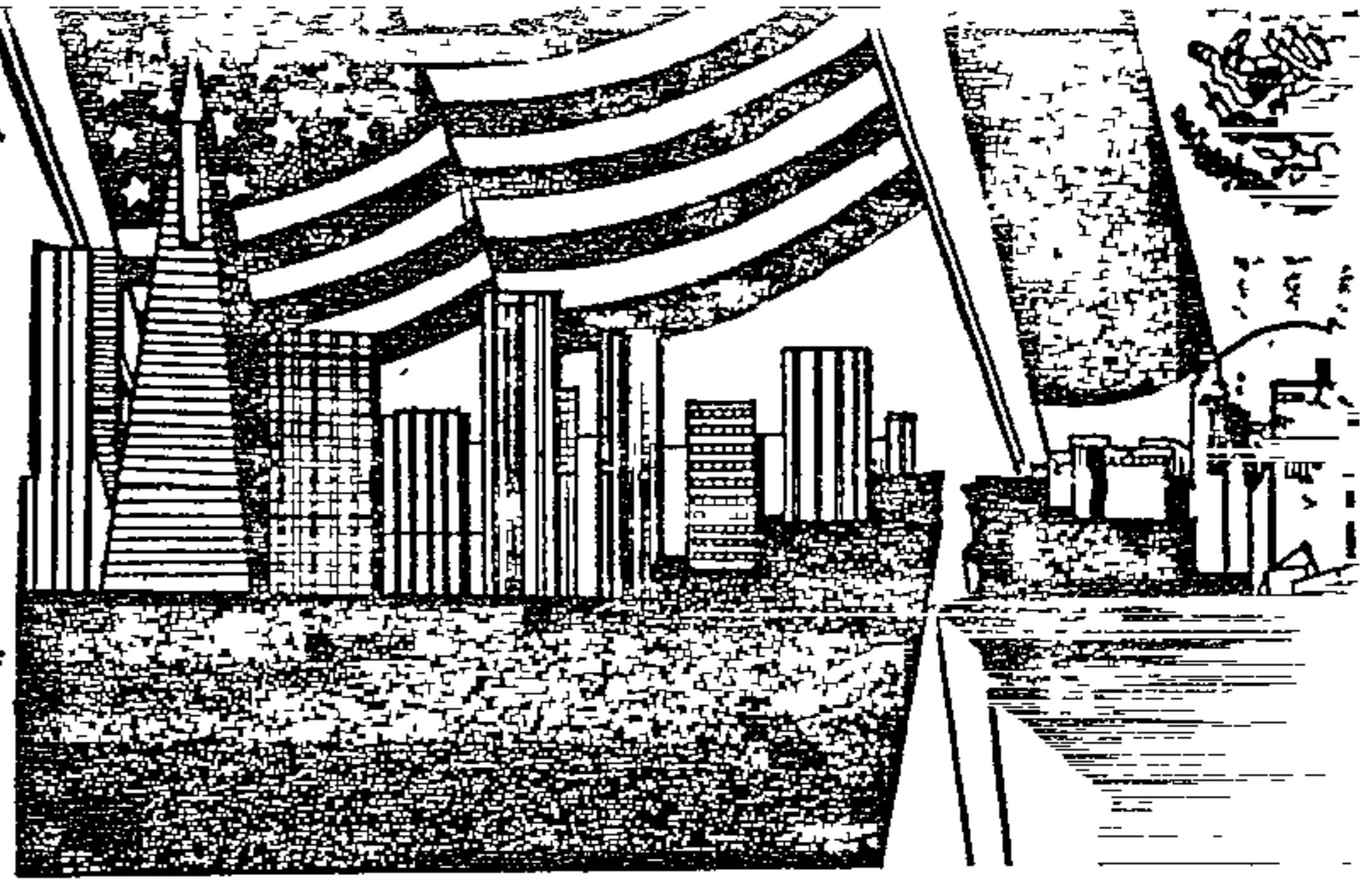
In a letter addressed to "captains of industry and commerce, employers, political and trade union leaders", the NIR said the day of prayer was not linked to any political grouping or organisation, but was a call to Christians to identify with the pain of their fellow South Africans. "It is not a threat, but an act of penitence," the letter said

The NIR appealed to trade unions and political organisations "neither to oppose the call, nor seek to enforce it in any way"

In the letter, the NIR also requested employers to respect the call by granting requests from their employees who wished to observe the day of prayer

The Federated Chamber of Industries (FCI) has, however, indicated that workers should not expect the day off on October 9

"As a general guideline the Federated Chamber of Industries suggests that if it is a day of prayer and workers wish to observe or attend a church service during midday or late afternoon, employers could be expected to consider it sympathetically," the FCI said in a statement



Waiting on the edge of a night

Man has been studying earthquakes, and plotting and planning for 3 000 years to save human life when they strike. But still, there is cataclysmic death and devastations as witnessed in Mexico

No matter how many millions, billions of dollars in the case of quake-prone Japan, are sunk into anti-quake preparedness and projects each year, the world appears to reel with child-like helplessness against the awesomeness of Mother Nature enraged

In this latest case, the Mexican quake occurred because a small piece of the Earth's crust, called the Cocos Plate, is being pushed underneath the coastline

It has been jammed against the giant land mass and hasn't moved for about 50 years. But enormous heat and pressure built up and was suddenly unleashed

The Mexican quake not only once again exposes man's vulnerability, but it is made more poignant because nature wreaked its fury against an old crumbling civilisation which is daily fighting poverty and hunger

However, the fact that it happened next door to the United States, the nation with the richest and most envied economy in the world, begs the question of what would have happened or will happen when it gets a giant quake

They are on the same coastline. But what they decidedly aren't on is the same wavelength

In California, life living on the edge of the Richter scale has reached a hi-tech level unmatched anywhere in the world. They say it is possible to pinpoint a potential earthquake three weeks in advance

On a slightly longer timescale, two scientists, Dr Alan Lindh and Dr William Bakun, stand up to be counted by saying specifically that the next important quake to hit California will come in January 1988, in Parkfield, a ranching community in the centre of the state

They say it will be from about six on the Richter scale, and they add solemnly it will be a precursor of a larger quake elsewhere along the San Andreas Fault which threads through the ritziest part of the State including Hollywood

BOUNCE

To reach these kinds of conclusions seismologists have set up long-range lasers which bounce off distant mountains to measure microscopic earth crust movements

Boreholes are also drilled, then filled with pressurised fluid to measure the accumulation of strain on the Earth. Wire is strung across fault figures to measure the movement in the Earth's crust and magnetometers measure minute changes in the Earth's magnetic field

The rest of America and the sane world wonders if the Californians will be too complacent at that moment of truth to react, too attached to their beloved pools, deposit boxes and pink Rollsies

Governor George Deukmejian is so concerned that awareness of the predicted disaster needs to be shaken up that he took part in an Earthquake Preparedness Week

The "preparedness" of how 500 radio hams would take over a paralysed telephone system, the fire, police and sheriff's department would co-ordinate and the 6th Army based in 'Frisco' would eventually evacuate the

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Threats to Fosatu boycott

140A
C.P. Press
29/10/85

IN a bid to crush the consumer boycott sweeping Natal towns, Inyanda Chamber of Commerce president PG Gumede has made a "declaration of war" on the Federation of SA Trade Unions

Mr Gumede said they told Fosatu that Chief Gatsha Buthelezi was against the boycott, and that if they persisted with their call for the boycott, it would mean they were openly challenging his influence

ICC is a Nafeoc provincial body and Inkatha-affiliate

At a meeting with Fosatu's four-man delegation led by its national education secretary Alec Erwin early this month, Mr Gumede said the Natal/KwaZulu region was very unique

They must stop thinking that because the boycott was successful in the Transvaal and elsewhere, it would be the same in Natal

Mr Gumede said they told Fosatu that Chief Gatsha Buthelezi was against the boycott and that if they persisted with their call for the boycott that will mean they are openly challenging his influence

"We warned them not to push us to the corner where Inyanda will combine with Inkatha in an open battle to see who is who between Fosatu and KwaZulu leadership"

He appealed to Maritzburg consumers to flock back to white shops this Saturday and let it be business as usual, promising them "protection"

He invited Fosatu members to come and see what will happen to anyone who dares to harass consumers there

He also called on Inkatha branches in Maritzburg to "join hands with us there this week. Do not allow yourselves to be helpless in the hands of Mr Erwin and his men".

Fosatu's regional secretary John Coplyn said Fosatu had condemned the use of violence in organising the boycott

"It has emphasised its standpoint to all who have actively participated and is satisfied that the response from different communities in Natal represent the results of the reasoned persuasions that the boycott is a necessary response to current oppression of civil liberties by the State

"It was not brought about by a call directed at the 'Zulu Blood' of anyone nor was it sustained by fear," he said

Fosatu hits at death threats

THE Federation of South African Trade Unions has slammed the Government and "unknown" persons and organisations for conducting a campaign of repression against the federation and its members

In a statement, Fosatu said a number of its members had either been refused passports, been detained, killed, or had death threats made against them

It accused the security forces and "unknown" persons of waging the campaign

Fosatu said three of its members had been killed by unknown persons and four Fosatu executive members, including president Chris Dlamini, had been threatened with death by unknown persons

Police liaison officer Lt T F Jefferson said police do not harass people and this was clearly stipulated in Section 5 of the Police Act. Reacting to Mr Dlamini's allegations, Lt Jefferson said, "We can not accept complaints via the media. He should go to the nearest police station to make an affidavit and investigations will be started"

X X

Oct. 1985

Workers accept employer's conditions to retain jobs

500 return to work

By Mike Siluma

About 500 employees of a Johannesburg firm returned to work on Tuesday to beat an ultimatum to accept working conditions imposed by management.

This is believed to have been the first legal lockout in the post-Wiehahn industrial relations system.

The workers, members of the Sweet, Food and Allied Workers' Union (SFAWU), are employees of Farm Fare, a subsidiary of Premier Food Industries.

CONFLICT

Conflict between the union and the company arose during wage negotiations at the end of August, when workers rejected three working conditions suggested by management.

● A revision of the schedule of working hours, which the union said would force workers to

work longer hours than previously.

● The acceptance of a weekly wage increase of R9,30.

● That workers undertake to work overtime when required to do so by management.

After negotiations had broken down, management applied to the Minister of Manpower for a conciliation board, which had to be instituted within 30 days. Meanwhile the union and the company held further talks to try to resolve the dispute.

When the 30-day period expired on Monday without the conciliation board being set up, the company gave the workers an ultimatum to accept the three conditions or face dismissal.

On Tuesday the workers accepted the conditions set by management and returned to work.

A Premier spokesman said

the decision to lock the workers out was not taken lightly. It was taken to prevent the recurrence of go-slows and a ban on overtime by the workers.

"In good faith, we had done all the talking possible and we had exhausted all the negotiation procedures and levels of conciliation open to us. We believe we have abided strictly by fair labour practice.

"Management is pleased that workers have returned to work and looks forward to restoring sound relationships with its workforce," said the spokesman.

WAR

But the union, accusing Premier of declaring war against the workers, yesterday ruled out the possibility of a harmonious relationship with the company.

Its branch secretary, Mr David Makhema, said "We condemn the company's unilateral

imposition of changes in working conditions without the consensus of the union.

"The union is considering further action to fight this evil practice by Farm Fare and Premier."

SFAWU would appeal for active support from its mother federation, the Federation of South African Trade Unions.

A prominent industrial relations consultant, Mr Gavin Brown, said the action taken by Premier after going through the relevant steps of labour law was not unexpected.

It may be a sign that employers would use some of the union's tactics against unions, and more such actions could be expected from employers, he said.

It was disappointing that the dispute between Farm Fare and SFAWU had not been resolved through negotiation, he said.

140A

STAR

Strike at U'hage motor plant

Oct 1985

Post Reporter

ABOUT 222 hourly-paid workers at Borg Warner in Uitenhage went out on an indefinite strike today.

A shop steward who did not want to be named said workers had decided to strike unless their pension fund contributions were paid out to them.

This is the third time this year that workers at the company have gone on strike.

Borg Warner manufactures rear axles components.

The shop steward said the workers had gone out on strike today in protest against Uitenhage management's apparent reluctance to put pressure on management at head office Johannesburg to give a speedy answer on the pension contribution fund issue.

If the response was negative and management refused to pay out pension contribution funds the workforce would remain on strike, he said.

The workers are all members of the National Automobile and Allied Workers Union (NAAWU).

Borg Warner management was unavailable for comment.

Wage

rise

02/10/85

date

E-POST

dispute



Post Reporter

THE National Allied and Automobile Workers Union (Naawu) and Samcor have gone to arbitration over the date of the implementation of wage increases

The regional secretary of Naawu, Mr Les Ketteldas, said the union wanted across-the-board wage increases at Samcor (Ford) to be in line with wage increases granted at General Motors and Volkswagen

Workers at the other motor manufacturers were granted wage increases on August 1. Samcor's wage increases were scheduled for November 1. The union wants these backdated to August 1.

Mr Ketteldas said another matter that would be discussed was that of people involved in the plant closure.

Some had been put on early retirement without having received separation allowances in terms of the Industrial Council Agreement.

Mawu threatens to strike

B. Day 3/10/85

CLAIRE PICKARD-CAMBRIDGE

URGENT steps are being taken by the Transvaal metal and engineering industrial council to deal with 70 disputes in the industry

A council spokesman said this was the largest number of disputes submitted in one letter against companies party to the council

The council has withdrawn inspectors from the field to help attend to the disputes, which were declared by the Metal and Alhed Workers' Union in demand for plant-level bargaining

Mawu is threatening to strike at the end of the month at companies with which it cannot reach agreement. It said talks had not yet begun but it believed strikes would be legal because 30 days

would have lapsed after declaring the disputes

The council is also having to cope with additional disputes which do not involve Mawu's demand for plant-level bargaining. There are 15 unions and 45 employer associations which are party to the industrial council

Parties to the dispute will have to decide which companies can deal with the situation jointly.

The council spokesman said he could not yet give details about dispute-resolving arrangements, but he expected that as much time as parties required would be allocated

Mawu clinches

pay increase

140%

The Metal and Allied Workers' Union (Mawu) and British-owned company Fry's Metal have reached a wage agreement shifting the minimum rate for union members from R1,90 to R2,10 an hour.

The union's Transvaal secretary, Mr Moses Mayekiso, said that in terms of the agreement, workers would get a further across-the-board rise of 17c/h. An attendance and traveling bonus averaging 10c would be incorporated into the hourly rates.

STAR 4/10/55



Plant-level deal despite opposition by Seifsa

B-Day 190A
2/10/85

CLAIRE PICKARD-CAMBRIDGE

FRY'S METALS in Germiston has gone against the advice of its giant employer organisation in agreeing to plant-level negotiations on wages and conditions of employment

The Metal and Allied Workers' Union (Mawu) said it had negotiated a wage agreement with the British company despite advice by the Steel and Engineering Industries Federation of SA (Seifsa) that companies should refuse to negotiate at plant level

The company could not be contacted yesterday

Seifsa advises members not to negotiate fundamental issues at plant level because minimum wages and other conditions are set at industrial-council level. But a few companies in the industry have begun concluding plant-level agreements with unions to negotiate further increases after the minimum has been set at industrial-council level

Mawu said all multinationals should learn that plant-level bargaining did not kill a company, but rather improved relations with employees. Mawu also claimed that progressive companies and multinationals were going to be forced to heed the call for plant-level bargaining

It said that according to the new agreement, Fry's Metals had agreed to raise the minimum wage from R1,90 an hour to R2,10. But further bonuses raised the actual increase to a possible R2,47 on basic rates, the union said

It said these increases were in addition to the 1985 industrial-council hikes and would be backdated to July 15

BERNIE FANAROFF

Transnationals and responsibility



Bernie Fanaroff is national organiser for the Metal and Allied Workers' Union

Three representatives of the Federation of SA Trade Unions (Fosatu) gave evidence at the recent hearings of the UN Sub-Committee on transnationals in SA. The representatives from the Metal and Allied Workers' Union (Mawu) and the National Union of Textile Workers (NUTW) presented very substantial reports to the sub-committee documenting in great detail the anti-union and anti-worker activities of transnationals BTR, Bata, Tidwell and Transvaal Alloys.

In evidence to the committee and in answering questions our representatives made the point very forcibly that the various codes of conduct — Sullivan European Economic Community, and the Urban Foundation/SA Consultative Committee on Labour Affairs codes — have been an abject failure and that the international community has to create more satisfactory mechanisms to prevent unacceptable behaviour by transnationals in SA.

It has to be accepted that transnationals are here to exploit the markets and the labour conditions. They have not come here with the objective of improving the living conditions of the people of SA. For many years they, like other companies here, have benefited from apartheid.

Workers are no longer prepared to accept this situation. The codes of conduct have

however failed to make any significant change. They are not mandatory or enforceable. They cannot deal with the sophisticated union-busting tactics of the transnationals nor the disputes which result. They do not require corporations to commit themselves to eradicate apartheid as a national policy and practice.

A radically new approach is required. We proposed at the hearings that the international community create a mechanism whereby breaches of internationally-accepted labour standards could be aired. Where such a breach is established the metropolitan governments should undertake to take action against the offending transnational corporation (including for instance refusal of government contracts, export guarantees, trade credits etc.).

Obviously pressure would have to be exerted in SA first. In the case of BTR, for instance, massive pressure by Mawu members, other Fosatu unions and the community have all failed to move BTR. So, up to now, has pressure from the international labour movement through the International Metalworkers' Federation, Trades Union Congress and the International Confederation of Free Trade Unions. Given BTR's union bashing in other countries, this is not surprising and clearly something more is needed.

Besides their unacceptable labour practices, the four companies about which our representatives testified directly and indirectly, support apartheid. BTR, for instance, has had the SA Police extensively involved in their labour affairs for the past 12 years. And their chairman, Peter Fatharhy, is on record in the London *Sunday Times* as saying that the State of Emergency was neces-

sary and that change should not come too quickly in SA.

It is clear that BTR, their advisers Andrew Levy & Associates and many other transnationals are substantially out-of-step with even the conservative business establishment. This obviously raises the question of whether they should stay or go.

Our attitude, which was explained at the hearings in New York, is straightforward. We believe that maximum pressure should be exerted on the apartheid regime. To the extent that disinvestment is one pressure, it should be maintained and intensified. Proper account must however be taken of the fact that the greater part of the wealth and assets of the transnationals in SA has been created by South African workers — so transnationals have no right to ship out this wealth.

The South African employer representatives at the UN hearings seemed to understand that something more is needed than simply more talk of codes. During their session they argued that they are well placed to facilitate negotiations between the political groups to end apartheid, and that if they had not fulfilled this responsibility within one year, they understood that the international community would have to go ahead with economic pressures. They also committed employers to one man-one vote, albeit within a federal system.

The media in SA seemed to be scared to report this. Despite the extensive coverage of the hearings and press statements from Mawu, there was very little reporting of the union delegates' presence or evidence. Nor was there a report of the remarkable commitments of the employers' representatives. It seems that it is not only the SABC which is "protecting" the public.

Council police make their debut

'Running away from urban areas to homelands'

MULTINATIONALS ANGER UNIONS

BY JOSHUA
RABOROKO

THE Federation of South African Trade Unions has attacked a number of multinational companies which moved into so-called "homelands" where they "famously exploit" the abhorrent policies of apartheid.

The federation, in a report to The SOWETAN, highlights the lack of protection for unions and their members oper-

ating in these areas

The report comes after a European trade unionist, Mr Enzo Friso, the assistant general secretary of the International Confederation of Free Trade Union (ICFTU), has made things hot for multinationals in South Africa following his visit here

The fight against multinational companies has also been joined by the Council of Unions of South Africa (Cusa). Its president, Mr James Mndaweni, said "Unless these companies improve their wages and working conditions, we shall be forced to call for economic sanctions against South Africa — possibly leading to national industrial action"

"We have declared disputes with some of the major companies who refuse to negotiate with us at plant level and these include multinationals. Workers want a living wage to cope with the escalating cost of living," he said

The secretary of Fosatu-affiliate Metal and Allied Workers Union, Mr Moses Mayekiso, said the fight against multinationals is on. These companies are protecting the apartheid system by moving into the areas where they know workers are not protected

In its report, Fosatu said that these multinationals were running away from urban areas and settling in the "homelands" where they exploit "cheap labour" by not paying "a living wage" to workers

Consult

Some of the multinational operations that have come under attack recently are BTR Sarmcol, Dunlop, Transvaal Alloys, Alfa Romeo, Siemens, General Motors and Mercedes Benz

Mr Friso said they will investigate every multinational while in South Africa and will consult black emerging unions on a plan of action

140A

1 000 out on strike, sit-in

1407
MORE than 1 000 black workers yesterday continued their industrial actions, involving a strike, lock-out and a sit-in, in support of dismissals of colleagues and wage demands.

More than 100 members of the Fosatu-affiliate Paper, Wood and Allied Workers' Union

16/10/85
SOWETO
By JOSHUA RABOROKO

(PWAU), who were earlier on strike at Print Pak Gravure Division at Industria, yesterday had a sit-in on the company premises following a deadlock between their union and management. The workers are de-

manding the reinstatement of a colleague sacked for refusing to do "double-jobs" at the time when the country and most companies were hard hit by recession. They contend that management should employ more workers after retrenching some early this year. Management

confirmed the sit-in and said the workers have been given an ultimatum.

More than 500 members of the Sweet, Food and Allied Workers' Union, employed by Farmfare Chicken Company, a subsidiary of the Premier Group in Wynberg, yesterday held a sit-in after a breakdown in negotiations between the union and management over wages.

Negotiations are still taking place between the Team-mates workers' Union and the Premier Milling Company in Kroonstad over the dismissal of four workers. Over 400 workers downed tools and demanded their reinstatement.

The workers were dismissed after management had alleged that they were guilty of theft. They were tried before the company's disciplinary committee. However, the workers have refuted the claims and demanded the reinstatement of their colleagues.

They are also demanding that their white supervisor be sacked because of his "racial attitude".

FM 18/10/85

way in determining what kind of political action is appropriate

Erwin says apartheid has been so abhorrent to so many for so long that its very unacceptability has created a simple and powerful basis for opposition mobilisation. For unions the problem is that the South African economy has serious structural problems which require substantial transformation if the working class in the rural and urban areas is to improve its material and humanitarian position. Unions face an acute dilemma because the imperatives posed by opposition do not encourage political practices that address transformation. And if transformation is addressed, it would focus attention on differing class interests.

Says Erwin "The challenge posed is whether political practices can be evolved that retain sufficient unity of purpose among a majority of the oppressed to undermine the legitimacy of the regime yet at the same time address the problems of transformation." And he is firmly of the view that the type of unionism practised by the independent shop-floor-based unions, in which representatives are elected and are accountable to their constituencies, is the answer since it promotes democratic participation.

Indeed, he castigates activists who do not follow these guidelines "At present there is a tendency for activists to congregate around the honeypot of popular activity. From the perspective of transformation, this is not necessarily wise, in addition to its possible insidious threat to democracy."

A change in regime in SA — where the question of transformation has not been addressed — would leave intact structures and interests inimical to workers. In fact, it would drastically alter prospects for the opposition as organisations would be battling for legitimacy on a very different terrain both internally and internationally, Erwin says. The bottom line for unity in the battle

against apartheid is an acceptance of the centrality of working class interests

Erwin's paper is a highly significant input for opposition debate. Its publication now, just before the launching of a new "superfederation" of emerging unions, is no doubt intended to indicate the direction Fosatu would like the new federation to take. But this does not mean that Fosatu can expect plain sailing on the issues Erwin has raised. Many unions affiliated to the United Democratic Front, which have opposing views on political strategy, will also be part of the new federation. Ultimately, the political direction of the new federation will depend on the outcome of the debate between these camps.

UNIONS AND POLITICS (140A)

Fosatu spells it out

One of the great unanswered questions in the turmoil of recent months has been why many unions in the independent trade union movement have chosen to keep a relatively low political profile compared with other black organisations in SA.

These emerging unions have shown on numerous occasions just how effective they can be when they want to make a point in the political arena. Yet on the whole, they have been decidedly selective when making their moves.

This reticence is no accident. The unions perceive their role as being profoundly different from that of many of the organisations involved in political opposition because they are working class organisations.

This emerges clearly in a position paper *The Question of Unity in the Struggle* by Federation of SA Trade Unions (Fosatu) ideologue Alec Erwin in the latest *SA Labour Bulletin*.

Erwin discusses liberation politics which he defines as a process concerned with destroying the legitimacy of an unjust regime so that it cannot govern successfully and must abdicate. For it to succeed, he says, it must be able to mobilise the greatest possible support among the people of a country and in the international arena. These factors go a long



Fosatu's Erwin ... unions face an acute dilemma

Sacked

Mawu

1409

members

15/10/85

reinstated

Sowetan

Three shop-stewards of the Metal and Allied Workers Union (Mawu) sacked by the Dorbyl Company for organising meetings to discuss various issues, including the firing of a colleague on May Day, have been reinstated by "a special arbitrator" in Johannesburg this week.

The arbitrator, Advocate T. Trollip, ruled that the dismissed workers, Mr B Dlamini, Mr D Galani and Mr M Mancabashane, be reinstated with full pay because their dismissal was unfair.

The case is a sequel to the industrial relations wrangle between Mawu and Dorbyl company which started during July this year in Germiston following the dismissal of the workers.

The union said the shop-stewards held meetings on the plant to discuss trade union affairs, which included steps to be taken as a result of the victimisation of a worker during the May Day celebrations.

The company had put a "ban" on meetings on its premises, but the shop stewards convened them because the workers regarded this as a breach of an earlier agreement.

"We are happy that the workers have been reinstated. This is a major breakthrough for the union," a Mawu spokesman said.

Dorbyl group's industrial relations manager, Mr Steve Bunce, was not available for comment.

Meanwhile Mawu had declared a dispute with the Dorbyl group over wages and other issues, and plans to take strike ballots among members next month.

The dispute affects Dorbyl Railway Products, Dorbyl Structural Products, Dorbyl Structural Engineering and Dorbyl Forging and Machining Division.

Paper workers end strike



By Mike Siluma

1/10/83

About 150 workers who downed tools at Pakelien Products on Wednesday demanding the reinstatement of three colleagues returned to work yesterday after agreement between the Paper Wood and Allied Workers Union (Pwawu) and management that the matter be referred for arbitration.

The agreement guaranteed full pay for the workers should an independent arbitrator find their dismissal unjustified, a union spokesman said.

The workers had initially demanded that the three be suspended with full pay while their case was being investigated.

At Printpak Gravure Industria a sit-in by 90 Pwawu members in support of a dismissed fellow worker continued for the sixth day yesterday.

'Resolve disputes or face national strikes'

TWO trade unions participating in the current unity talks have threatened to call for supportive action from other unions in a bid to pressure some companies to resolve strikes at their plants

The Paper Wood and Allied Workers' Union (PWAU) and the Sweet, Food and Allied Workers' Union (SFAU), both affiliates of Fosatu, want strikes at Printpak Paxcellent, Concor and Farmfare companies to be resolved soon

Workers at these companies Printpak (100), Paxcellent (140) both subsidiaries of Metal Box and Concor Company (500) went

on strike over the dismissal of colleagues and at Farmfare (500) a subsidiary of Premier Group, were locked out after making wage and other demands

Both unions have reached deadlock with managements. They claim managements have refused to negotiate in "good faith" in the interests of the workers

In a statement SFAU condemned the unilateral imposition of change in working conditions of workers without consulting the union. The union is considering further action

to fight this evil practice by Farmfare

PWAU said the actions of management at Printpak and Paxcellent may affect all companies where the union is organising. The union will also appeal to Fosatu and other unions in whatever action they may take

A spokesman for Farmfare said workers have returned after a legal lock-out following action at the company. The company also felt that workers' problems could be dealt with in terms of the agreement signed with the union

Both managements at Printpak and Paxcellent have said that they were negotiating with the PWAU and were hoping to resolve the dispute soon

Management was not available for comment

Firm hits back with 'union tactics'

More likely to follow Premier's lockout lead

LOCKOUTS are set to become more frequent as managements take their lead from the Premier Group, say labour experts.

Last week Farm Fare, a Premier subsidiary, locked out 497 workers at Krugersdorp after a protracted dispute over a proposed change in working conditions. The Sweet Food and Allied Workers' Union (SFAWU), which represents most of the workers, slammed the lockout as evil and vowed further action against Premier.

The dispute centred on a bitter dispute over a change in conditions of employment.

Management's wage offer was tied to a demand for compulsory overtime and extended working hours.

The SFAWU and management failed to reach agreement after weeks of negotiation. Negotiations were dogged by overtime bans and go-slows, says Farm Fare.

Premier's Rob Childs says the lockout decision was not taken lightly. "We certainly do not want to see a lot of trigger-happy managements taking our lead. This was a last straw move by Farm Fare's management.

"Every avenue of negotiation had

ALAN RUDDOCK

been exhausted; management applied for a conciliation board to be appointed and when the 30 days had elapsed and no CB had been appointed, the decision was taken to institute the lockout. The dispute had to come to a head," he says.

Industrial relations consultant Andrew Levy says. "This case shows the employer using against the union exactly the tactics the union usually uses against them.

"The employer played by the book and the union should have no complaints. The arguments they use for a legal strike apply equally to a legal lockout.

"We can anticipate a hell of a lot more lockouts," Levy says. "As the unions become stronger and more vocal, managements will take a harder line. There is no duty to agree in industrial relations, only a duty to negotiate."

Observers say there is a high level of conflict in the food industry but agree that Premier has been "more competent than others" in handling its disputes.

"For Premier to take this type of action indicates the degree of frustra-

tion management must have felt," says one labour observer.

There are, however, serious reservations about the lockout.

"Forcing workers to sign a new contract, under threat of dismissal if they do not, is no guarantee of a lasting settlement of a dispute," says one trade unionist.

"Any trust that exists between workers and management is seriously damaged, if not irreparably destroyed, by the gun-to-the-head approach."

Levy says "Any solution lives from a day-to-day basis, but where duress is involved it is more difficult to anticipate how lasting it will be."

One industrial relations analyst says "Any management which tries to enforce compulsory overtime does not understand the realities of the shop floor. It has been tried in the past and inexorably leads to worker sabotage. You can lead a horse to water, but you cannot make it drink."

The incidence of lockouts will increase, the experts agree. "We are moving more and more towards confrontation, ultimata, force and duress in every sphere of our lives. It is only natural that managements should follow the trend in their industrial relations policy," says one trade unionist.

STRIKE ENTERS SECOND WEEK

1400

THE strike by over 20 workers employed by Printpak, a subsidiary of Nampak, yesterday entered its second week without any agreement being reached between management and the trade union representing workers.

A spokesman for the Fosatu-affiliate Paper Wood and Allied Workers Union (PWAU) said it had been agreed with the company to appoint an arbitrator to resolve the dispute.

The workers downed tools last week when management refused to reinstate another worker sacked for refusing to work "double jobs" because they claimed that the company had retrenched workers and should therefore employ new people.

The strike action climaxed when the workers, carrying placards and singing worker songs demonstrated and picketed the office of Nampak in Sandton on Friday. The incident was free of police action.

SO WETAN

The striking workers have been coming to their place of employment since the action started last week, but have refused to work. They demand that their colleague be reinstated unconditionally.

22/10/85

Meanwhile, PWAU's members — about 160 — employed at Paxcellent Plastic Company in Industria have all returned to work after a week-long strike over the dismissal of colleagues.

10 slain on East Rand

TEN PEOPLE were killed on the East Rand over the weekend, Major C R Liebenberg, East Rand police spokesman, announced yesterday.

He said 10 women were raped and 24 people robbed in the area. Four people were killed in Tembisa, two in Vosloorus, another two in Daveyton and one each in Ratanda and KwaThema townships.

Strike continues despite agreement

By Mike Siluma

140A
STAR
The strike by about 90 workers at Printpak Gravure, Industria, continued for the 10th day yesterday despite agreement between the Paper, Wood and Allied Workers' Union and management that the matter be referred to arbitration 23/10/85

A union spokesman said the union had made it clear during talks with management on Monday that the workers would not return to work until the dispute had been resolved.

The workers struck about two weeks ago demanding the reinstatement of a colleague who had been dismissed for refusing to change jobs as ordered by management

Car firm agrees on maternity leave and other benefits

Argus Correspondent

DURBAN — The National Automobile and Allied Workers' Union (Naawu) has concluded an agreement with Toyota in Durban enabling workers to take four months maternity leave and receive 70 per cent of their normal wage

The union says in its publication, Naawu News, that the agreement is the best negotiated in the country so far and was meant to overcome the inadequate maternity benefits granted through the Unemployment Insurance Fund (UIF)

In terms of the agreement, a worker will claim the usual 45 per cent from the UIF and 25 per cent from the company — enabling her to take home 70 per cent of her wage

If a worker does not qualify for UIF benefits, the company will make

up her wage to a maximum of 70 percent

Another advantage for workers, according to the union, is that they will be able to take a month's extra maternity leave than is required by law. The union argued during negotiations that three months was too short a time to ensure proper child care. It maintained an adequate period would be seven months

Naawu says it sees the agreement as one more step along the road to adequate child care

The Toyota agreement also guarantees women workers their jobs back on the same conditions on their return from maternity leave and the company has agreed to try to find an alternative position for any pregnant worker whose job endangers her pregnancy

A member of the Naawu negotiating team said experience had shown maternity leave was not enough. What was needed was a child-care package which would include maternity and paternity leave as well as some provisions for creche and medical facilities for young children

The union was working on such a package, which would come up for consideration in the near future

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250 at GM to lose their jobs



Post Reporter

A SPOKESMAN for General Motors confirmed today that 250 hourly paid workers would be laid off on Friday 23/10/85

The workers concerned were informed yesterday.

The spokesman said salaried staff affected would be notified of their retrenchment at the end of the month. They would be kept on until November 30.

He said the company was not prepared to disclose the number of salaried staff who would be losing their jobs. Some salaried staff positions were still under review.

Those most likely to lose their jobs would include those due to take early retirement.

Mr Les Kettledas, regional secretary of the National Automobile and Allied Workers Union (Naawu), said the retrenchment of 250 hourly paid workers in this economic climate would have serious consequences.

The retrenchments at GM will precede the retrenching of about 200 salaried staff and about 1,300 hourly-paid workers at Ford towards the end of the year.

Mr Kettledas said Naawu was busy negotiating with Borg Warner to secure reinstatement of 170 striking workers fired last week.

Jobless tell of gloom ahead

AN ATMOSPHERE of economic doom hangs over the small town of Brits, in the Western Transvaal, after Alfa Romeo's decision to withdraw from South Africa.

The close-down cost more than 500 jobs.

Half of the 2 000-strong industrial workforce in Brits are now unemployed.

About 1 800 workers have been retrenched since August last year.

Alfa managing director Gianni Marinelli said mounting financial pressure compounded by the deterioration of the rand and poor market conditions had forced the company to disinvest from SA.

Workers are pessimistic about the future. They have meagre severance packages. There are no jobs. Most firms are already on short time.

Business Day spoke to some of the workers laid off. Working on a

temporary basis they were pushing the last of the products through the assembly line before the company bows out at the end of November.

Johannes, who had been with the company for five years and worked on the assembly line for R279 an hour, gave a deep sigh as he referred to his severance pay of R600.

"This sudden closure is a blow to me. For some time I had heard rumours that the plant was to close, but some top management people assured us we were not closing down," he said.

"I have a big family to support and accounts to pay. I took home a mere R600 as severance pay which is really nothing if one takes

into account the past time. ASKE ADOL ILLU' 10: PRO- DECU. Johannes shook his head.

A job in this town is no hope. Even when times are not as bad as they are at present, I know of people who have been out of work 10 years.

Moshe Mahlaela, a shop steward of the National Automobile and Allied Workers Union (Naawu) and one of the first to be laid off, said the loss of jobs was devastating.

Mahlaela, who is married with two children, told of his fears for the future.

"There are no prospects for alternative employment in this area. One must just brace oneself for the worse times to come, a confrontation with frustration. We will be loitering in the streets with empty stomachs in a few months' time," he said.

HKEE judgments by the Industrial Court have deprived employers of their most potent weapon in dealing with black workers — mass dismissals

The Industrial Court has ordered the reinstatement of 1 000 black mine workers fired by Gencor's Mavale gold mine for taking part in the legal wage strike in September

This ruling cuts right across a judgment by the Supreme Court, which held that the dismissal was lawful. The Industrial Court ruling makes it an unfair labour practice

In another Industrial Court hearing, which might set a precedent, the court has ordered the reinstatement of two workers who were sacked after taking lie-detector tests

BOSSSES JOSE WEAPON

WORKERS' DIARY — BY JOSHUA RABOROKO

Gallant were dismissed in May by CIM-Deltak (Pty) Ltd after being subjected to lie-detector tests. The tests followed the misappropriation of company funds amounting to R15 000 last year

After police investigations had failed to find the culprits the company engaged an expert in lie detector tests

The two men were dismissed on the basis of the results

In the third Industrial Court judgment, the court has reinstated workers employed by DHL a British multinational, dismissed for being members of the South

African Scooter Drivers and Transport Workers' Union

In an economy where hundreds of thousands of workers are out of work, the instant dismissal of large numbers has been a powerful weapon in the hands of employers

Many have not hesitated to use it

Trade unionists representing the workers say the judgments will ensure workers protection. It will also encourage the use of the industrial dispute-resolving machinery

Are you 65 years old? Members of the Garment and Clothing Workers' Union who

turn 65 years, are urged to please come to the union to apply for a fully paid up policy of the Group Funeral Scheme

Many members still do not do so because they do not want their employers to know their age

When you apply for a fully paid policy at 65 the union will not tell the employer to stop deductions, so he will not know your age

The National Union of Distributive and Allied Workers' Union has joined OK Bazaar in objecting to the proposed extension of shopping hours in the Transvaal

The OK objected to the longer hours because of the social consequences for staff who would now have to work an effective

The Commission on Detentions set up by the Eastern Cape region of Fosatu has started a campaign in a bid to end the 'merciless' assaults being carried out by police on detainees

The first step in their campaign was the recent temporary order granted by the Port Elizabeth Supreme Court on September 25

The Paper, Wood and Allied Workers' Union (PWAU) is considering taking the manager of American-owned company Fisher Flying Products, at Empangen to

In a report the federation says foreign investments must assist this process. It also welcomes all forms of pressure against the apartheid state

The Unemployment Insurance Fund (UIF) will seek private-sector loans to cope with increasing demands on its lean reserves

Three members of PWAU dismissed by Paxcellent Plastic Company in Indusrid, Johannesburg, have been reinstated by an arbitrator

Their dismissal sparked off labour unrest at the plant last month

PWAU regards the reinstatement of the workers as 'victory for the working class in their fight towards recognition'

Thirteen disputes declared by the Metal and Allied Workers' Union (Mawu) against Pinetown Engineering Company have been settled out of court

After lengthy negotiations the company, which was regarded by unionists as 'undoubtedly the most anti-

union firm next to Samcol', has agreed to negotiate a recognition agreement and to pay Mawu R4 400

Workers at P G Glass near Germiston, have cleverly blocked management's attempts to retrench 22 workers — and in the end only two were laid off

Members of the Chemical Workers' Industrial Union decided to go on short-time on their own, after management's refusal. The company was furious when the workers did so, but subsequently management changed its original plan

All the workers dismissed from the CDA motor plant in East London last month, when they went on a work stoppage in protest against management's insensitivity to conditions in the protest-torn townships have been taken back

Last year was the 'most difficult year the National Union of Textile Workers faced since 1976, according to a report. More than 200 union members lost their jobs through retrenchments and closures

The South African Chemical Workers' Union has criticised the Minister of Manpower for failing to appoint conciliation boards to resolve disputes it has with three companies — Fedmis, Karbochem and Air Products

Two black consciousness-orientated trade unions have formed a sub-committee to explore the future of the working class in South Africa. They are Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu)

Mr Jack Scheepers, commissioner for the fund, says losses were not near the interest of more than R100 million earned on investments in the past five years

The union has warned that more than 1 000 of its members at these firms might go on strike over the delay in the appointment of the boards

Fosatu has called on the Government to abandon its apartheid laws

INDUSTRIAL unrest involving more than 1 000 black workers continued to rage at four companies in Johannesburg and Brits areas yesterday while the recession and retrenchments took their toll.

More than 350 workers at T W Beckett in Isando yesterday downed tools demanding their industrial relations officer be dismissed. The workers claim that the officer was responsible for the dismissal of three of the Sweet, Food and Allied Workers' Union's shop stewards.

They also claim that he collected funds from workers to get them Section 10(1) rights.

The company has decided to continue on the unrest. Workers have been given an ultimatum to return or face sacking, a union official said.

• About 18 workers at Strip and Gaskets company in Johannesburg yesterday entered their fourth day on strike over wage increase demands.

The company is negotiating with the United Motor and Allied Workers' Union.

• About 90 employees of M-W Murdoch steel

SA Industrial Unrest rages on amid recession

By JOSHUA RABOROKO

company in Brits yesterday stopped work after the Metal and Allied Workers' Union (Mawu) had reached a deadlock with the company over wage increase demands.

The management was not available for comment.

• About 370 workers who held a sit-in at Bosch Electricals Company in Brits have resolved to return to work following discussions between Mawu and management. The workers, who kept themselves busy by working on the company's garden demanded salary increases.

• Although 330 people have been retrenched by the SABC so far at least 33 new people are currently being trained for technical and production positions according to sources yesterday.

The retrenchment is part of the rationalisation programme which started in July this year. The company was doing away with posts and not people, a spokesman said.

If a worker whose post has been frozen wants to apply for another post in the organisation then he/she is welcome to do so, the spokesman said.

A leading industrial relations consultant argued that strike actions are normally rare at this time of the year because workers demand their end of the year increases and bonuses.

UNION
Unions are
'repressed' Skw

7/1/75
The Government's decentralisation programme was responsible for the relocation of firms to the homelands, where the repression of trade unions was rife, the National Union of Textile Workers (NUTW) general secretary said in Maritzburg recently.

Mr John Copelyn told NUTW's annual meeting that cheap labour and Government assistance to companies relocating to the homelands meant new clothing factories were being established in homelands such as KwaZulu and QwaQwa. "And every homeland government has made it difficult for workers to organise themselves," Mr Copelyn said.

Black union officials at big meeting on apartheid

07/11/85 Mercury

Political Reporter

REPRESENTATIVES of at least two black South African trade union groups are believed to be in Brussels attending a meeting of union officials from more than 10 countries to plan a strategy against apartheid

A spokesman for the Council of Unions of South Africa (Cusa) yesterday confirmed its general secretary, Piroshaw Camay, was in Brussels and would be attending

the meeting, which begins today

The general secretary of the Federation of South African Trade Unions (Fosatu), Mr Alec Erwin, is also overseas and it is believed he will be at the meeting

Cusa and Fosatu together represent about 280 000 black South African workers

The meeting has been convened by the International Confederation of Free Trade Unions Dele-

gates are expected from most of the major industrialised countries

The discussions will centre on a report prepared by an ICFTU mission which recently visited South Africa and underlined calls by black workers for tough economic action against South Africa

In a recent report to Unesco subcommittee hearings on the activities of transnational corporations in South Africa, Fosatu said it welcomed

all forms of pressure against the apartheid State, and to the extent that the disinvestment campaign is one of these, we believe it should continue for as long as it is an effective pressure on the Government in South Africa'

'The federation, however, would not sanction the actual withdrawal of assets by companies from South Africa as we are of the view that this is part of the social wealth of the country'

140A

140B

140C

Putco probes free rides

By JOSHUA RABOROKO

146A

PUTCO is investigating the possibility of carrying thousands of pensioners and disabled passengers free

This undertaking was given at a meeting between representatives of Putco and members of the Azanian Confederation of Trade Unions (Azactu) and the Federation of South African Trade Unions (Fosatu) in Selby, Johannesburg, last Friday

A Putco spokesman confirmed the meeting and said a decision would be taken soon

The unions and the company are to meet again to "iron out" certain issues

8/11 Fare

A spokesman for the unions said they discussed the following

- the possibility of suspending the fare increases implemented last week,
- the safety of passengers and drivers and
- the possibility of ferrying pensioners and the disabled free

In a statement the unions spokesman said Putco has refused to suspend the increases on the basis that it was currently running its operations at a loss of R20 million a month

Tickets

Putco had also already printed and sold tickets with new prices and could not change that suddenly

The other reason was that the company was not being subsidised enough by the government

However Putco has promised that should the Government increase the subsidy they might consider scrapping the increases. Putco has also undertaken to improve its services, safety and general operation

Strategies

"We have been given an assurance that if we come with a system of control then our pensioners and disabled people might be ferried free" the spokesman said

The spokesman said the two unions would meet urgently to devise strategies and method of control that may be introduced so that Putco could implement this decision quickly

Putco said it was not prepared to release details of the meeting because "we do not wish to prejudice further discussions" the spokesman added

F-M

MAWU VS BTR

(1404)

8/11/85
The next round

In a new development in the long-running dispute between the Metal and Allied Workers' Union (Mawu) and British multinational BTR Sarmcol, the union is to institute Industrial Court action against the company

Mawu has instructed its attorneys to apply for the establishment of a conciliation board to consider the dispute which has developed into one of the most high-profile campaigns in South African labour history. This is seen as a sure indicator that Industrial Court action is in the pipeline.

The dispute between Mawu and Howick-based BTR arose out of the failure of the two parties to reach agreement on the contents of a recognition agreement. Nearly 1 000 employees went on strike on April 30 this year and were dismissed soon thereafter.

Since then the union has gone to extraordinary lengths to try to force the company's hand. Its action has ranged from a consumer boycott and a worker stayaway in Howick and Maritzburg to the submission of evidence about the dispute to the United Nations Subcommittee on Transnationals in SA.

Papers sent by Mawu to the Minister of Manpower allege that BTR's actions have been unfair because of

- The company's failure or refusal to conclude a recognition agreement with the union on the union's terms,
 - The dismissal of union members on a lawful strike,
 - The failure to reinstate employees after they had offered to return to work, and
 - The selective re-employment of some of the strikers
-

GOSS DISPERSED WORKERS - CLAIM

BY SOWETAN
Reporter

POLICE allegedly used dogs, sjamboks and batons to disperse about 300 striking workers who were demonstrating and picketing outside T W Beckett Company — a subsidiary of Anglovaal — at Isando yesterday.

The workers, dismissed after a four-day strike sparked off by the firing of two colleagues, were carrying placards and banners, some reading 'T W Beckett should talk to our workers' and 'We want our jobs back'.

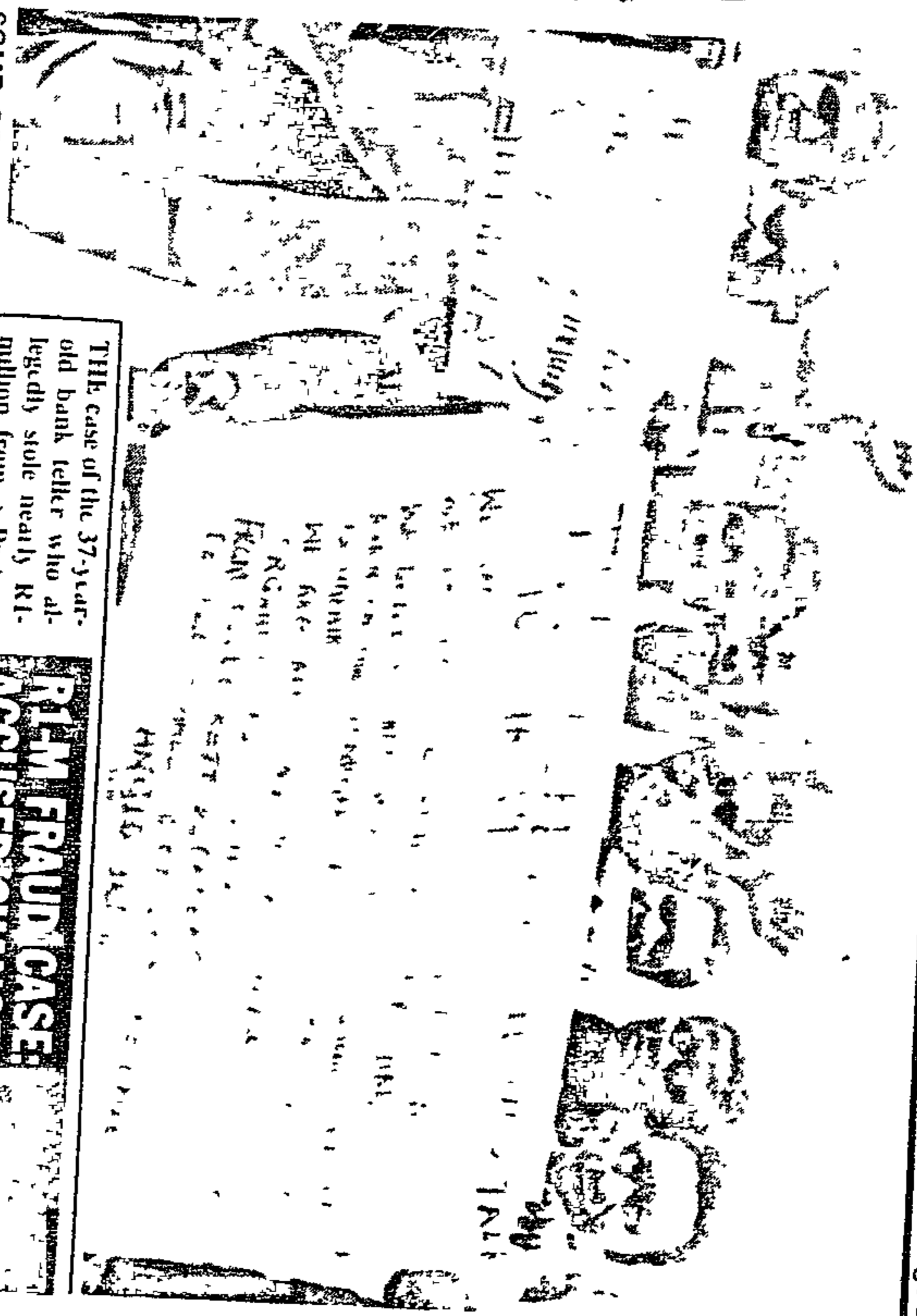
Mr Goss was arrested during the demonstration and one worker left the scene. The fact as

The company's managing director, Mr T I Gawitt has admitted the police came to the company yesterday, but he would not describe their actions. There were incidents of intimidation reported at the time, he said.

At the time of going to press last night, the police directorate of public relations in Pretoria had not as yet confirmed the incident. The strike which

The workers claim that a white industrial relations manager also used false documents to enter the premises, but was not sacked. They demanded that he should be sacked. The company refused.

Mr Gawitt said a deadlock was reached between the company and the union on the workers demands. The company had not as yet taken a decision on whether to evict the workers from their hos-



SOME OF the workers who demonstrated and picketed outside T W Beckett Company in Isando yesterday. They claimed that police dogs were used to disperse them

THE case of the 37-year-old bank teller who allegedly stole nearly R1-million from a Pretoria building society, took a turn when he changed lawyers yesterday.

Mr Solly Hlongwane of Atteridgeville appeared briefly before Mr JH Bekker in a Pretoria regional court on a charge of fraud.

PHM FRAUD CASE ACCUSED CHANGES LAWYERS

announced his withdrawal from the case. His new lawyer is Mr C L D Stevenson. He was present in court. Mr Hlongwane's appearance followed the alleged disappearance of money was removed over a period of between two and two-and-a-half years. The accused is also facing a civil action totalling more than R800 000 from the same company.

Pressurise Govt to pull SADF out of townships - Mawu

140A
SOWETAN
8/11/85

THE Metal and Allied Workers' Union has called on employers in the metal industry to pressurise the Government to withdraw members of the SADF from black residential areas.

The union's national executive committee said the presence of the forces was highly disruptive and a great burden on the townships' communities.

The call comes after the police headquarters announced this week that white members of the SADF and SAP had been withdrawn from Pretoria townships of Atteridgeville, Soshanguve and Mamelodi. This

By JOSHUA RABOROKO

has been disputed.

At its meeting in Johannesburg yesterday Mawu said the behaviour of the police in black townships was completely unacceptable to all decent human beings.

Condemned

The union strongly condemned the regulations which prevent free access by television and film crews. This will only encourage the forces in their unacceptable actions.

The executive committee has mandated the union's representatives

on the National Industrial Council for the metal industry to put these matters on the agenda of the council's meeting next Tuesday because the council should discuss these matters which affect metal workers and their children.

Meanwhile the Mamelodi Youth Organisation has claimed that policemen were still patrolling the township, despite the police announcement.

However, a spokesman for the Police Directorate of Public Relations said while there was still unrest in Mamelodi white police were still needed to control the situation.

INDUSTRIAL RELATIONS

WORKERS ORGANIZATIONS-

COSATU.

NOV - DEC

1985

All clear for rally to launch federation

Labour Reporter

THE Chief Magistrate of Durban, Mr J J Pienaar, has given the go ahead for a workers' rally at the Kings Park Rugby Stadium in Durban on Sunday at which the big new trade union federation is to be formally launched

A spokesman for the organisers, told the Mercury yesterday that several thousand workers were expected to attend the rally at which the new president of the federation would deliver his inaugural address

The president will be appointed on Saturday at a meeting of the credentials committee to be convened by Mr Cyril Ramaphosa, leader of the National Union of Mineworkers, one of the affiliates of the new umbrella federation

More than 900 delegates representing more than 30 trade unions

throughout the country are expected to attend the launch, which is to begin with a meeting in the Students' Union Hall at the University of Natal in Durban on Friday night

Meanwhile, the birth of the federation has already caused a split in some trade union groupings

Majority

Two of South Africa's largest trade union groups yesterday announced that they would not join the umbrella body — the Congress of South African Trade Unions (Cosatu)

They are the Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu) which together represent some 400 000 workers

Mr Norman Middleton, Natal co-ordinator of Cusa, said in a statement

on behalf of the two groups that they had pulled out after four years of negotiations toward the establishment of the federation

Cusa and Azactu were in favour of equal rights for workers and a democratic system for workers to elect leaders of their own choice

The two bodies favoured a new federation that would have the interests of the majority at heart and not merely the aspirations of the white minority. By implication, he said, the new federation did not fulfil these requirements

He said it would be contrary to 'working class unity' to create new organisations where democratic worker-controlled unions have already been established

Cusa and Azactu wanted to retain their 'all-black identity'

Mocan
28/11/85
140A

Bop residents losing their jobs

← From Page 4

Health and Allied Workers' Union (Bhawu), the Health Association of SA the SA Black Municipal Workers' Union (Sabhawu) and other unions fully back the workers' actions and demand their immediate reinstatement

• Thousands of Bophuthatswana workers in the Resevyn industrial area may lose their jobs, according to a spokes-

man for the Council for Scientific Industrial Research spokesman.

Since the beginning of the year, about two percent of Bophuthatswana residents have lost their jobs every month to create jobs for Mamelodi, Atteridgeville and So-shanguve residents

• Two trade unions — the South African Chemical Workers' Union and the Sweet, Food and Allied Workers' Union — have threatened to call for a

boycot of products of the Air Products Company and T W Beckett coffee company following the dismissal of their members. They were dismissed after strikes

• Fosatu's general secretary, Mr Joe Foster has criticised the announcement by the government that the Unemployment Insurance Fund (UIF) contributions will be increased from December 1

All employees, including agricultural and

domestic workers) earning less than R26 600 (currently R21 600) will pay an extra 20c per R100 earned. Employers will contribute an additional 50c

• The Department of Manpower has extended the deadline for comments on its proposals to establish new criteria for judging the acceptability of industrial council agreements from end of October to December

The stage is already set for the launching of the super trade union federation — the Congress of South African Trade Unions (Cosatu) — whose programme starts in Durban on Friday night

University of Natal students' hall. This will be a closed session, but the Press will be allowed to take pictures, according to sources

On Saturday another closed session will be held where numerous decisions will be tabled concerning the biggest worker movement in South African history

A mass rally will be held at Durban King's Park Stadium on Sunday to celebrate the launch. Cosatu is still awaiting permission from Durban's chief magistrate to hold its open-air meeting, but "we don't envisage any problem," a spokesman said

• The Commercial Catering and Allied Workers' Union (Cca-wusa) is to hold its annual congress in Durban starting today. The conference is a continuation of the one that was held in Soweto during October this year

• The Media Workers' Association of South Africa (Mwasa) is busy with wage talks with managements of the Argus Printing and Publishing company and the South African Associated Newspapers (SANN), owners of South Africa's biggest newspapers. The talks continue in Johannesburg today

• The Tail Bakery, a subsidiary of Fat Bakeries, has become the first Pietersburg company to recognise May Day as a paid holiday for its workers. The agreement was reached between the company and the Black General Workers' Union (BGWU). "It is a victory for us," said BGWU national organiser, Mr Phokela Kasechaba

• The Chemical Workers, Industrial Union (CWIU) has reached two agreements concerning wages and working conditions

Agreements were finalised at Pilsington Flat Glass in Springs and SA Cyanamid in Witbank. At Pilsington the agreements include two public holidays, including May Day

• The Vaal Trade Union Co-ordinating Committee (VTUCC) has made an attempt to break the impasse between Vaal residents and the Lekoa Town Council concerning 14-month long boycott of house rents. The authorities have promised to explore certain avenues to reduce the tension in the townships. Further meetings will be held soon

• The president of the National Union of Mineworkers (NUM), Mr James Moliso, has been elected the new president of the Southern African Miners Federation formed in Harare last week

The new federation, which represents workers from SA, Zambia, Botswana, Lesotho and Zimbabwe, resolved that total sanctions be imposed against SA. It has called on the international labour movement to organise the economic boycott and has warned it will take strong action if the SA Government repatriates foreign mine-workers

• The Nuclear Fuels Corporation of SA has reinstated a member of the NUM who was dismissed recently. The dismissal of the worker sparked off a strike at the plant

• A further development has been the decision by about 800 workers at three Asca plants in Pretoria to suspend a "go slow" strike after talks between management and the Metal and Allied Workers' Union (Mawu)

The Mawu still has disputes with more than 50 employers in the metal industry over the issue of plant-level bargaining

• Major trade unions are co-operating to build unity among health workers following the strike at Baragwanath. The Federation of South African Trade Unions (Fosatu) the Black

→ To Page 12

WORKERS' DIARY —
BY JOSHUA RABOROKO

MAN IS SET FOR
LAUNCHING OF
SUPER-UNION
SOVETAN

A WAKEN UP

Why they call it the super union...



140A
C. Press
24/11/85

IN just eight days a slumbering giant is to wake up in South Africa.

On Saturday November 30, independent trade unionism will come of age and trade union muscle will be strengthened when 37 unions representing over 500 000 members merge into the biggest worker organisation ever formed in SA.

The historic unity move comes after four years of vigorous debate within the unions, chequered by sharp disagreements and, at times, walkouts

Representatives of the independent federations and unions will converge in Durban next Saturday to inaugurate the super federation

A total of 800 delegates are expected to endorse the proposed name of the new federation, the Congress of SA Trade Unions The predecessor to the newly



MONO BADELA looks at the marriage of some of South Africa's largest unions - in a super federation to be known as Cosatu.



The FCWU and African Food and Canning Workers' Union were the backbone of Sactu Originally based in the Western Cape, it emerged as a leading progressive force within Sactu

established super federation was the underground SA Congress of Trade Unions, allied with the now outlawed African National Congress

From its inception as a trade union federation in 1955, Sactu refused to align itself to the narrow economic form of trade unionism

It argued that the workers' struggle for improved living standards could not be separated from the struggle for political rights and liberation

Since 1964 Sactu has been forced to operate underground and in exile

unions, national co-operation and representation on the basis of paid-up membership.

This means the National Union of Mineworkers, with 180 000 paid-up members, will have the biggest decision-making power

NUM general secretary Cyril Ramaphosa already chairs the credentials committee for the proposed super federation.

NUM dropped a bombshell two months ago when it disaffiliated from the Council of Trade Unions of SA and became independent

Almost immediately Cusa announced that it would not join the new super federation

Cusa general secretary Prushaw Camay blamed the principle of non-racialism as the reason his group

pulled out

Another group which dropped out was the Azanian Congress of Trade Unions. It shares Cusa's philosophy that the federation should be based on "black leadership"

Unions involved in the federation are listed next to this story.

The creation of the federation means that workers in the most strategic sectors of the economy - the mines, factories, shops and in transport - will unite nationally under a single federation

It is noteworthy that of the 37 independent trade unions that are to form part of the new super federation, only the Food and Canning Workers' Union (25 000 members) was affiliated to Sactu

As Sactu founder members, FCWU and AFCWU were perhaps the most important force in Sactu - they comprise almost one third of Sactu's total membership

Many FCWU leaders - such as Ray Alexander, Elizabeth Mafekeng, Frances Beard, Oscar Mpepha, Mabel Balfour, Mary Moodley and others were important Sactu leaders and the FCWU's campaigns and struggles formed a crucial part of Sactu's history.

The following are but some of the key personalities behind the establishment of the super federation NUM general secretary Cyril Ramaphosa, Fosatu president Chris Dlamini, Fosatu secretary general Joe Foster, Commercial Catering and Allied Workers' Union of SA president Emma Mashinini, FCWU secretary Jan Theron, General Workers' Union secretary Eddie Lewis, General and Allied Workers' Union president Samson Ndou and secretary Sydney Mufamadi, Saawu president Thozamile Gwela and secretary Sisa Njikelana, and former Black Municipal and General Workers' Union president Joe Mavli.

| UNION | MEMBERSHIP |
|---|----------------|
| Amalgamated Black Workers' Union | 6 000 |
| Brick, Clay and Allied Brickworkers' Union | 400 |
| Chemical Workers' Industrial Union | 1 400 |
| Cape Town Municipal Workers' Union | 1 400 |
| Cleaning Services and Allied Workers' Union | 42 000 |
| Commercial Catering and Allied Workers' Union of SA | 400 |
| Farm Workers' Union (NFW) | 25 000 |
| Food and Canning Workers' Union | 34 000* |
| General and Allied Workers' Union | 9 000 |
| Health and Allied Workers' Union | 2 000 |
| Labor and Catering Workers' Union | 450 |
| Metal and Allied Workers' Union | 33 000 |
| Municipal and General Workers' Union of SA | 10 000 |
| Municipal Automobile and Allied Workers' Union | 3 900 |
| National Automobile and Allied Workers' Union | 19 600 |
| National Domestic Workers' Union | 3 000 |
| National Post Office and Allied Workers' Union | 3 900 |
| National Union of Iron Steel and Metal Workers' Union | 10 000 |
| National Union of Printers and Allied Workers' Union | 3 200 |
| National Union of Textile Workers | 850 |
| National Union of Mineworkers | 23 300 |
| Paper, Wood and Allied Workers' Union | 180 600 |
| Retail and Allied Workers' Union | 11 000 |
| SA Allied Workers' Union | 2 650 |
| SA Scooter and Transport Allied Workers' Union | 27 000 |
| SA Domestic Workers' Association | 14 000 |
| SA Mineworkers' Union | 15 000 |
| SA Railways and Harbour Workers' Union | 8 200 |
| General and Allied Workers' Union | 1 900 |
| SA Textile and Allied Workers' Union | 8 750 |
| Sweet, Food and Allied Workers' Union | 18 500 |
| Transvaal and General Workers' Union | 14 300 |
| TOTAL | 558 000 |

| SECTOR | MEMBERSHIP |
|--|------------|
| Non specified | 34 000* |
| Brick | 400 |
| Chemical glass, plastic, gas, petroleum & rubber | 1 400 |
| Local authorities | 42 000 |
| Cleaning | 400 |
| Catering | 25 000 |
| Farming | 400 |
| Food industry workers | 34 000* |
| Metal, motor, food, chemical, building, clothing, textile, security, furniture, health | 9 000 |
| Transport, building, engineering services and local government | 2 000 |
| Health | 450 |
| Non specified | 33 000 |
| Local authorities | 10 000 |
| Automobile and auto components & rubber | 3 000 |
| Domestic | 3 900 |
| Non specified | 10 000 |
| Mining | 23 300 |
| Metal, distributive and glass | 180 600 |
| Printing | 11 000 |
| Textile, clothing, knitting | 2 650 |
| Mining | 850 |
| Paper, wood | 3 200 |
| Food distribution, dairies, bakeries | 27 000 |
| Metal, building, food, motor, electrical, rubber, plastic, chemical, printing and others | 14 000 |
| Non specified | 15 000 |
| Domestic service | 8 200 |
| Mining | 1 900 |
| Non specified | 8 750 |
| Garment, textile | 18 500 |
| Milling, baking, biscuits, meat, sweets, sugar, fruit | 14 300 |
| Passenger, transport, goods, stevedores, motor, ferry | |

(These are the estimated strengths of each union, based on Press reports)

The super-workers!

Countdown begins

140A
C. Press
10/11/85

THE NEW "super federation" of trade unions which will be launched in Durban this month seems set to become the most important voice of the South African working class in decades.

It is likely to represent more than half a million workers.

And South Africa is due to enter an exciting new phase in labour relations when the federation is formally launched on November 30 at the Umlazi Cinema, five years after the idea was first mooted.

These views have been expressed by Natal University's Centre for Applied Social Sciences researcher Mark Bennett in the centre's quarterly review

Bennett's comments include an overview of the planned federation

He suggests the new federation is likely to become the strongest shop floor force in the country and could develop into "an articulate political voice for the black working class"

The decision to form the federation was taken in mid-July when 36 progressive trade unions representing nearly half a million workers finally committed themselves to forming a single industrially-based union after five years of talks

The decision came after years of complex negotiations, during which major divisions in the emerging trade union movement were revealed

Mr Bennet points out that worker leaders have realised that a rationalisation of emergent labour activities is necessary for the growth of independent trade unionism

Mr Bennett says that given the deteriorating conditions in black townships, the new federation will consolidate a powerful industrial-political constituency

But it will not alienate work-

By **MONO BADELA**

ers within its ranks by formally affiliating to any political organisation

He says the federation would probably be recognised internationally as the most legitimate representative of the South African working class

And he concludes his study by stating that the unity will exert a positive effect on industrial relations as managements will be able to negotiate with a representative worker organi-

sation

The unions set to form the "super federation" include the Federation of SA Trade Unions, the Food and Canning Workers' Union, the National Union of Mineworkers, the General Workers' Union, the Commercial, Catering and Allied Workers' Union, the Cape Town Municipal Workers' Association, and a grouping of unions affiliated to the United Democratic Front

Metal Industry strike goes on

THE metal industry seems set for action this month as hundreds of members of the Metal and Allied Workers' Union continue their strike at several companies this week.

Mawu has declared disputes with at least 70 Transvaal companies. Mawu demands to negotiate wages and other conditions of employment at plant level.

This follows their refusal to sign a wage agreement at the Industrial Council (IC) for the industry — the Steel Engineering Industries Federation of South Africa (Seifsa).

Mawu recently won wage agreements at Robert Bosch in Brits, ATC company, Brolio Africa, Fry's Metals, Siemens and Rietfontein in the Transvaal. Negotiations in other areas are still in progress.

An interim recognition agreement has been signed between the University of Cape Town workers' committee and the university. The administration and the union will now work towards a full agreement covering negotiations and dispute procedures, discipline and the rights and duties of shop stewards.

The committee represents 662 non-academic employees in most departments. Members include labourers, cleaners, gardeners, catering hands, artisans and departmental assistants.

Several unions participating in the trade union talks aimed at forming a grant federation some time this month will continue to hold meetings this week in an attempt to discuss the possibilities of merging and planning for the inauguration date.

CISA

The Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu) who formed a sub-committee recently to explore the working class's rights, are to hold regular meetings in future, to discuss matters of common interest.

The Cusa-Azactu alliance is seen as an opposition to the super federation to be launched later this month. Azactu was earlier excluded from the talks and Cusa pulled out — mainly because of their belief in black leadership.

WORKERS' DIARY — BY JOSHUA RABOROKO

The Government plans to bring a new law to control the handling of asbestos in industry, thanks to the anti-asbestos campaign started by the Black Allied Mining and Construction Union (Bamcwu).

According to the Government spokesman, they will limit exposure of factory workers to asbestos fibres which can cause lung diseases, including cancer.

All shop stewards of the Transvaal branches of the National Union of Clothing Workers are invited to an annual general meeting next Thursday at the Selborne Hall (City Hall Building) starting at 4:30pm.

TUCSA

Tucsa has condemned the 17.5 percent in bus fares introduced by Putco last week and is to send a deputation to the Minister of Transport Affairs, Mr Hendrik Schoeman, to voice dissatisfaction about it. Tucsa says the fare increases were outrageous and irresponsible. The federation is of the opinion that the increase is irresponsible, given the state of the economy and massive unemployment.

NUM

The National Union of Mineworkers (NUM), Bamcwu and the African Miners and Allied Workers' Union, are geared to fight with mining houses over the installations of teamsmoke equipment near or in the living quarters of miners.

Already, the war of words has started with unions demanding that the teamsmoke devices be removed because "they are normally used against workers during strikes." However, managements have denied using them.

Motor manufacturers have fired large numbers of workers in executive and senior jobs to date as the recession has its toll on large segments of the labour force. Missions General Motors and Samcor this week

confirmed laying off a total of 220 salaried staff amid wide protests from the National Automobile and Allied Workers (Naawu) and the Motor Assemblies and Components Workers' Union (Macwusa).

The Cusa-affiliated Transport and Allied Workers' Union (Tawu) has signed its 25th recognition agreement. They signed an agreement with Frambays Bus Transportation Corporation in Port Elizabeth and Uitenhage. The agreement covers 666 workers and its terms include wage negotiations, grievances and dispute procedures.

SACWU

The South African Chemical Workers' Union (Sacwu) has criticised the Minister of Manpower for failing to appoint conciliation boards to resolve their disputes with Fedems, Air Products and Karbochem. The disputes if not resolved soon may lead to strikes involving 1 000 workers.

Intimidation by other unions and possible involvement by middle management at Iscor plants has been alleged by members of the South African Boilermakers' Society.

The intimidation apparently followed the refusal by the SABS and three other unions to call off the wage dispute with Iscor. Four other unions had agreed to the inferior five percent offer.

In a circular which has caused great concern to the SABS the company has specifically excluded blacks from the "target group." It reads "Must not be communicated with blacks." This has caused discontent among SABS members.

The Minister of Manpower, Mr Pietie du Plessis, announced in Pretoria this week that the Government did not intend to repatriate thousands of migrants should the disinvestment lobby continue unabated.

About 350 members of the Sweet Food and Allied Workers' Union dismissed by a coffee company, T W Becker, in Isando, for striking, have appealed to the 36 unions in the super federation for support.

The workers went on strike because their colleagues were sacked by the company for allegedly using false identity cards. They maintain that their white manager, also guilty of the same charge, has not been sacked.

CWIU victorious at 3 plants

THE Chemical Workers Industrial Union yesterday announced victory after its first national negotiations held jointly with three companies ended in improved wages and working conditions.

A spokesman for the union, Mr Chris Bonner, said negotiations were held between the union and Pilkington — Shatterprufe. The company had earlier rejected the idea of joint negotiations, but finally gave in.

The plants, two in Port Elizabeth and one in Springs, were represented by two stewards from each plant, an

By SOWETAN Reporter

official from each branch and the union's national organiser. Meetings were held in Johannesburg and Port Elizabeth.

Mr Bonner said "Negotiations were tough and very complicated, as conditions in all plants were not the same. Wages at the biggest plant in Port Elizabeth were far below those at the other two plants. The talks therefore had to focus on equalising wages and conditions, as well as improving wages and conditions in all three plants.

"After a long fight, settlement was reached, but not before work stoppages took place at all three plants and a ban on overtime was put into effect."

He said the settlement reached included

• Equalisation of the minimum wage to R3,04 an hour. This meant that workers at the lowest paying plant received 26 cents an hour more than the other two plants,

• Annual bonus increased to four weeks' wages, once at two plants, and

• Extra public holidays, including May Day at all three plants.

Meanwhile, Mr Bonner said, more than 1 000 Sasol workers attended a meeting at Embalenhle township in remembrance of the mass dismissals that took place during the stay-away on November 6, last year.

METAL INDUSTRY

140A

Confrontation looms

The strike ballots conducted by the Metal and Allied Workers' Union (Mawu) last week at three Asea 'group' factories are the first manifestations of its campaign to force metal industry companies to bargain wages and working conditions at plant level. They follow the failure of the metal industry industrial council to settle the disputes Mawu has declared with Asea and a large number of companies whom it issued with demands for plant level bargaining in September.

According to Mawu, workers at all three Asea plants voted in favour of striking by a

Financial Mail November 15 1985

big majority. They have appealed to workers in related Altech and Powertech companies to support them.

Mawu has long been at odds with the metal industry employer federation, the Steel and Engineering Industries Federation of SA (Seifsa), over plant level bargaining. Although it joined the metal council three years ago, Mawu has always insisted that it should have the right to supplement industry-wide bargaining there with plant level bargaining as well. Seifsa, for its part, has

consistently opposed plant level talks on any items covered in the council's main agreement. Mawu's campaign follows its defeat in a test case over an issue in the Industrial Court with Natal company Hart Ltd.

In late September Mawu announced that it had declared disputes with many of the metal companies which rejected its demands for plant level bargaining. Mawu national organiser Bernie Fanaroff says that disputes against some of them have been withdrawn, but that the rest have been taken up. He says

a number of dispute meetings besides those involving Asea have taken place at the industrial council and that more are scheduled. "We don't expect these disputes to be settled as the companies are sticking to Seifsa's line. We believe there will be deadlock and when that happens we will move to strike ballots," says Fanaroff.

Fanaroff also says Mawu expects to reach deadlock with some US companies, one of which is a subsidiary of American Brands. Fanaroff says Mawu is taking steps to con-

105A
18/11/81
Workers back off as
unions solve dispute

ABOUT 800 workers at two ASEA Electric SA plants and ASEA's Cable Division in Pretoria have suspended a "go slow" after talks between management and the Metal and Allied Workers Union (Mawu).

Mawu is currently in dispute with ASEA and more than 40 other companies in the metal industry over demands for plant-level bargaining.

Mawu national organiser Bernie Fanaroff said that ASEA had requested the meeting with Mawu.

"We believe there's been a substantial move towards conciliation and are hopeful the parties will be able to announce something satisfactory before December 6, our deadline for strike action."

Fanaroff said that more than 700 of the 800-odd workers employed at the three ASEA plants had voted in favour of a strike just over a week ago. But there could be industrial action if these negotiations broke down, he said.

ASEA MD Clive Jandrel confirmed the "go slow" had ended but declined to comment further.

Mawu took an unprecedented step several months ago by declaring disputes with about 70 employers in the Transvaal metal industry. However, some disputes were withdrawn through administrative errors.

Between 40 and 50 disputes are currently being dealt with through the Industrial Council.

Fanaroff said that most affected

CLAIRE PICKARD-CAMBRIDGE

companies had requested that Mawu defer the disputes until negotiation for the restructuring of collective bargaining in the metal and engineering industry had been completed.

"But our members were not happy with this request and we have asked for further meetings with one German and one American multinational," he said.

It was likely that strike ballots would be taken at these companies if they were not prepared to change their position, he said.

Workers in several other factories were also keen to take strike ballots but the union was still reporting reactions to the industrial council, he said.

Fanaroff said that Mawu did not wish to defer its disputes because these had been declared before proposals had been submitted for the restructuring of bargaining in the industry.

He said Mawu was also dissatisfied because it had heard from Steel and Engineering Industries Federation (SEIF) members that the employer body was going to propose differences in bargaining between coastal inland and rural areas as well as dividing off some industrial sectors for bargaining purposes.

"The basic demand for all unions at this year's industrial council negotiations was for company-level bargaining," he said.

Backing for new labour federation

140A

Spew

By Mike Siluma

19/11/85

The South African Co-ordinating Council of the International Union of Food and Allied Workers, representing 12 unions in the local food industry, has given unconditional support to the trade union "super federation" to be launched in two weeks' time in Durban.

The council said yesterday the birth of the new federation would represent "a progressive step forward for the working class and all democratic forces in South Africa"

It pledged to strengthen future relations with the new federation and committed itself to the federation's principles

- The council has also expressed support for the 350 members of its affiliate, the Sweet, Food and Allied Workers' Union, who were dismissed by the Isando company T W Beckett earlier this month

Balance of power shift to unions?

A MAJOR development in the post-Wiehahn era of industrial relations is expected to be the birth of a union super-federation on November 30.

The approaching launch and inaugural congress is to be held in Durban and the new mammoth — the Congress of SA Trade Unions (Cosatu) — will represent about 380 000 paid-up members and 500 000 signed-up members.

If their remaining difficulties can be resolved then SA could well see its balance of labour power transformed. In this event Cosatu is also likely to eclipse most other union federations in terms of sheer numbers and clout.

The super-federation will be comprised of the eight unions affiliated to the Federation of SA Trade Unions (Fosatu), the National Union of Mineworkers (NUM), the General Workers Union (GWU), the Food and Canning Workers Union (FCWU), the Commercial, Catering and Allied Workers' Union (Ccawusa), the Cape Town Municipal Workers' Association (CTMWA), 11 United Democratic Front (UDF) affiliated unions and several belonging to the National Federation of Workers.

But, although some problems have been temporarily quelled, there are still key issues to be resolved which will also be debated at the congress.

There are still difficulties agreeing over voting powers and the question of fielding delegates on the basis of proportional representation requires greater clarification.

Another issue to be dealt with is the difference between the UDF affiliates and the mainstream unity unions on the question of worker majorities on committees within the federation.

Unions originally party to the talks want workers — and not paid union officials — to hold executive positions on any committee in the new federation. The newer entrants — the UDF unions who previously objected to a distinction between workers and officials — indicated recently they might drop this position.

Every union in the new federation has committed itself to having one union per industry and merger talks are still set to continue.

Mergers are understood to be well under way between the GWU and Fosatu's Transport General Workers Union, as well as between the FCWU and the Sweet Food and Allied Workers Union (SFAWU).

One giant union is envisaged for the metal and automobile industry and

CLAIRE PICKARD-CAMBRIDGE

merger plans are said to be well under way.

These talks involve the Metal and Allied Workers Union (Mawu), the United Mining, Metal and Allied Workers of SA (Ummawosa) which split from Mawu last year, the National Automobile and Allied Workers Union (Naawu), three UDF unions — National Iron, Steel, Metal and Allied Workers Union (Nismawu), the General and Allied Workers Union (Gawu) and the SA Allied Workers Union (Saawu).

However, there is uncertainty whe-

office bearers have been chosen on November 30.

Revealing membership figures generated some tensions earlier as certain unions initially opposed this. Another earlier difficulty which has been resolved was that facing general unions whose membership would have to be split along industrial lines.

The UDF unions tend to be seen as class-based unions. Saawu and Gawu are the biggest UDF unions, while the smallest is the SA Scooter Drivers' Union.

Saawu has a history of conflict with

Fosatu president Chris Dlamini who is also president of SFAWU — tipped to be one of the key figures the new federation.

The NUM and Ccawusa, the country's largest and second largest emergent unions respectively, are also likely to play a key role in the new federation.

NUM's Cyril Ramaphosa, a qualified attorney regarded as one of the top trade union leaders, is expected to be another important leader.

There are more than 200 trade unions in SA, which is characterised by a complex welter of union groupings, independent unaffiliated unions and those which rapidly spawn splinter look-alikes.

However, the launch of Cosatu on a strictly non-racial ticket will also reflect the fundamental division in black politics between this philosophy and that of black consciousness.

And possibly in response to Cosatu's imminent launch, those with black consciousness leanings — the Council of Unions of SA (Cusa) and the Azanian Congress of Trade Unions (Azactu) — recently announced they would be exploring common ground with a view to working more closely in future.

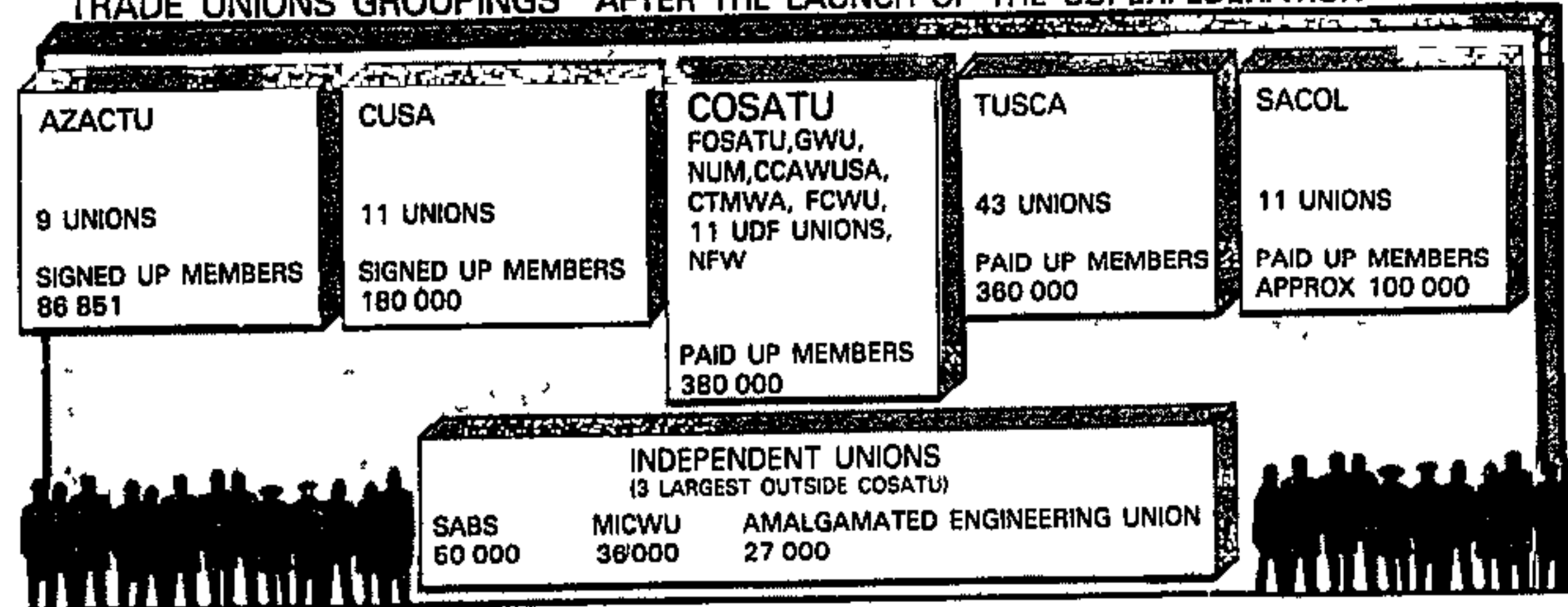
The centrist Trade Union Council of SA (Tucsa) which has been the country's largest trade union federation until now has 43 affiliates. Another group is the right wing SA Confederation of Labour (Sacol), which has an entirely white membership.

Outside the formal groupings are other inter-union bodies which operate in specific industries and tend to cater for more established unions. The SA co-ordinating council of the International Metal Workers Federation is an important body of this nature which was revived in May last year. One of its largest unions is the multiracial SA Boilermakers' Society (SABS) which simultaneously belongs to the more conservative Confederation of the Metal and Building Unions (CMBU).

The CMBU has some white-only unions and several multiracial unions and caters largely for industry-based unions with mainly skilled and semi-skilled workers.

Another inter-union body is the Council of Mining Unions (CMU), headed by Arrie Paulus, whose right wing white Mineworkers Union has been crossing swords with the Chamber of Mines over the scrapping of job reservation.

TRADE UNIONS GROUPINGS AFTER THE LAUNCH OF THE SUPERFEDERATION



ther Saawu's Durban branch will be involved in the new federation. The unaffiliated Motor Industry Combined Workers Union (Micwu) has also been involved in talks with Naawu and Mawu with an aim to achieving greater unity. But Micwu general secretary Des East says although they support the principle of unity, the union is busy with internal restructuring of its own and has no plans to join the new federation in the immediate future.

Immediate merger plans in both the metal and auto industry, and in the food industry are expected to be completed next year. But merger plans do not appear to be as well advanced with some of the other unions, although they are presently holding meetings.

The principles on which the new federation will be based are non-racialism, worker control, the merging of unions along industrial lines, representation on the basis of paid-up membership and national co-operation.

Cosatu's political direction will be further clarified on December 1, by the new president-elect after Cosatu

the Ciskei government, which banned the union in 1983. It has thus faced extraordinary pressures with members commuting into East London, where it is legal.

However, Fosatu unions have made greater material gains following a commitment to tight shop-floor organisation and an avoidance of overt political participation after its inception in the Seventies. But Fosatu has made increasingly political moves as political and economic demands intensified.

Fosatu's major unions include Mawu and the National Automobile and Allied Workers Union (Naawu).

Mawu is currently in dispute with over 40 employers in the Transvaal metal industry over the issue of plant level bargaining, while Naawu has strong roots in both the Eastern Cape at giant motor and component companies in Uitenhage, Port Elizabeth, East London and Durban.

Other fairly large Fosatu affiliates include the Chemical Workers Industrial Union (CWIU), which organised crippling strikes at Sasol last year, and the National Union of Textile Workers (NUTW).

Bid to end strike reaches deadlock

140A
21/11/85 SOWETAN
NEGOTIATIONS between officials of the Chemical Workers' Industrial Union and management at Triple P Chemicals in Edenvale will resume on Friday after an attempt to resolve a strike at the plant reached deadlock.

About 30 workers downed tools on Monday in protest against the dismissal of a shop steward, Mr Packson Thobejane.

The union and management met on Tuesday, but discussions collapsed.

It was then decided that they meet again on Friday.

The company gave workers an ultimatum to return to work. When they refused management dismissed them, Mr V Mavuso, the union's organiser, told **The SOWETAN** this week.

Mr Thobejane was dismissed after he attended a court hearing last Friday, although management refused him time off.

Four workers from

the company were due to appear in the Germiston Magistrate's Court on charges under the Intimidation Act.

As senior shop steward, Mr Thobejane was chosen by workers to attend the court hearing with a union organiser. Management dismissed Mr Thobejane on Monday.

"The union condemns the management's action in dismissing Mr Thobejane and the workers. It expects com-

panies to handle such situations sympathetically in times when workers are facing attacks by the State," Mr Mavuso said.

A company spokesman confirmed that negotiations were still taking place between management and union officials.

However, when workers returned to work yesterday they were locked out, a union official said. Police were also on standby.

Gun battle between police, Athlone crowd

By CHRIS BATEMAN

GUN battles between Athlone residents and police erupted twice on Wednesday night and two people were arrested after a police patrol was allegedly pelted with stones and rocks.

Police said they had no record of any injuries.

Severe damage was caused to the nearby Belgravia Road branch of Barclay's Bank where furniture was dragged out through broken front windows and set alight in the street.

A spokesman said the drama began about 10pm when a police patrol was attacked with rocks by a crowd of "about 100" people at the corner of Belgravia and Klipfontein roads.

'New crisis point'

Three policemen emerged from the patrol van to arrest some of the rock throwers but immediately found themselves under small-arms fire from the crowd. Each policeman had responded by firing a round of bird-shot before arresting a 16-year-old girl and a 22-year-old man.

During the arrests the policemen were alerted to a "burglary in progress" at the nearby Barclay's bank and had sped to the new crisis point.

As the patrol van arrived at the scene it was again attacked with rocks by a large crowd. The policemen were shot at once more and fired another three shotgun rounds.

No further arrests were made. The two people arrested are expected to appear in court soon to face charges of public violence.

The spokesman said damage to the bank was estimated at R3 000.

Shoe shop burglary

● The Bishop Lavis home of a railways clerk was petrol-bombed about 10 15pm on Wednesday. Damage to a bedroom in the home in Sonny Leon Street was estimated at R150.

● Four people have been arrested in connection with the burglary of a shoe shop and a fire which destroyed the shop, and damaged two others and a post office, at the Bishop Lavis shopping centre on Wednesday.

A police spokesman said the four — three youths and an 18-year-old — were arrested soon after the fire which caused damage estimated at R1/4m.

● A fire extinguisher was set alight at Fairmount Senior Secondary School in Grassy Park on Tuesday night. A caretaker prevented further damage.

Union solidarity with students

By EBRAHIM MOOSA

IN a new initiative aimed at ending the education crisis, 11 Peninsula trade unions this week supported a recent public declaration urging the government to meet pupil and student demands.

The move means the unions — which represent 450 000 workers — now formally support the demands made earlier this week by 20 community organizations across a broad spectrum of anti-apartheid political opinion.

A joint statement signed by the unions

said "We support the public declaration of a wide range of progressive organizations and believe that the authorities in charge of education lack any legitimacy in the eyes of the people."

"To insist as they (the authorities) do that exams will go ahead as 'normal' is to perpetuate an educational fraud."

"The unions support demands that all detainees be released forthwith from detention."

"Furthermore, harassment and victimization of all teachers and students must be stopped."

"The unions support the view that if these demands are met by the authorities, the children of workers, namely the students, will meet to discuss their return to classes and their participation in the examinations."

"Should the authorities refuse to meet these demands, there does not appear to be any possibility of an end to the

crisis in education in the Western Cape and elsewhere.

"The undersigned unions have no doubt whatsoever that all the people, parents, students, workers and teachers stand immovably behind our children in the struggle for a non-racial, democratic, compulsory, free system of education in a unified South Africa free from exploitation and oppression."

Signatories are the General Workers' Union (GWU), Cape Town Municipal Workers' Union (CTMWA), Food and Canning Workers' Union, Retail and Allied Workers' Union (RAAWU), South African Allied Workers' Union (SAAWU), Chemical Workers' Industrial Council, National Automobiles and Allied Workers' Union (NAAWU), National Union of Textile Workers (NUTW), Paper, Wood and Allied Workers' Union (Pawawu), Sweet Food and Allied Workers' Union (SFAWU) and Commercial Catering and Allied Workers' Association of South Africa.

THE launch of the new Congress of South African Trade Unions in Durban next Saturday will herald a new era in the labour movement in the country when the battle for the black worker will be intensified.

For the past few months there was excitement in the labour movement when it appeared as if the unity of the emerging unions — with a largely black membership — was in sign.

After the shake-up caused by the attempt at unity, the pieces have settled down into two distinct groups, one that believes that non-racialism can be put into practice immediately and the other that believes that blacks should be in the leadership of the struggle to create a non-racial society.

The figures show that Cosatu with a paid-up membership of 380 000 and a signed-up membership of over half a million will clearly be taking the lead in the battle for black workers.

The unions that have committed themselves to the formation of Cosatu are the nine unions in the Federation of South African Trade Unions (Fosatu) with a membership of 130 000, the National Union of Mineworkers (NUM) with a membership of 100 000, the General Workers Union (GWU) with 12 000, the Food Canning Workers Union (FCWU) 25 000, the Commercial Catering and Allied Workers Union (Ccaawusa) 50 000, the Cape Municipal Workers Association (CTMWA) 12 000, the 11 unions affiliated to the United Democratic Front (UDF) 40 000, and the nine unions affiliated to

Unions' move mirrors black man's options

FOCUS

By JOSHUA RABOROKO

the National Federation of Workers (NFW) 12 000. The NFW is also a UDF affiliate.

The unions that are not part of Cosatu are the 10 affiliates of the Council of Unions of South Africa (Cusa) with a membership of 90 000 and those of the Azanian Confederation of Trade Unions (Azactu), 88 100.

These two federations are now exploring the possibility of unity.

Until NUM crossed the floor, Cusa was the largest federation of emerging unions.

Principles

The five principles on which Cosatu will be based are:

- Non-racialism
- One industry, one union
- Worker control of the unions
- Representation in Cosatu on the basis of paid-up membership and
- Co-operation among the unions at a national level in the new federation.

The general unions like the South African Allied Workers Union and the General Workers Union will have to dissolve or to concentrate on specified industries only.

The unions that are presently competing in the same industries will have to merge to make for the principle of one industry, one union.

Although the federation is being launched this week, a lot of work still has to be done on the mergers.

Reservations

Cusa and Azactu are not part of the formation of Cosatu because of their reservations on non-racialism. Cusa has always said it will accept white workers into membership of the unions on the condition that they join the shop-floor. They can then rise up to leadership when they have proved themselves at that level.

It objected to whites coming into black

unions at leadership level only.

The Azactu unions have strong leanings towards the black consciousness philosophy.

Azactu and Cusa have now appointed a committee to look into the possibility of reconciling their two positions.

With the two groups — Cosatu and the Cusa-Azactu alliance — now clearly defined, the stage is set for a no-

holds-barred battle for the workers at the shop-floor.

The choice for the worker will be to what extent do you want white participation in your trade union? The answer to this question will send him to either Cosatu or the alliance.

And this choice is a reflection of the political choices given to blacks in this country.



NUM's Cyril Ramaphosa... joined Cosatu

25/11/81 SOWETAN

140A

Workers get wage boost 140¢

The Chemical Workers Industrial Union finalised wage agreements last week at Pilkington Flat Glass in Springs and SA Cyanamid in Witbank.

A spokesman for Pilkington said the minimum wage had been increased to R3,09 an hour. An extra week's leave bonus, improved long-service allowance and two additional public holidays had also been negotiated.

At SA Cyanamid the minimum wage increased to R2,70 an hour, an increase of 72c an hour. The workers' shift allowance, public holidays and service leave have also substantially improved.

Cusa reject multi-racial federation

Dispatch Correspondent

DURBAN — The Council of Unions of South Africa (Cusa) is heading for a showdown with the proposed new superfederation of unions to be launched here this weekend

The Natal co-ordinator of Cusa, Mr Norman Middleton, said yesterday it would be contrary to "working class unity" to create new organisations where democratic worker-control unions had already been established

Cusa and the Azanian Congress of Trade Unions (Azactu), have broken away from the superfederation because they want to retain their "all-black identity."

Mr Middleton said in a statement on behalf of Cusa and Azactu

"We believe in the principle of worker control based on anti-racism, non-racialism to build a non-exploitative democratic society based on the leadership of the black working class

"Our belief of a new federation is a federation which would unite the majority of organised black workers in our country, expressing the true aspirations of black workers and not accommodating the aspirations of a minority leadership

He added that they believed that any federation of the working class should identify with and participate in the national liberation struggle

DISPATCH

27/1/85

Strike threat at

SOWETAN

140A

WORKERS at CNA/Gallo, who are members of the Commercial, Catering and Allied Workers' Union of South Africa, have decided to boycott mealie meal and other products from the Premier Milling company.

At the same time the union is to hold strike ballots in support of the workers' wage demands.

The union yesterday said the wage dispute follows ten rounds of negotiations between it and the company — a subsidiary of the giant Premier Group.

Two mediations have been held "involving

CNA

two of the best legal brains in the country" and each time the parties failed to settle or resolve the dispute.

Ccawusa had applied for the appointment of a Conciliation Board and is due to go on strike on Saturday. The Congress of South African Trade Unions (Cosatu) will be called upon to support the striking workers' struggle for a living wage at its inaugural congress in Durban over the weekend. Cosatu will also be called upon

to support the boycott of all CNA outlets in the country.

Ccawusa said "The workers want to know if the trip to Lusaka by the chief of the Premier Group, Mr Tony Bloom, was to seek the ANC's approval for the continuation of the exploitation of the working class in the country. Being aware that the South African economy is capitalist and the ANC, according to Tom Lodge of the faculty of political science at Wits University, the ANC will nationalise the banks and the monopolies in the country to protest the continued exploitation of the

workers by capitalism

Ccawusa believes that the company is paying them below the minimum wage in terms of Wage Determination 406 promulgated in accordance with the provisions of the Wage Act, that the company discriminates against them because they are women and because they are black, that if the company can afford to pay scabs already in its employ R4,10 per hour, why does it refuse to pay them an additional R80 per month on top of the R265 to comply with the law.

Mr Tony Bloom yesterday said he thinks it is "grossly unfair that his company's products should be boycotted because of the dispute with CNA (Gallo)", and hopes the community will also see it that way.

He said his company has a 29 percent share in CNA (Gallo) and he felt the union and management should sit down and sort out their problems.

Unions threat to call national strike

TWO major trade union federations have threatened to call for a national strike unless the state of emergency was lifted by the end of December and all apartheid laws are abolished in South Africa.

The unions — Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu) — have called on students, parents, community, civic, political and workers' organisations, including the newly formed Congress of South African Trade Unions, to join

This was announced jointly by Cusa's general secretary, Mr Piroshaw Camay, and Azactu's general secretary, Mr Pandelani Nefolovhodwe, at a Press conference in Johannesburg this week

Army

Addressing the conference, Mr Camay said black townships were virtually under siege because they have been invaded by the army. Many people have died while others were harassed by these forces in the townships.

"We feel that this situation cannot be allowed to go on forever and the collective action by the unions will be to register our protest to the climate that has been created by the Government," Mr Camay said.

The federations, representing over 250 000 workers throughout the country, also called for

- Establishment of trade union regional solidarity committee,
- Development of a worker manifesto,
- Beginning an unemployed workers project,
- Forming solidarity alliance in the community,
- Controlling service organisations through participation on the management committees, and

SOWETAN Reporter

- Establishing a national May Day committee

Mr Nefolovhodwe refuted reports that both Cusa and Azactu have split from the newly formed Cosatu, adding "We are still prepared to talk to them on the principles that made us differ at an early stage

"We are not joining the federation. We are prepared to fight against the oppression of the majority and we need to galvanise ourselves on a broader political philosophy of self-reliance and self-determination." Mr Nefolovhodwe said.

"Our belief is that a federation should unite the majority of organised blacks in our country, expressing the true aspirations of black workers and not accommodating the aspirations of a minority," he added.

Azactu and Cusa were fully committed to the unity of the working class in this country, both secretaries said.



NEFOLOVHODWE . refuted reports of a split



CAMAY: Strike

Dispatch Correspondent
PORT ELIZABETH —
Organised labour in the
motor manufacturing
sector in Port Elizabeth
has lashed out at Sam-
cor's decision to re-
trench about 1 300 Ford
workers, 12 days before
Christmas.

A Samcor spokesman
said yesterday that the
retrenchments were in
keeping with previously
announced plans to
maintain production at a
reduced level. The dis-
missals follow earlier in-
dications that the Neave
plant is to close per-
manently.

It is also understood
that about 200 salaried

1 300 to lose jobs before Christmas

staff are to be axed by
the company at the end
of December.

Mr Les Kettledas re-
gional secretary for the
National Automobile
and Allied Workers Un-
ion (Naawu), which rep-
resents the majority of
hourly paid workers in
the motor manufactur-
ing industry said the re-
trenchments would have
a disastrous effect on the
community.

Although 1 300 people
are to be axed more
than 5 000 dependants
would be directly
affected by the retrench-
ments he said.

"Samcor will not be
able to justify any reper-
cussions as a result of
this decision, which
affects people who have
toiled for years and now
find themselves in a new
world of unemploy-
ment," he said.

In addition to re-
trenchments, benefits
agreed to at Industria
Council level, Mr Ketti-
das outlined two main
aspects of a recently
negotiated severance
deal.

● Separation payment
of 50 per cent of em-
ployees earnings, to be
paid for between 12 and
18 months.

● A donation by Samcor
of R50 000 to the Port

Elizabeth School Feed-
ing Fund to cater for the
needs of children re-
trenched by the retrench-
ments.

Mr Kettledas said the
retrenchments came at a
time of high tensions,
frustration and disillusion-
ment with the politi-
cal and economic system
in South Africa.

At the beginning of the
year, when Ford merged
with Pretoria-based
Amcar to form Samcor, it
was believed that about
2 000 people would lose
their jobs.

During the year a num-
ber of Ford staffers and
divisions have been
transferred to Pretoria.

GM having rough times

GENERAL Motors, a United States multinational operating in South Africa, has retrenched about 250 hourly paid workers in Port Elizabeth as recession and unemployment take their toll in the Eastern Cape region

This brings the total number of workers retrenched by the company since the beginning of 1982 to approximately 1 150

GM's public affairs manager Mr Michael Killen said the positions of an undisclosed number of salaried employees were still to be reviewed as the company was going through "rough times" due to recession and problems in production costs

"The latest retrenchments came into effect last Friday," Mr Killen said. He added that the company will consider another action next month

The company retrenched a total of 650 workers, 540 in September 1982 and 110 in 1983. It laid off 250 workers three months ago

All workers being retrenched will be given a pro rata bonus and at least one month's salary depending on the number of years each employee has worked with the company, Mr Killen said

GM negotiated with the National Automobile and Allied Workers Union and the Motor Components Workers Union of SA (Macwusa) and the unions were satisfied with the benefits their members will get

Naawu's regional secretary Mr Les Ketteldas said although the 'package' the workers were going to get was satisfactory the retrenchments were not acceptable because of the current economic crisis and unemployment in the region

He said "Our main concern is not getting retrenchment benefits but we are worried about the loss of jobs by our members, especially when considering that many of the motor companies have laid off workers

"Where will these people look for work? Ford motor company has also indicated that it will lay off workers by December. The situation is going to be catastrophic for our members and the community at large"

Motor companies that have retrenched workers in the region because of the economic downturn are Ford, Volkswagen, Sigma, Toyota and Datsun

Stow (120A)
20/11/85
**Foreign support
for federation**

The International Confederation of Free Trade Unions (ICFTU) has sent a message of support to about 30 black unions which meet in Durban today to form a super federation

The federation will represent more than 500 000 workers and will be called the Congress of South African Trade Unions (Cosatu).

The formation of Cosatu was a move towards strengthened anti-apartheid trade union unity, said the ICFTU in a telex to the new organisation

● See Page 12.

Mawu men allegedly offered money to become informers

'SP interference' claim

140 A
29/11/85 Star
Men claiming to be members of the Security Police allegedly offered senior members of the Metal and Allied Workers' Union (Mawu) between R350 and R500 a month to act as informers and report on union business.

In a statement, Mawu claims the men approached senior office bearers in the union's national executive committee and two administrative officers at their homes and factories.

The men were offered regular salaries of between R350 and R500 a month to provide information on discussions within Mawu and minutes of meetings.

"Mawu's national executive committee strongly condemns this attempt by the Security Police to interfere in the union

OFFICIALS BANNED

"This is just one more attempt at State repression of Mawu, which has included the banning of many Mawu officials in 1974 and 1976, arrests and detention of Mawu officials, repeated questioning of Mawu members and officials and many attempts to get informers," the statement said.

The union said the executive committee had confirmed a resolution first adopted by Mawu in 1977 that unless forced by law, no member or official would provide any information to any security policeman or agent of any intelligence agency.

Asked to comment on the union's allegations, the police directorate of public relations said "The South African Police do not comment on routine police procedures. For this reason we are not prepared to even inquire whether the allegations are in fact true or not."

Cape Times 12/25/76
Retaliation Warning

DURBAN The general secretary of the National Union of Mineworkers, Mr Cyril Ramaphosa, told a gathering of more than 1 000 worker representatives here last night any harassment or intimidation of workers by police

would in future be met with retaliation. "This is just the beginning" he said, announcing that some 25 delegates were held by police in the city offices of the National Federation of Workers. They were later allowed to leave for the meeting at the University of Natal.

Mr Ramaphosa said that if the delegates had been detained, others would have marched to demand their release.

The new federation "was a victory for the working-class masses and would be in the forefront of the liberation struggle."

Escalating violence showed the government could not maintain control and therefore the State President, Mr P W Botha, should resign, Mr Ramaphosa said — Sapa

... elect leaders of their own choice ... system for

140A
C. D. ...
1/12/87

Two municipal unions merge

CALLS for worker unity by the new federation - to be launched in Durban this weekend - are already bearing fruit. Last weekend more than 200 representatives of two major municipal workers' unions met in Natal to finalise a merger between them.

And immediately after the new federation is launched this weekend, the municipal workers will approach their Cape counterparts about another possible merger.

About 9 500 workers in Natal, Transvaal and the Free State are involved in the merger between the Municipal and General Workers' Union - based in the Transvaal - and the Municipal Workers Union' of SA (a National Federation of Workers affiliate).

The new body, called the Municipal Workers' Union of SA, elected Nuku Maduma of the Transvaal as president and Themba Nxumalo of Natal as general secretary.



As Gallo workers call for Cosatu support ...

Just 1 day to go for SA's superunion

Who'll lead the super union?

(40A)
C. Press
1/12/85

By MONO BADELA

IT'S all systems go for the launch of this country's biggest-ever worker organisation - the Congress of SA Trade Unions - at Durban's Natal University just 24 hours from now

And yesterday Durban's chief magistrate gave the superunion permission to hold its planned public rally at King's Park stadium on Sunday from 10am - a rally open to the public at which Cosatu's first president will make his first public speech

And even as the 900 worker-delegates began their journey to Durban this week, the first call was being made on Cosatu to show its muscle - the 50 000-strong Commercial, Catering and Allied Workers' Union members are due to go on strike at CNA-Gallo tomorrow, and the union has called for a boycott of all Gallo records and products, as well as a boycott of all CNA outlets should its members strike. Ccawusa also plans to boycott all Premier Milling products - Premier owns CNA and Gallo

Ccawusa has accused CNA Gallo of paying its workers 'peanuts' and in a statement issued earlier this week said its members would hold a strike ballot today

Workers at CNA/Gallo have already started boycotting Premier mealie meal and all Gallo products

Ccawusa has also appealed to all musicians countrywide to boycott Gallo

★ Organisers of tomorrow's conference have told City Press they expect thousands at Sunday's public rally which will be addressed by Cosatu officials. Thousands of workers from all over the country are expected to converge at the stadium to attend the rally - where Cosatu's first executive will be presented to the workers

The president's speech will outline the direction of the federation based on resolutions passed the previous day by the congress

★ The mass funeral of 13 Queenstown unrest victims originally scheduled for tomorrow at the strife-torn Mlungisi township has been postponed to allow hundreds of workers in the area to make the trip to Durban. The Border area is the stronghold of both the SA Allied Workers' Union and the Food and Canning Workers' Union - both Cosatu affiliates

Consumer Boycott Committee official Lio'el Songelwa told City Press it was important for the workers to attend the launch of the new worker giant

★ At least two other trade unions not included among Cosatu's 37 member-unions - the Motor Assemblers and Components Workers' Union and the United Mining, Metal and Allied Workers' Union of SA - will also attend the all-important first conference. Macwusa's national organiser, who was to have led the delegation has however been detained by the police in Port Elizabeth



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**As Gallo workers call
for Cosatu support ...**

Just 1 day

to go

**Who'll lead the
super union?**

- See Page 6

for SA'S

(40A)
C. Press
1/12/85

superunion

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Cosatu threat to burn

Cape Times 2/12/85

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FROM PHILLIP VAN NIEKERK
 and BARRY STREEK

DURBAN. — South Africa's biggest labour federation, formed here at the weekend, yesterday gave the government six months to scrap the pass laws and supported economic disinvestment.

The Congress of South African Trade Unions (Cosatu), representing more than half-a-million mainly black workers, adopted a tough political stance which could lead to imminent confrontation with the government.

Mr Elijah Barayi, the newly-elected president of the "super-federation", called for nationalization of the mines and major industries.

"Ultimately there will be a socialist state in South Africa," Mr Barayi said in an interview after he had addressed some 15 000 jubilant people at King's Park rugby stadium.

Mr Barayi publicly warned President P W Botha that unless the pass laws were scrapped within six months, "we are going to burn the passes of the black man."

He said Cosatu gave its "full support" to disinvestment from this country.

Mr Barayi's hard-line speech followed a keynote address at the start of the congress on Friday night by Mr Cyril Ramaphosa, general secretary of the National Union of Mineworkers and a leading figure in Cosatu.

In his speech Mr Ramaphosa, who set the tone for the launch of Cosatu, called on workers to recognize that the "struggle on the shop-floor cannot be separated from the wider political issues".

However, he said politics was not simply a matter of changing the government.

He said Cosatu would attempt to draw all people into a programme to restructure the economy so the wealth of the country would be "democratically controlled and shared by all its people."

In an explicitly socialist declaration of principles, Mr Ramaphosa called for the elimination of unemployment and poverty, and a redistribution of wealth.

Cosatu said 871 delegates representing 450 250 paid-up members of 34 trade unions and 61 official observers attended the congress where the new federation's constitution was ratified after a lengthy debate.

The drawing together of these unions into one powerful federation is the culmination of four years of often bitter wrangling within the country's emerging union movement.

The newly-elected executive reflects a greater politicization of the union movement.

The new general secretary, Mr Jay Naidoo, is an official of the Sweet, Food and Allied Workers' Union and is believed to be a strong sympathiser of the United Democratic Front.

His assistant, Mr Sydney Mafumadi of the General and Allied Workers'



The first president of the newly-formed Congress of South African Trade Unions (Cosatu), Mr Elijah Barayi, is carried shoulder-high around King's Park rugby stadium by singing workers yesterday.

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Cape Times 2-12-85

Utrecht to burn passes



The first president of the newly-formed Congress of South African Trade Unions (Cosatu), Mr Elijah Barayi, is carried shoulder-high around King's Park rugby stadium by singing workers yesterday

Union, is a UDF official in Johannesburg. Mr Barayi, the new president, was an activist in the ANC before it was banned and was detained during the 1960 emergency.

Messages of support for Cosatu were received from Mr Steven Dlamini, president of the exiled South African Congress of Trade Unions (Sactu), and, according to Mr Mafumadi, from "our comrades who were driven underground."

SACP pamphlets

Pamphlets purporting to be from the South African Communist Party, welcoming the federation, were widely distributed at the stadium.

The UDF also issued a pamphlet which called the formation of Cosatu "another great step in the heroic struggle of the workers."

Trade unions in the United States, Canada, Britain, Scandinavia, Holland, Philippines, Israel, West Germany, France, Italy, Zambia and Zimbabwe sent messages of support.

There was also a message from the Council of Unions of South Africa (Cusa), the largest black union body not to join Cosatu.

During speeches at yesterday's public rally, calls for the release of Mr Nelson Mandela and the resignation of President P W Botha were greeted enthusiastically.

Mr Barayi also called for the immediate lifting of the state of emergency and withdrawal of the troops from the townships.

Mr Chris Dlamini, the former president of the Federation of South African Trade Unions (Fosatu), is the first vice-president of the new federation.

Mr Mahlulu Leowaba is second vice-president.

The seven affiliates of Fosatu, which is now dissolved, the National Union of Mineworkers, the General Workers' Union, the Food and Catering Workers' Union, the Commercial Catering and Allied Workers' Association (Ceawusa), the Cape Town Municipal Workers' Association, a large number of unions affiliated to the United Democratic Front (UDF), including the SA Allied Workers' Union, and affiliates of the National Federation of Workers were among the 34 unions which formed Cosatu at the weekend.

Two of the unions, the Food and Canning Workers' Union and the SA Tin Workers' Union, are former affiliates of Sactu, which went into exile in the early 1960s.

Cosatu includes the country's strongest unions in the mining, metal, retail, automobile, transport and food industries.

Opted out

Despite its strength in these and other industries, Cosatu's outspoken political stand could soon bring it into conflict with the government.

Two big unions, the Council of Unions of South Africa (Cusa) and Azanian Confederation of Trade Unions (Azactu), have opted out of Cosatu, Sapa reports.

Cusa's Natal co-ordinator Mr Norman Middleton said only black leaders could effectively serve the majority black workers' interests and as the "so-called" super-union was being inflated by whites this need could not be adequately fulfilled.

Special Correspondent

SOUTH Africa's newest trade union federation has nailed its colours firmly to the mast of worker leadership in the struggle for liberation.

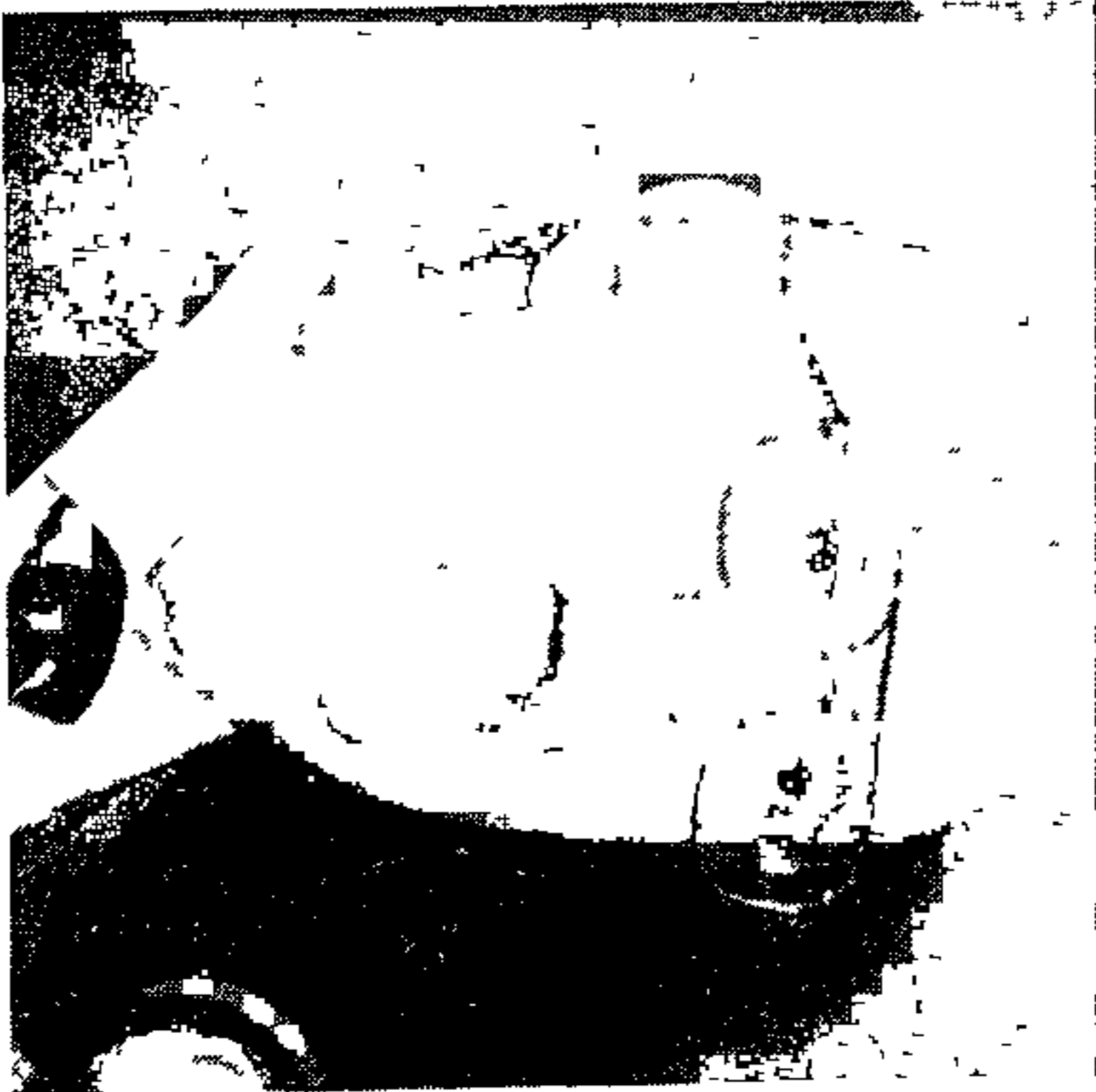
In a keynote address opening the inaugural congress of the newly formed Confederation of South African Trade Unions (Cosatu) at Natal University on Friday night, attended by about 1 200 delegates, observers and supporters, congress chairman Cyril Ramaphosa of the National Union of Mineworkers laid down the principles on which the federation will be based and committed it to an active role in political and community issues.

The federation has a paid-up membership of about 380 000 and claims a signed-up membership of more than 500 000, drawn from a wide range of industries across the economic spectrum.

It has been four years in formation and consists of 35 unions.

- Five principles were, after much debate, accepted by participating unions. They are
- Nonracism,
- One union, one industry,
- Worker control of the unions;
- Representation on the basis of paid-up

Political role for federation



PRESIDENT P W Botha . . . no direction.

- Co-operation at national level

The federation launch was given a militant note at the outset when Mr Ramaphosa announced that a delegation from the National Federation of Workers had been prevented by police from leaving their offices and warned that if they were not allowed to leave it would be decided by the meeting whether to march to the

offices and demand their release.

The delegation later arrived. It was announced earlier this week that the Council of Unions of South Africa (Cusa) and the Azaman Confederation of Trade Unions (Azactu) would not be participating in the federation.

Cusa withdrew from the unity talks in June this year and Azactu attended only one meeting and withdrew when the core unions insisted on the non-racial principle.

With banners proclaiming "One country, one federation" Mr Ramaphosa said South Africa was going through the severest economic and political crisis in its history. The solutions being offered were not working, the rand kept falling and inflation kept rising.

Through all this the people continue to resist, some townships had become ungovernable and the Government had clearly demonstrated that it was not in control of the country.

"P W Botha has failed to point a direction and it is time that the working class called on him to give up power so that the true leaders can take power," he said.

Trade unions had already recognised that industrial issues were political issues and workers had already realised that low wages were not an economic but a political issue.

The struggle of workers could not be divided from the political struggle in the community and workers were fighting for the same goals as the community.

The important question was how trade unions could best contribute to the struggle for liberation.

Up to now the main political task of unions had been to create organisation among workers, worker unity and strong worker leadership.

In the future Cosatu had to act decisively to ensure that workers played a leadership role in the struggle.

Liberation

MR CYRIL RAMAPHOSA

The role would be determined by the wider political events, not just trade union issues.

If workers were to win their struggle for liberation they had to win the confidence of other classes and a strata of the ruling class, but if workers entered alliances with other progressive organisations it had to be on terms favourable to workers.

"We must oppose the ungodly pass laws, the migrant labour system and all laws that divide people in South Africa whether by race or sex," he said.

Cosatu would have to pay particular attention to worker education and the role they and unions could play in the wider political struggle.

"It had to be realised that organised workers did not represent the working class but were its most important element.

140A

2/12/85 SOWETAN

New Union federation gives PW 6 months

(140X)
DISPATCH
2/12/88

Dispatch Correspondent

DURBAN — The Congress of South African Trade Unions, launched at a rally attended by more than 10 000 workers here yesterday, has given President P. W. Botha six months to dismantle apartheid.

Mr Elijah Barayi, leader of South Africa's biggest yet trade union movement, told the rally at King's Park Rugby Stadium that President Botha should start by scrapping the pass laws.

"Otherwise, we will call on black people to burn their pass books, and when they're stopped in the streets by the police and asked to produce their pass, they must ignore them," he said amid resounding applause.

Mr Barayi, who is also vice-president of the National Union of Mine-workers, said the federation would "not concentrate only on wages, but also on the townships and politics as well."

Interviewed before the rally yesterday, he said Cosatu would aim at building a socialist South Africa and would work for the nationalisation of the mines and other major industries.

"Ultimately there will be a socialist state in South Africa," he said.

The federation would have to address itself to the question of the equal sharing of wealth in South Africa.

"Our short-term objectives are to mobilise the black masses and to embark on an education programme. Blacks will have to know that they must not feel guilty because of their colour."

He said Cosatu would work in alliance with "all progressive democratic organisations."

Responding to a claim by Chief Mangosuthu Buthelezi that the new federation was "hardly directed at Pretoria but is directed against Inkatha", Mr Barayi said there had been no mention of Inkatha at the meetings preceding the

formation of Cosatu.

"He is just scared," said Mr Barayi. "We are the biggest federation in South Africa."

Addressing the crowd, he said the federation had been formed "to build a new South Africa."

President Botha and his government had "failed completely" to govern the country and should resign.

"P. W. Botha's position should be filled by the right people, like Nelson Mandela," he told the cheering crowd.

He said Cosatu supported disinvestment and added that one day it would govern South Africa.

Labelling the homeland leaders as "puppets", he said that instead of "going up and down shouting that blacks will suffer if there is disinvestment they should use the money to increase pensions paid to blacks."

He issued what he called a "last warning" to the homeland leaders to change their minds before time ran out, and called on President Botha to release ANC leader Nelson Mandela from Robben Island and remove the troops from the townships.

At an impromptu news conference after the rally he told reporters Cosatu hoped to fill the vacuum created by the outlawing of the African National Congress.

He said the days of trade unions playing a passive role were over and added that boycotts and stayaways would become the new pattern of industrial action in future.

Picture, list of affiliates, page 9.

Migrant repatriation: Cosatu strike threat

From PHILLIP VAN NIEKERK
and BARRY STREEK

DURBAN. — The new Congress of South African Trade Unions (Cosatu) yesterday threatened to call a national strike if the government carried out its threat to repatriate foreign migrant workers

It also pledged to organize workers in the homelands in defiance of legal restrictions on unions

But after a night-long debate on policy, Cosatu's executive appeared to back down on some of the hardline statements made on Sunday by its president, Mr Elijah Barayi

Pass burning

Mr Barayi's call for a pass-burning campaign if influx control was not scrapped in six months was clarified as "merely expressing the feelings and aspirations of our members"

Cosatu's assistant secretary, Mr Sydney Mafumadi, said the federation had not decided on a specific deadline on the pass laws

At a press conference called yesterday, Cosatu released a number of resolutions it had adopted

● To "fight for the scrapping of the migrant-labour system, including influx control and the pass-law system" and "call for a national strike if the apartheid regime carries out its threat to repatriate workers"

● It called for the "bantustan" system to be rejected and for unions to proceed with union organization in these regions in spite of repression

● It supported disinvestment and its threat as "a central and effective

form of pressure on the South African regime"

● It decided to organize the existing 33 unions into ten national industrial unions and to establish organizations in the construction and agricultural sectors

● Cosatu's executive set a deadline for these mergers within six months

● It resolved to oppose "as a total fraud" the new proposals for a federal system of government and reaffirmed its belief in a unitary state with one-person one-vote.

● It called for a national minimum living wage, a 40-hour week at full pay, a ban on overtime and the establishment of a national unemployed workers' union as an affiliate

The executive said at the press conference that the issue of whether or not to affiliate to international union bodies such as the International Confederation of Free Trade Unions (ICFTU) had been referred to its central committee, but said it had been decided to seek links with trade union bodies in Africa

'Progressive sectors'

Mr Jay Naidoo, Cosatu's general secretary, said it would forge links only with organizations which were representing the "progressive sectors of the working class".

Mr Chris Dlamini, Cosatu's first vice-president, said Cosatu would not be a political party but it would not hesitate to take actions on issues which affected its members

● Cosatu to fight for women, page 2

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Cosatu to fight for women

Political Staff

THE new Congress of South African Trade Unions (Cosatu) has adopted a strong feminist position, rejecting exploitation of and discrimination against women

It said it was "against all unequal and discriminatory treatment of women at work, in society and in the federation"

The Cosatu stand on women's rights is the most outspoken position ever taken before in South Africa by a representative, and predominantly male, body

In a resolution released yesterday, Cosatu called for equal pay for all work of equal value and "for the restructuring of employment so as to allow women and men the opportunity of qualifying for jobs of equal value".

It said it would fight for childcare and family facilities "to meet workers' needs and make it easier for workers to combine work and family responsibilities" and for full maternity rights "including paid maternity and paternity leave"

It called for the protection of women and men from all types of work which were harmful to them and resolved to fight "against sexual harassment in whatever form it occurs".

The resolution said women workers often suffered sexual harassment in recruitment and employment and that "most women workers in South Africa lose their jobs when they become pregnant".

Dispatch Correspondent
DURBAN — The newly-formed Congress of South African Trade Unions yesterday committed itself to fight for a "united South Africa, free of oppression and economic exploitation"

At the end of the super-union's three-day inaugural congress which ended in Durban yesterday, Mr Elijah Barayi, the new leader, said "We believe that this can only be achieved under the leadership of a united working class"

"Our history has taught us that to achieve this goal we have to carry out a number of tasks"

These were

- Recruitment of workers who did not already belong to trade unions and the building of effective trade unions based on the democratic organisations of workers in the factories, mines, shops, farms and other work places

- Organise national industrial trade unions, financed and controlled by their worker members through democrati-

DISPATCH
3/12/85
40A

Cosatu aim is unity for workers

cally elected committees

- Combat the divisions among workers of South Africa and unite them into a strong and confident working class

- Reinforce and encourage progressive international worker contact and solidarity to assist one another in the struggle

Another resolution called for the removal of all forms of security legislation which denied workers full freedom of association, assembly and picketing for strike action

The congress also decided to campaign and respond vigorously against police and state intervention in strikes or industrial action and

to fight for the right of trade unions to establish strike funds

Cosatu has adopted a strong feminist position, rejecting the "exploitation" of and discrimination against women

It said it would be "against all unequal and discriminatory treatment of women at work, in society and in the federation"

The Cosatu stand on women's rights is the most outspoken position ever taken in South Africa by a representative, and predominantly male, body

In a resolution Cosatu called for equal pay for all work of equal value and "for the restructuring of employment so as to allow women and men

the opportunity of qualifying for jobs of equal value"

It said it would fight for child care and family facilities "to meet workers' needs and make it easier for workers to combine work and family responsibilities" and for full maternity rights, "including paid maternity and paternity leave and job security"

In Johannesburg, the chief executive of the Federated Chamber of Industries, Dr Johan van Zyl, said the new trade union federation in South Africa reflected a broad spectrum of black worker interest

In Cape Town, the Progressive Federal Party's spokesman on manpower, Dr Alex Boraine, said the formation of a new federation of trade unions in South Africa signified a major milestone in labour and political developments

Mr Norman Willis, secretary general of the British Trade Union Congress has sent a message of congratulation and promises of support to mark the inaugural meeting of Cosatu

140A

Cosatu threat on foreign migrants

DISPATCH

Dispatch Correspondent

DURBAN — The new Congress of South African Trade Unions (Cosatu) said yesterday it would call a national strike if the government carried out its threat to repatriate foreign migrant workers

It also pledged itself to organise workers in the national states in defiance of any legal restrictions on unions

But after a night-long debate on policy, Cosatu's executive appeared to back down on some of the hard-line statements

made at the mass rally on Sunday by its president, Mr Elijah Barayi

Mr Barayi's call for a pass-burning campaign if influx control was not scrapped in six months was clarified by him as "merely expressing the feelings and aspirations of our members".

Cosatu's assistant secretary, Mr Sydney Mafumadi, said the federation had not decided on a specific deadline on the pass laws

Editorial opinion P16;
See also P17.

Cosatu to strive for 'united S A'

Labour Reporter

THE newly formed Congress of South African Trade Unions committed itself to fighting for a 'united South Africa, free of oppression and economic exploitation' yesterday.

Speaking at the end of the super-union's three-day inaugural congress in Durban, Mr Elijah Barayi, the new leader, said 'We believe that this can only be achieved under the leadership of a united working class.

'Our history has taught us that to achieve this goal we have to carry out a number of tasks'

Uniting

These were.

Recruitment of workers who did not already belong to trade unions,

Building of effective unions based on democratic organisations of workers in factories, mines, shops, farms and other work places;

Organisation of national industrial trade unions, financed and controlled by their worker members through democratically elected committees;

Combating divisions among workers and uniting them into a strong and confident working class,

Reinforcing and encouraging progressive international worker contact and solidarity.

Security

A preamble to a resolution passed at the congress stated 'We call on all those who identify with this commitment to join us and the workers as comrades in the struggle ahead.

'We call on all trade unions to strive to unite their members in their ranks without discrimination and prejudice and therefore resolve that this federation shall determinedly seek to further and protect the interest of all workers.'

Another resolution called for the removal of all forms of security legislation which denied workers full freedom of association, assembly and picketing for strike ac-

tion.

The congress also said that where workers had followed mutually agreed dispute procedures with employers, there should be full job security during strikes 'This requires that eviction from accommodation and other measures be outlawed'

The congress also decided to campaign against and respond vigorously to police and State intervention in strikes or industrial action and to fight for the right of trade unions to establish strike funds.

In another resolution, Cosatu threatened to call a national strike if the Government carried out its threat to repatriate any migrant workers.

Harassment

Cosatu has also pledged to fight for equality in pay and working conditions for black women.

In a resolution, Cosatu said women employees experienced both exploitation as workers and oppression as women, and black women were further discriminated against on the basis of race.

They often suffered sexual harassment in recruitment and employment, and most lost their jobs when they became pregnant.

The congress was told that women also had to work under conditions harmful to themselves and their unborn children.

Super-union Cosatu calls for united working class

Bus Day 3/12/83

THE COUNTRY's new super-federation of unions has taken up the cudgels in declaring it will play an intensive shop-floor and political role in the country. Leaders at the launch of the Congress of SA Trade Unions (Cosatu) said members were demanding greater political involvement by unions as a result of mounting social and political pressures.

They said member unions saw industrial and political issues as inter-linked, and hard-hitting resolutions were taken which involve a wide variety of political, labour and community-related grievances.

Cosatu's call for disinvestment — and its announcement that it has a task to fulfil in bringing about "liberation" — indicates a left-ward shift in terms of old Federation of SA Trade Union (Fosatu) principles.

Fosatu, which is to be absorbed in the new federation, said previously that it supported all forms of pressure against SA. But it steered clear of calling publically for disinvestment.

Cosatu is stressing the importance of a united working class and has announced that the unity of employed and unemployed workers is essential in the struggle for a living wage and against scabbing in the event of strikes.

Significantly, Cosatu resolved over the weekend to establish a national union for unemployed workers as an affiliate of the new federation.

The federation is to fight for improved unemployment benefits and to support efforts by retrenched and dismissed workers to establish co-operatives based on Cosatu principles.

Cosatu general secretary Jay Naidoo has said Cosatu sees the organisation of the unemployed, rail workers and farm workers as an important priority.

Cosatu's planned involvement in community issues is also highlighted by resolutions to press the state into initiating a national programme to provide jobs for the unemployed and improve facilities in working-class communities.

Other resolutions, which were announced at a Press conference yesterday, include calls for an end to the state of emergency, the withdrawal of SADF and security forces from the townships and the release of all political prisoners.

Cosatu leaders said they supported all forms of international pressure on the SA government, including disinvestment.

THE 34 Cosatu affiliates are to establish a single union in the following sectors.

- Food and drink
- Textile, clothing and leather
- Paper, wood and printing
- Mining and electrical
- Metal, motor assembly and components
- Chemical and petroleum
- Commercial and catering
- Transport, SA Transport Services, cleaning and security
- Local government and public administration, including health, education, posts and telecommunications
- Domestic workers

CLAIRE PICKARD-CAMBRIDGE

However, although the congress has decided on the broad political direction it will take, Naidoo points out that concrete planning in this regard has still to be done by the central executive committee.

The federation is to be tightly-knit in terms of policy and leaders say there will be an increase in united

national action with a more unified response to problems facing member unions.

Cosatu is also to campaign against discrimination affecting women. It plans to promote confidence and experience amongst women workers so that they can participate fully at all levels in Cosatu.

Equal pay for equal work is an important call, and member unions are to step up demands for childcare facilities at work, and maternity and paternity rights.

However, sweeping predictions cannot be made about Cosatu's long-term impact until the arduous task of completing mergers between about 34 unions — with a total paid-up membership of 450 000 — has been completed.

Naidoo said at yesterday's Press conference that the effecting of union mergers was one of their most immediate tasks.

All the unions have committed themselves to merging into one union per industry within the next six months.

If these developments have not materialised by the end of next March, a special national congress will be called to assess such a failure.

Ten regional areas of Cosatu have been agreed on, and congress has instructed the central executive committee to establish regional structures in each area as soon as possible.

The congress will also work towards seeking an alliance with other trade unions in Africa, particularly those with members employed by the same multi-national companies.

Nothing will change, says new super-union

Cosatu rejects federal plan as fraudulent

3/12/85 BUS DAY



140A



THE 450 000-strong Congress of SA Trade Unions (Cosatu) has rejected the proposed federal system of government as "fraudulent" and undemocratic.

The general secretary of the newly-launched body, Jay Naidoo, told a Press conference yesterday that member unions would continue to demand a unitary, non-racial and democratic state.

In its resolutions, the congress said the intention of the proposed federal system was to maintain power and control in the hands of the present minority and perpetuate the present system.

Cosatu resolutions also criticised homeland administrations for thwarting establishment of a unitary state and for oppressive practices against trade unions.

Cosatu has warned that its

CLAIRE PICKARD-CAMBRIDGE

unions will organise in plants in the homelands, despite measures prohibiting this.

It rejects lower wages and poorer working conditions for workers in the homelands and says it plans to initiate a national campaign — in alliance with other progressive organisations and trade unions in SA — for a legally enforced national minimum wage for all SA workers.

This will be done by fighting in every industry — through worker action and negotiation — for a minimum living wage, to be determined by the central executive.

Other resolutions include initiation of a "relentless campaign" for the removal of security legislation which denies workers rights to freedom of association, assembly and picketing for strike action.

It also plans to campaign against police and state intervention in strikes or industrial disputes.

Another demand is the right of trade unions to establish strike funds and to fight for the removal of the designation of essential services so all workers can enjoy equal rights.

Cosatu has repeated its call for the scrapping of the migrant labour system by ending pass laws and influx control. Workers and their families should be allowed to live where they wish, the Cosatu statement says.

Cosatu also plans to boycott all Johannesburg's centenary celebrations and organise an alternative programme to "highlight 100 years of exploitation and oppression in Johannesburg and in particular in the mining industry".

● See page 6

Federation 'will fuel pressure on apartheid'

THE Congress of SA Trade Unions (Cosatu) would increase pressure on government to dismantle apartheid and negotiate a new constitution, PFP manpower spokesman Alex Boraine said yesterday.

Boraine said it should come as

no surprise that there were militant political overtones in Cosatu's declarations.

● See Page 6

If government denied political rights to blacks, it was inevitable other avenues would be used to

give expression to both political and economic demands, he said.

Federated Chamber of Industries chief executive Johan van Zyl said the FCI was committed to reinforcing the integrity of industrial-relations bargaining and had invited the new federation to talks.

Super-union Cosatu calls for united working class

Bus Day 3/12/85

14014

THE COUNTRY'S new super-federation of unions has taken up the cudgels in declaring it will play an intensive shop-floor and political role in the country. Leaders at the launch of the Congress of SA Trade Unions (Cosatu) said members were demanding greater political involvement by unions as a result of mounting social and political pressures.

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CLAIRE PICKARD-CAMBRIDGE

However, although the congress has decided on the broad political direction it will take, Naidoo points out that concrete planning in this regard has still to be done by the central executive committee.

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Report 7

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Cosatu leaders said they supported all forms of international pressure on the SA government, including disinvestment.

No Govt comment on Cosatu's formation

By DIRK VAN ZYL
Political Correspondent

THE Government preferred not to comment on the weekend formation of the massive new labour federation, the Congress of South African Trade Unions (Cosatu), a senior spokesman for the Ministry of Manpower said from Pretoria today

The spokesman said although strong anti-Government political statements had been made at Cosatu's founding congress in Durban, the Minister of Manpower, Mr Pietie du Plessis, and senior officials would withhold comment until "we know how the whole thing works"

Cosatu's constitution had, for instance, not yet been received by the department, the spokesman said

"We feel this is just a federation which has been established, and there have been cases in the past of such organisations collapsing within a short while

"Once we have received the constitution and other official communication, the Minister may, however, comment"

Cosatu, representing more than 500 000 mainly-black workers, adopted a tough political stance at its founding on Sunday

Some observers felt this could lead to

immediate confrontation with the Government

The newly-elected president of the "super-federation", Mr Elijah Barayi, called for the nationalisation of the mines and major industries and said South Africa would "ultimately be a socialist state"

He also called for President P W Botha's resignation and the coming to power of "legitimate leaders"

The chief Opposition spokesman on Manpower, Dr Alex Boraine, warned yesterday that in the light of the "anti-private enterprise system" statements made by Cosatu's leadership, a special challenge rested on the Government and the private sector to demonstrate clearly that the system offered benefits and opportunities for all South Africans

There was no doubt that Cosatu's formation was going to speed up pressure on the Government to dismantle apartheid, Dr Boraine said

Sapa reports from Durban that Cosatu yesterday threatened to call a national strike if the Government carried out its threat to repatriate migrant workers

The union has also adopted a strong feminist position rejecting the exploitation of and discrimination against women

'Cops want us to spy'

By JOSHUA RABOROKO

UOK

SENIOR Metal and Allied Workers Union officials have alleged that men who claimed to be security policemen offered them between R350 and R500 a month to become informers.

Mawu claimed that the officials had been visited at their homes and factories and offered money if they gave police information on discussions and minutes of the union's meetings

A spokesman for the Public Relations Divi-

sion of the SAP in Pretoria said police did not comment on routine procedures

But the union claimed that their members had been questioned on union activities

In a statement Mawu's national executive committee said "The NEC noted that this is just one more attempt at the State repression of Mawu, which has included the banning of many Mawu officials in

1974 and 1976 arrests and detention of many officials, repeated questioning of members and officials, and attempts to get informers "

The committee confirmed the resolution adopted by Mawu in 1977 that unless forced by law to do so, no union member or official should give information to any security policeman or agent of any intelligence agency

SOWETAN 04/12/85

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TWO UNIONS MERGE

TWO trade unions have merged and are to seek affiliation to the International Metalworkers' Federation and to a leading South African federation

The industrial registrar has signed the registration of the two unions — the Electrical and Allied Trade Union of South Africa and the Electrical and Allied Workers' Union

of South Africa — with a membership of 18 000.

The acting general secretary of the newly formed Electrical and Allied Workers' Trade Union of South Africa (Eawtusa), Mr Tommy Oliphant, told The SOWETAN yesterday that their union was based on non-racialism.

Cosatu formed after long fight



MR ELIJAH BARAYI, Cosatu president.

THE Congress of South African Trade Unions was finally formed at the weekend after five years of tough negotiations.

The giant federation, which was initially intended to include all unions, got off the ground without the two major unions, The Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu). Cosatu boasts a

WORKERS' DIARY — BY JOSHUA RABOROKO

membership of about 500 000 members and its principles are based on non-racialism and workers control. It has received support from various quarters, including international federations, church groups and political organisations.

- The Pietersburg Community Advice Bureau holds a workshop at the Podisaditjaba Centre, Zone 3, Seshego, on Saturday from 2pm.
- The workshop will be addressed by Ms Manoko Mchwe of the National Union of Mineworkers and Mr Modise Khoza of the Black Lawyers Association.

- The Black General Workers' Union holds its regional general meeting at Podisaditjaba Centre in Seshego on Saturday at 2pm.
- The Industrial Court has ruled that there is a difference between a strike and work stoppage. The court drew this distinction in ordering Facts Investors' Guide to reinstate temporarily name members of the Media Workers' Association of South Africa.

- The Rand Supreme Court has re-affirmed the right of workers to have grievances properly considered when it ordered the reinstatement of a student nurse dismissed during the strike at Baragwanath Hospital.

- The general secretary of the National Union of Clothing Workers, Mrs Lucy Mvubelo, has expressed concern about the number of members the union has lost due to closure of factories this year. The clothing industry has been a target for decentralisation.
- About 300 of the 350 striking workers at two building sites in Phoenix, Natal, have gone back to work.

The general manager of Bestconstructo (Pty.) Ltd, Mr Frik Hechter, said all of the 150 who were fired and who showed up at his office were rehired.

About 1 500 Baragwanath workers — 800 student nurses and 700 auxiliary workers — were dismissed on November 18. In a test case challenging the dismissals, an urgent application for reinstatement was brought by three student nurses.

Ccawusa

- A strike called by the Commercial Catering and Allied Workers' Union (Ccawusa) involving 700 CNA-Gallo shop assistants and helpers was suspended at the 11th hour. The Minister of Manpower has agreed to appoint a conciliation board to resolve the wage dispute.

- The offices of unions and Industrial Council will be closed for the following periods:

The National Union of Clothing Workers (head office) closes on December 13 and reopens on January 3, 1986.

The Industrial Council of the Clothing Industry (Transvaal) closes on December 20 and reopens on January 6.

The Industrial Councils for the OFS and Northern Cape clothing, Transvaal knitting and Transvaal millinery industries have not decided when to close over Christmas.

Tucsa

- The acting general secretary of the Trade Union Council of South Africa (Tucsa), Mrs Ruth Imrie, has sent out a Christmas message to all South Africans.

It reads: "Against the bleak despair of unemployment, the recession and the huge problems which face us, let us hope 1986 will be the year when all brothers and sisters will work for a future in which all our children can grow up in hope."

STAR 2/12/85 140A

Union formed after five years of tough negotiations

DURBAN — The Congress of South African Trade Unions (Cosatu) was formed after nearly five years of tough and sometimes acrimonious negotiations. Although it was initially meant to include all of South Africa's emergent trade unions, two major federations for black workers, the Azanian Confederation of Trade Unions (Azactu) and the Council of Unions of South Africa (Cusa), have remained outside. The two split from the rest of the unions over the question of non-racialism. Cusa and Azactu follow the Black Consciousness policy of not allowing whites in leadership positions in the unions. Cosatu, which boasts a membership of about 500 000, is based on principles including non-racialism and worker control. The new federation has received support from various quarters. These include international union federations, church groups, the United Democratic Front and the Non-European Unity Movement.

Metal Box attack Kohler's dominance in flexible packaging. And if Nampak (again through Metal Box) wants to raise market share in plastics to improve this division's profitability, the obvious target would be Kohler.

McCartan, however, denies interest in such a strategy for the present. His comment "To chase market share and thump ratios doesn't make sense right now. Maybe we'll pick up a bit more market share in 1987 when we've got our ratios right. But 50% of the total market is really enough, as customers are not comfortable with one person having too much. That invites price wars."

Instead, McCartan says the main objective will be to grow organically with the

customers, many of whom are in the high-growth food and beverage sectors. He forecasts packaging growth will be at least 0,25% more than gdp each year, but denies that this means Nampak has entered a mature phase of the growth cycle. More pertinently, perhaps, if economic recovery is still a long time coming and management finds itself under pressure to earn a better return on assets, the group may be tempted to use financial muscle to fight for market share in the hope of better longer term profits. It would prefer not to take this route.

In any case these uncertainties may never materialise. Even within its present framework, Nampak is well positioned to offer medium-term earnings and dividend growth

The share price rose 13c to 1 450c last week after publication of the annual report, and yields 5% on dividend compared with the 6,7% paper and packaging sector average.

The shares may thus be fully valued for the moment. They are, however, tightly held — at year-end only 3% were in the hands of individuals — which tends to limit downward price potential and makes them hard to buy. The strategic conference is to consider means of widening the shareholder base, possibly by C G Smith unloading more of its 72,7% holding. But any recovery in consumer spending should benefit Nampak and reward investors who are in a position to buy the shares.

Christopher Marchand

LABOUR

A new political force

"A giant is born" went one of the most enthusiastically acclaimed lines in Cyril Ramaphosa's opening address to the Durban conference at which the Congress of South African Trade Unions (Cosatu) was launched last weekend. No doubt these words, spoken by the general secretary of the National Union of Mineworkers (NUM), and chairman of the conference's "credentials committee," are appropriate.

The committee convened the meeting and attended to details of representation.

Cosatu is now by far the largest worker organisation in SA, representing 450 000 paid-up union members and 33 unions. And doubtless overall membership of affiliated unions will continue to grow appreciably.

The public speeches made at the conference show clearly that the organisation sees its main role as a political one. Its political approach will be aggressive and uncompromising.

Conceived more than four years ago, Cosatu's gestation period has been long and difficult. It has lost one of the main earlier participants, the Council of Unions of

SA (Cusa), which decided it could not reconcile its belief in a black exclusivist approach to leadership of unions with Cosatu's non-racial ideology.

And it was only a few months ago that more than half of the affiliates — mainly small unions aligned with the United Democratic Front

SA's new trade union giant, the Congress of South African Trade Unions, has loudly proclaimed its intention to become a pivotal part of the struggle against apartheid.

(UDF) — decided on participation.

Inevitably, the question of the recently formed, black consciousness (BC) alliance between Cusa and the Azanian Confederation of Trade Unions (Azactu) was raised. Cosatu leadership was at pains to emphasise that the door would remain open for *rapprochement*. But, knowing that it was talking from a position of strength, Cosatu made it patently clear that any future alliance would be on its terms.

Hence the split in the emerging trade union movement between the BC and non-racial schools of thought will remain — mirroring the split in militant black politics.

The launch was skilfully orchestrated to create an aura of maximum unity. But in the coming months, as Cosatu begins to formulate detailed policies and strategy, some of the old ideological conflicts may re-emerge. And moves toward fulfilling the slogan "one industry, one union" are likely to be slower than some of the larger industrial unions would hope.

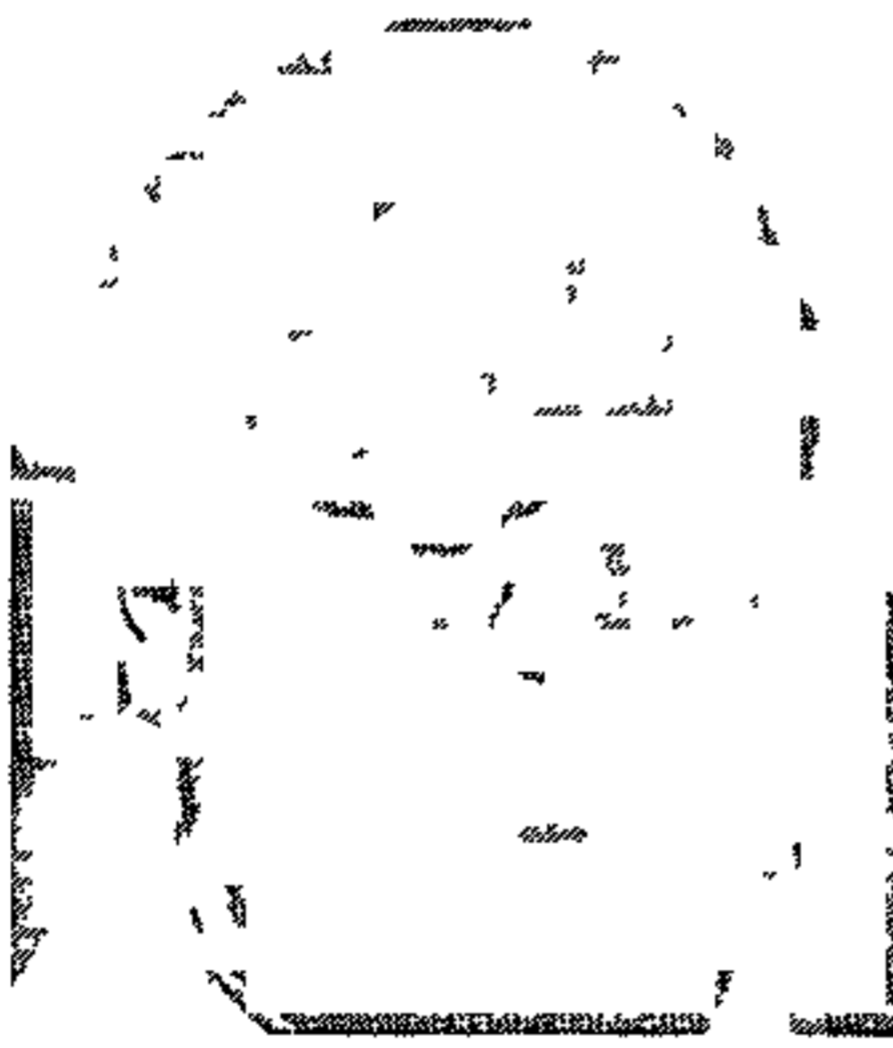
The newly-elected leadership of Cosatu is a reflection of the prominence of the larger unions — and of youth. The exception is NUM vice-president Elijah Barayi, who was elected president of the new body (see *People*). He is a seasoned political figure, more than 20 years older than any of the other five executive committee members elected at the

conference. First vice-president Chris Dlamini is ex-president of the Federation of SA Trade Unions (Fosatu), which will now dissolve. Dlamini is a clerical employee at Kellogg's in Springs, and also the president of the Sweet, Food and Allied Workers' Union (SFAWU).

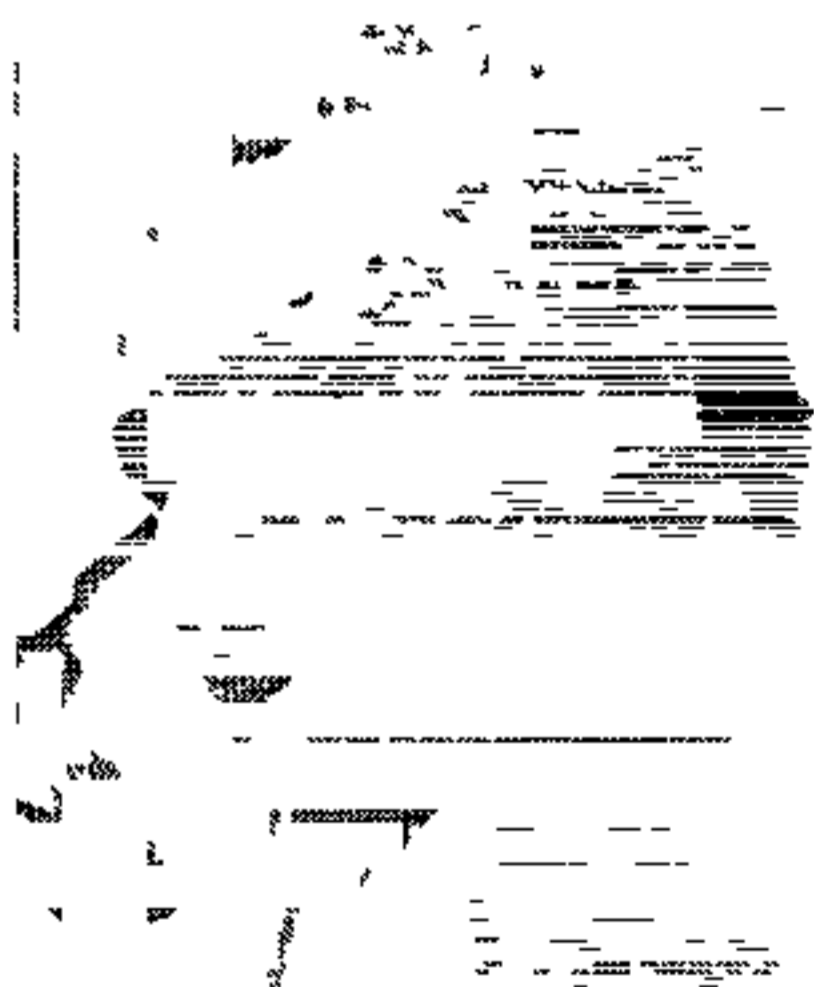
Second vice-president is Makhulu Ledwaba, president of the 50 000-strong Commercial, Catering and Allied Workers' Union, and a clerk at the Metro Cash and Carry head office. The treasurer, Maxwell Xulu, is the southern Natal chairman of the Metal and Allied Workers' Union, Cosatu's third-largest affiliate. There are two full-time paid officials: General secretary Jay Naidoo was a student activist at the University of Durban-Westville before becoming general secretary of SFAWU. Assistant general secretary Sydney Mafumadi, is a well-known UDF activist as well as a top official of the General and Allied Workers' Union.

In considering Cosatu's role in the political arena, the question the conference debated was not whether it should take an active role, but how this should be best achieved. The emphasis was on working in close co-operation with "progressive" political organisations. But there is an important precondition placed on such co-operation that Cosatu should control the direction of political campaigns.

To outsiders this may seem like an unnecessary distinction, particularly given the rather vague terms in which it has been formulated. But if Cosatu succeeds in its aim of becoming the dominant force in black politics this will have important conse-



Xulu



Barayi

Dlamini

quences for the future of militant black politics as a whole in SA

Firstly, trade union membership tends to be more organised and disciplined than the community and political organisations of the black townships

While campaigns run by the major unions have proved to be no less effective, there has been far less of the anarchic-style politics that has become a feature of the township

violence of the last 15 months

Secondly, Cosatu can be expected to develop a clearer and more sophisticated socialist content in its political programme. Speeches this weekend were littered with phrases about the need to "restructure society" and that "the wealth created by the workers must be owned, controlled and shared by the workers"

And in his speech to a rally of 15 000 supporters, Barayi threatened the nationalisation of the mines and other large industries in a future SA

While such talk is still at the level of rhetoric, the leadership of Cosatu and its affiliates have the capacity to refine it into a serious economic programme, which many unionists believe to be lacking in organisations such as the UDF

Achieving a dominant position in black opposition politics is a priority for the new organisation. Leaders of the major Cosatu unions are painfully aware that during the upheavals which began in September last year the initiative has been taken by the UDF and its supporters. Reversing that trend will be no easy task, particularly in that it will have to be done without alienating a large section of the UDF. And it must be borne in mind that many Cosatu unions are affiliated to the UDF and have found it

possible to operate there without any apparent reservations about UDF policies

The conference failed to complete debate on all the issues before it — a number of resolutions have been referred to the organisation's central executive committee (CEC) for consideration at a later date. But it nevertheless formulated policy on a number of important issues

Cosatu passed a hard-hitting resolution condemning the homeland system as well as those blacks who participate in it. This was to be expected. KwaZulu's Chief Mangosuthu Buthelezi has already interpreted Cosatu's attitude as a personal attack. And when asked for clarification, Cosatu leaders did not try to hide the fact that the resolution referred to KwaZulu as much as any other homeland

This is something of a break with the past. The ex-Fosatu affiliates have a powerful presence in Natal and until now, have steered clear of open confrontation with Buthelezi and his Inkatha movement. Thousands of Fosatu members are, in fact, also members of Inkatha. It remains to be seen whether this is the beginning of serious conflict between Cosatu and Inkatha or whether they will be able to reach, at least, an uneasy truce. A failure to do so will obviously leave those with allegiances to both organisations facing a serious dilemma

Cosatu also passed a resolution rejecting federalism as a "fraudulent" scheme designed to maintain real power in white hands and affirmed its vision of a future SA operating under a system of "one person, one vote in a unitary state"

Demands were made for the lifting of the State of Emergency, the withdrawal of security forces from the townships, the release of political prisoners and the unbanning of political organisations

Cosatu came out strongly in favour of intensified international pressure against SA, including disinvestment. This appears to be a leftward shift compared to the old Fosatu policy, which argued that while pressure for disinvestment was constructive, actual disinvestment would be disadvantageous to workers directly affected. There is a rider to Cosatu's resolution, however: it wants the assets of companies that pull out of SA to remain in the country. (It is difficult to see foreign companies selling up and giving the proceeds to the workers.)

The conference also resolved that affiliates calling for sexual equality, union education programmes, a national minimum wage, the abolition of the migrant labour system, and close links with other unions in southern Africa as a counter to the strength of multinational companies

The conference also resolved that affiliates should negotiate mergers so that ultimately there will be single unions in the

following major industries: food and drink, textile, clothing and leather, paper, wood and printing, mining and energy, metal and motor, chemical and petroleum, commerce, transport, cleaning and security, local and national government services, and domestic workers. These are sectors in which Cosatu affiliates already have a sizeable presence. In addition, Cosatu is looking towards establishing unions for construction and

agricultural workers. Some progress towards rationalisation has already been made. In the food sector, SFAWU and the Food and Canning Workers' Union have made significant progress towards merging

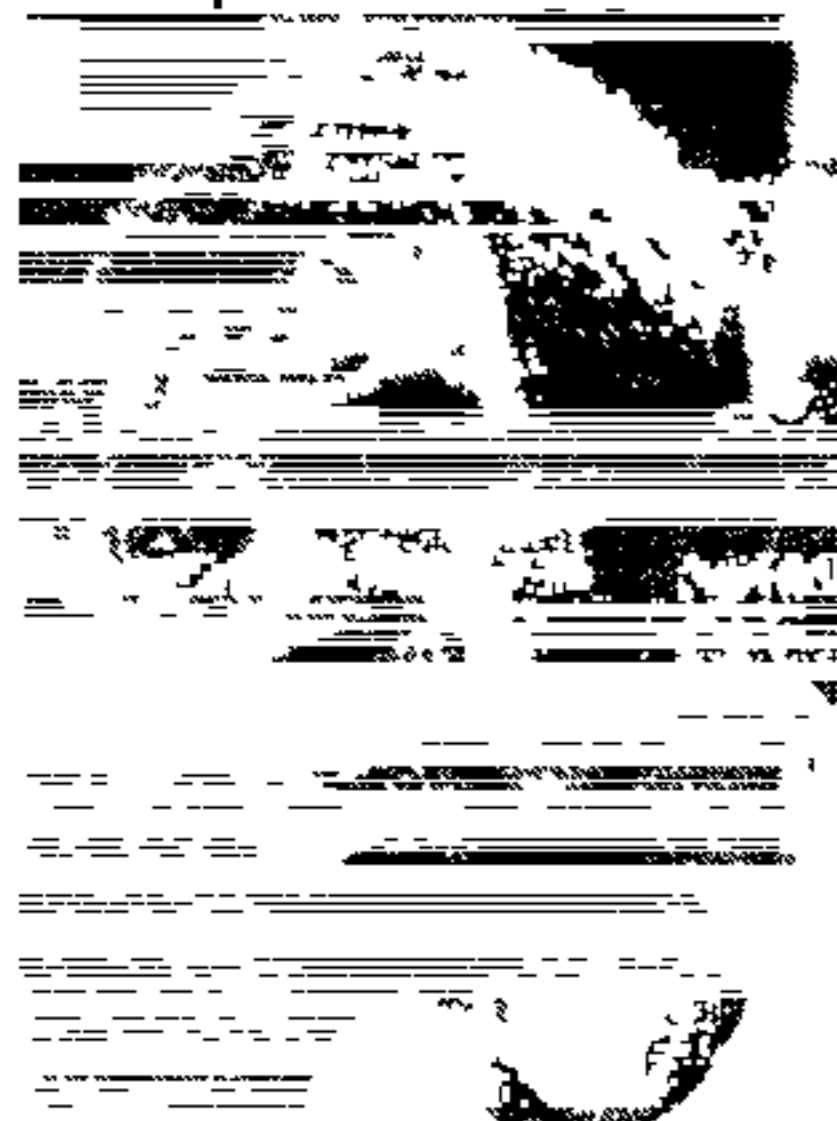
They are likely to be joined by the Retail and Allied Workers' Union which has organised dairy employees in the western Cape and the OFS. The Transport and General Workers' Union and the General Workers' Union have done the same in the transport sector, as have two small unions representing municipal workers

But difficulties are likely to arise between the large industrial unions and the UDF-aligned general unions. The UDF unions, as well as some of their small industrial allies, have always expressed an aversion to splitting up and being swallowed by the large industrial unions

This tension was apparent when the UDF unions expressed less than wholehearted support for a resolution setting a six-month deadline for mergers to be completed. The extent of the UDF-aligned unions' commitment to unity with their erstwhile ideological and organisational competitors will be measured in terms of their adherence to the deadline

There are some controversial issues still to be discussed by the CEC. One of the most difficult to resolve will be over relationships with international trade union organisations. The SA Allied Workers' Union has proposed that Cosatu disassociate itself and refuse financial assistance from the International Confederation of Free Trade Unions (ICFTU), which it accuses of "subversion" and "imperialism". Although none have official links, many Cosatu affiliates have maintained a close relationship with the ICFTU and have benefited financially from that relationship

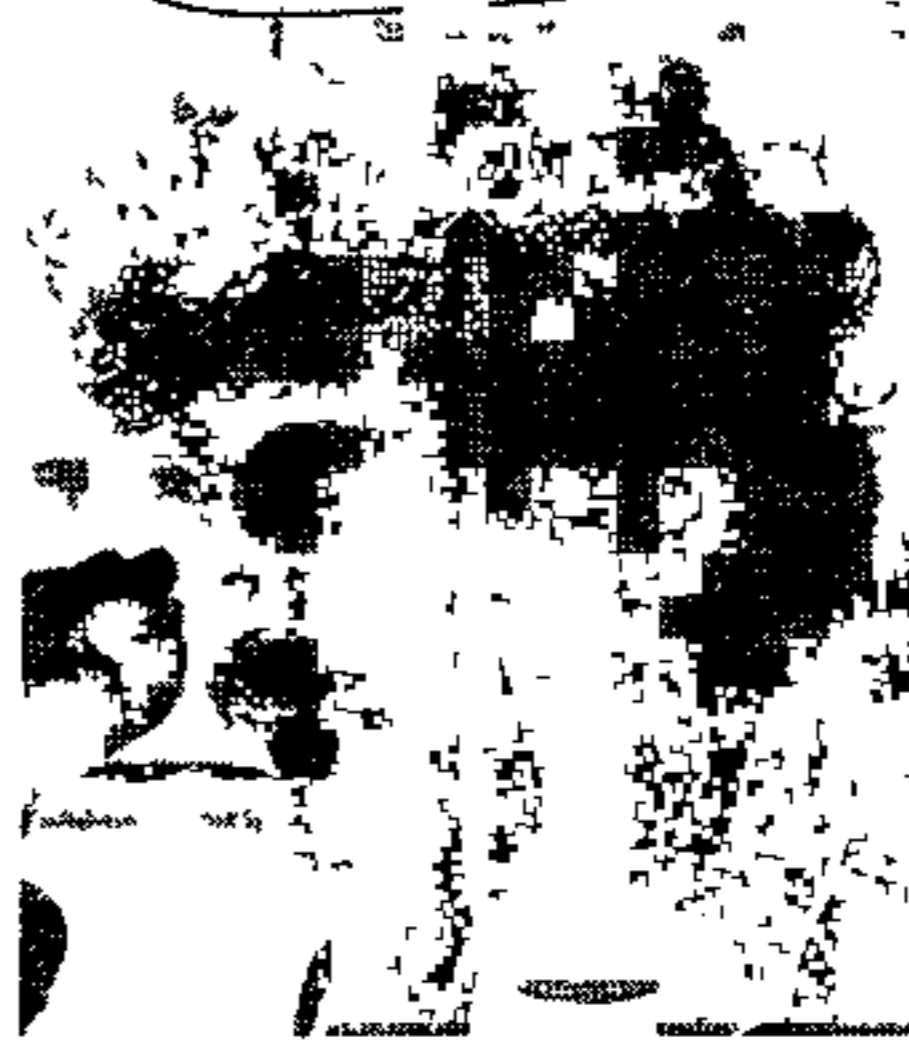
Clearly the South African political arena now has a new, major contender for power. Will it get it?



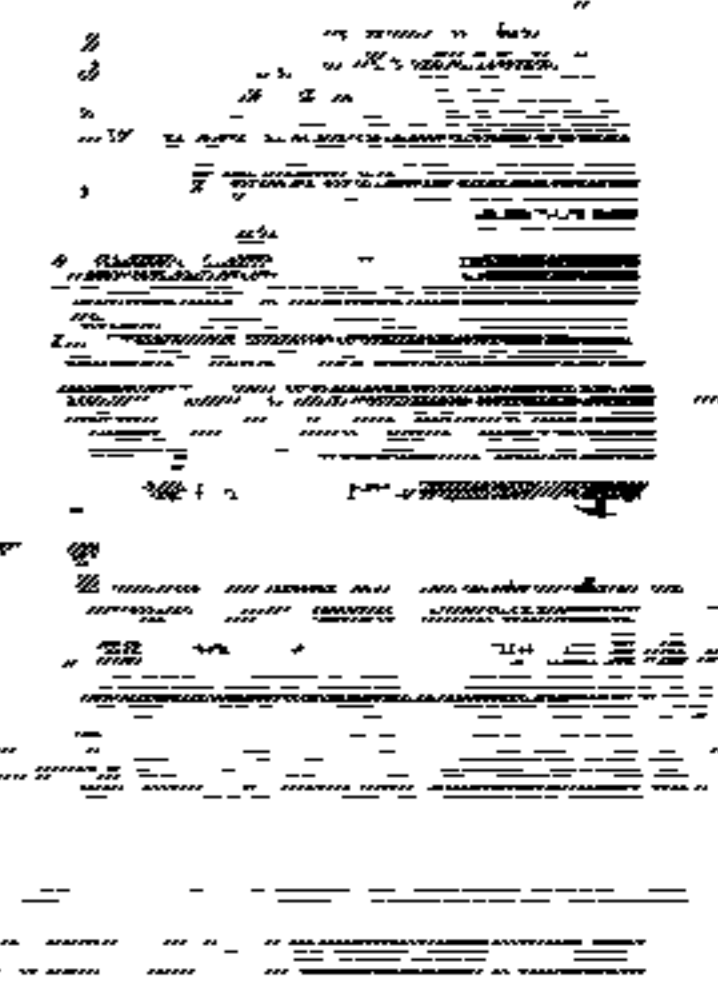
Mafumadi



At the Cosatu rally



Naidoo



Ledwaba

SABC attacks new federation

Govt playing it cool over the launch of Cosatu

BUS DAY 6/12/85



● BOSHOFF

CLAIRE PICKARD-CAMBRIDGE

GOVERNMENT will adopt a wait-and-see attitude to the newly-launched giant trade union federation, the Congress of SA Trade Unions (Cosatu).

A senior government spokesman said yesterday Cosatu was newly-born and there was still uncertainty about what it stood for and what its aims were.

"Knowledge about Cosatu's intentions is still based on speculation rather than on definite guidelines," the spokesman said.

Despite the collision course Cosatu has adopted towards government, government spokesmen would not comment on-the-record yesterday about government's attitude towards Cosatu.

Speculation about government's response was fuelled yesterday by the tone of the SABC radio programme *Comment*, widely-regarded as an indicator of government thinking.

The programme asked whether Cosatu should be allowed to continue in view of the fact that it would be "furthering the aims of the ANC"

The programme said "This organisation, with its declared aim of standing in for the ANC is, under the guise of a trade union movement, intent on furthering the aims of a banned organisation, namely to make the country ungovernable. The question is whether it should be allowed to do so."

Responding to the programme yesterday, Cosatu's president-elect Elijah Barayi, said Cosatu was not linked to the ANC.

"People are making premature statements about Cosatu. They should allow it to continue working and then assess the situation."

Statements concerning Cosatu's intention to link labour and community struggles, made at Sunday's rally at Durban's Kings Park Stadium, were elaborated on by Cosatu executive members at a Press conference on Monday.

They said at the conference that it would be premature to name the political organisations with which Cosatu would co-operate. It was also made clear that Cosatu saw itself as contributing to the establishment of a democratic government, rather than being the dominant party in a new ruling body.

Some analysts see the exiled SA Congress of Trade Unions (Sactu) as the forerunner of Cosatu, pointing out that both organisations are committed to playing a forceful political role in advancing worker interests.

Industrial relations lecturer at the Wits Business School Geoff Verschoor said Sactu had about 53 000 members from 35 unions at its height in 1961, whereas Cosatu already has 450 000 paid-up members.

He said Sactu was aligned with the ANC and, although it was never banned, it went underground after government action against its leaders.

Cosatu a new force to be reckoned with

The Superunion

THE launch of a labour super-federation committed to a militant stand against apartheid marks a major shift in the role of South Africa's emergent black unions.

The best organised of the country's new black unions, granted legal recognition only over the past six years, have so far concentrated on improving pay and conditions in battles with individual employers

But after four years of heated discussions they have agreed to join forces with loosely based, politically orientated general unions in forming South Africa's biggest-ever labour federation, pledged to mounting a tough challenge to the Government

The Congress of South African Trade Unions (Cosatu) decided at its weekend launching conference in Durban to use the political muscle of its 500 000 affiliated unionists to fight apartheid and to campaign for the nationalisation of major industries

Industrial relations consultant Mr Andrew Levy said "At a stroke the unification has rewritten the political-labour arithmetic of South Africa."

Mr Levy said "The biggest labour lobby is now the one that is disenfranchised. In terms of the ability of some of the people within the new federation, there is no doubt it has to be taken seriously"

Cosatu officials told reporters today that the federation rejected anything less than one-person one-vote in a unitary state

Mr Alex Boraine, Progressive Federal Party MP for Pinelands, said the militant political overtones of Cosatu's launch was no surprise, given the exclusion of blacks from central government

He added in a statement "The super-federation is a major milestone in labour and political developments in South Africa"

Cosatu is committed to merging its 34 affiliates into 11 industry-based unions. Mr Vincent Brett, manpower secretary for the Association of Chambers of Commerce (Assocom), said better

union organisation would make it easier for employers to negotiate

"From a labour relations point of view, the formation of the federation is probably a good development. The unfortunate aspect is that it has committed itself to such political demands," Mr Brett said

"But we have said on many occasions that until there is some other avenue open for the black population, trade unions will become a vehicle for their political aspirations"

Mr Brett said that when labour laws governing black workers were liberalised, it was foreseen that the new unions would seek to federate

"But in the early days one did hope that unions would not polarise on a racial basis to the extent they have," he said

About 200 000 workers in black consciousness federations have refused to join Cosatu because of its commitment to non-racialism

In practice, this merely means that it can keep on the white activists who have played a major role in planning shop floor organisation and passing on negotiating techniques to black workers, who have limited educational opportunities under apartheid

White workers are linked in the 100 000-strong right-wing South African Confederation of Labour Associations, while about 300 000 workers are left in the weakening Trade Union Council of South Africa, which takes a centrist line

Mr Levy attributed the politicisation of the black union movement to the growing assertiveness of its leadership over the past three years

"As long as the emerging unions were really under the tutelage of young white liberals, they were kept almost antiseptic politically," he said

"The growing black leadership has tended to have a very different political perception," he said

Cosatu has avoided

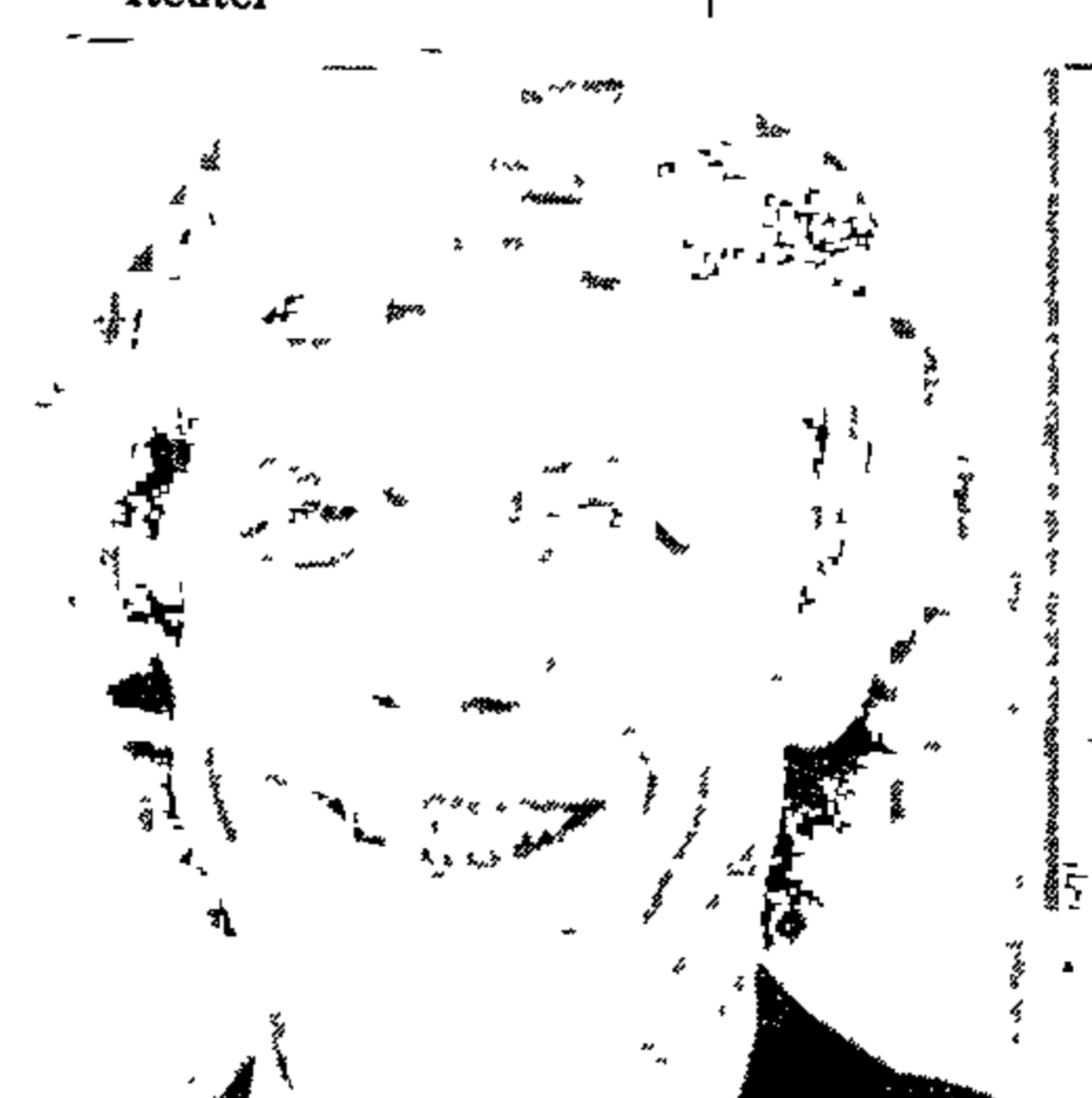
affiliating at this stage to the anti-apartheid umbrella group, the United Democratic Front. Mr Levy said the UDF urgently needed Cosatu in organising black protest strikes and consumer boycotts

"Organised workers are very, very important to the political organisations. There is going to be a lot of power broking," he said

Cosatu gauges its membership on paid-up support. Mr Levy said that many more black workers were signing up with the rapidly-growing new unions, and there were probably in fact up to three quarters of a million people under the union's direct influence, while it could probably count on millions of black sympathisers

However, he added, major political and organisational tensions remained within Cosatu that could jeopardise its unity

"Any setback in the early phase could be fatal, and any major confrontation (with the authorities) could waste a lot of blood," he said — Sapa-Reuter



ALEX BORAINÉ... Cosatu's militant political overtones no surprise.

The trade-union 'superfederation'

THE FORMATION of the new 'super-federation' of trade unions in Durban at the weekend will intensify pressure on the Government to dismantle apartheid and negotiate a new constitution with rights for all.

Prof Hermann Gilio-mee, head of political science at the University of Cape Town, said the creation of the Congress of South African Trade Unions was a 'very important event in the history of South Africa'

It was the first time the organised power of workers lay behind an organisation that was serious about developing a base and a coherent strategy, he said

Cosatu is the country's biggest trade-union grouping, claiming a membership of more than 500 000 workers in 35 affiliated unions

It has wasted no time in embarking on an aggressively political programme, demanding the release of Nelson Mandela and the scrapping of the pass laws. It has given the Government six months in which to dismantle apartheid

Socialism

Cosatu president Elijah Barayi favours the nationalisation of major industries and has said that the new body will aim at 'applying socialism in South Africa'

Reaction from employer bodies and other political organisations has been to urge the Government to hasten the end of apartheid

While some bodies, like Inkatha, have condemned the use of a trade-union platform to achieve political ends, most commentators believe this is inevitable in a society where access to central decision-making has been cut off

PFP manpower spokesman Dr Alex Boraine said the new union's militancy should 'come as no surprise' 'If the Government continues to deny political rights to blacks it is inevitable that other avenues will be used to mobilise and give expression to political and economic demands

'There can be no doubt that Cosatu will accelerate the growth of pressures on government to move urgently towards

A new dimension in labour — and a new danger

the dismantling of apartheid and a negotiated new constitution with political rights for all'

Mr Barayi's total disillusionment with the private-enterprise system was a challenge to the Government and the private sector 'to demonstrate clearly that the system offers benefits and opportunities for all South Africans', Dr Boraine said

The assistant director of the SA Institute of Race Relations, Mrs Sylvia Gon, welcomed the formation of Cosatu as 'a very healthy development' which would have 'vast political ramifications for the country'

She said the radical political line taken at Cosatu's launch in Durban was the natural result of a society that had no other representation at central decision-making level

A danger

Dr Johan van Zyl, chief executive of the SA Federated Chamber of Industries, said the formation of Cosatu introduced a new dimension in labour relations 'The FCI notes the danger that industrial-relations issues will be regarded as ultimately political in nature as a consequence of the lack of effective political expression being granted to black workers,' he said

The FCI remained committed to reinforcing the integrity of the industrial relations bargaining process through negotiation between employers and an effective, free and independent trade-union movement

'In this spirit it extends to the new federation an invitation for dialogue and negotiation,' Dr van Zyl added

At its inaugural rally in Durban at the weekend Cosatu vice-president Chris Dlamini told a crowd of more than 10 000 that messages of support had been received from more than 40 trade-union and other organisations around the world

Stovin Hayter

Political Reporter

Amid cheering from the crowd he read out a message of support from the Lusaka-based president of the ANC-affiliated South African Congress of Trade Unions (Sactu), Mr Stephen Dlamini

UN message

Other organisations that sent goodwill messages included the United Nations Special Committee Against Apartheid, the British Labour Party and the International Confederation of Free Trade Unions

The formation of Cosatu was preceded by four years of talks, but



Elijah Barayi

two major groupings, the black-consciousness oriented Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu), withdrew at the last moment over Cosatu's adherence to the principle of non-racialism

The black-consciousness unions want a much stricter commitment to black leadership within the unions

There have been predictions of a power struggle between the two blocs but the necessity of co-operating on common shop-floor issues could bring them closer together

Potentially far more damaging, especially in Natal, is a struggle between Cosatu and Chief Mangosuthu Buthelezi's Inkatha movement

Chief Buthelezi has warned Inkatha members that Cosatu was 'hardly directed against Pretoria but against Inkatha and its leadership'

He accused Cosatu of being a front for the ANC and the ANC-affiliated Sactu

'The policy of the external mission of the ANC is to impose a socialist future on South Africa, nationalise major industries and support the disinvestment campaign'

He said that while the formation of a super trade union was a positive development, he had 'a duty to ask our members to be vigilant and to let me know what their observations are'

'We cannot take any chances when assassination squads are now being organised, as recent events have proved in the greater Durban area and in April on the East Rand'

'Scared'

Mr Barayi said in an interview, however, that there had been no mention of Inkatha during the deliberations preceding the formation of the new federation. He said Chief Buthelezi was 'just scared'

Cosatu has taken a strong line against 'homeland puppets', and at its inaugural rally issued what it called 'a last warning' to homeland leaders to 'change their minds' before time ran out

The Government has remained cautiously silent, in spite of Cosatu's radical stance. A spokesman for the Department of Manpower, Mr Willem Pruis, said Manpower Minister Pietie du Plessis was not prepared to say anything until the Government knew more about the new body

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New union body set to challenge Government

Labour Reporter DICK USHER, who attended the meeting at which the country's newest federation of trade unions was formed, reports on its political impact

SOUTH AFRICA'S newest federation of trade unions has pledged itself to an explicitly socialist programme to restructure the country and the economy under leadership of the working class

Major speeches by the first president of the Congress of South African Trade Unions (Cosatu), Mr Elijah Barayi, at a mass rally on Sunday, and Mr Cyril Ramaphosa, general secretary of the National Union of Mineworkers on Friday night, set the tone of hardline opposition to the Government and emphasised that worker politics would have to become the "politics of liberation"

Cosatu, the largest and potentially most powerful grouping of trade unions in South Africa, was launched this weekend at a congress in Durban attended by 35 unions representing about 500 000 workers

Brought into being after four years of hard dealing, the federation was formed on the principles of

- Non-racialism,
 - One union, one industry,
 - Worker control of unions,
 - Representation on the basis of paid-up membership, and
 - Co-operation at a national level
- The unions

come from a wide spectrum of industries including mining, metal, retail, automobile, transport and food

Both Mr Barayi and Mr Ramaphosa called for workers to form alliances with progressive organisations, on terms favourable to workers, for the liberation of South Africa and Mr Ramaphosa pointed possible directions for action when he said that unions had developed the principles of democratic, worker controlled organisations through consumer boycotts based on industrial issues

"Our main political task has been to create organisations among workers, worker unity and strong worker leadership," he said

For the future, he said unions had to act decisively to ensure that workers played a leading role in the struggle in which their role would be determined by wider political events, not just trade union issues

Pass Laws

"We must oppose more vigorously the pass laws, the migrant labour system and all the laws that divide people in South Africa by race or sex," said Mr Ramaphosa

Mr Barayi called for the abolition of the pass laws, giving the Government six months to comply before Cosatu initiated a pass-burning campaign, disinvestment, the end of the state of emergency, the unbanning of the Congress of South African Students, withdrawal of troops from townships and the release

of political prisoners

The non-racial character of Cosatu was also emphasised

Last week observers were puzzled by an announcement from the Council of Unions of South Africa (Cusa) and the black-consciousness aligned Azanian Confederation of Trade Unions (Azactu) that they would not be participating in the federation

Cusa withdrew from the negotiations in June and Azactu attended only one round of talks, leaving after the unity unions insisted on the non-racial principle while Azactu pressed for black leadership. The unity unions felt that this opened the possibility for blacks only unions

At yesterday's rally at King's Park rugby stadium, fraternal greetings were received from a worldwide range of unions and union federations and many community organisations in South Africa — including Cusa — and the exiled South African Congress of Trade Unions and "comrades driven underground by the regime in Pretoria"

Under the slogan "One country, one federation" both speakers pledged a struggle for a country free from poverty, racial oppression and exploitation of workers

"Politics is not just a matter of changing the government, we have to eliminate poverty and unemployment and the wealth of this country must be shared equally by all who work here," said Mr Ramaphosa

He emphasised the importance of education pro-

grammes which would strengthen shopfloor worker organisation and enable workers to take the lead in unions and community organisations

"All these tasks only serve to widen our struggle and strengthen shopfloor organisations so that we can take on the bosses and the state," he said

But it had to be realised that organised workers were not representative of the working class, but its most important element he said

Resolutions discussed by the congress during closed sessions on Friday, Saturday and Sunday are sure to lay down principles aiming at these goals with an important element being the creation of local structures through which unions can participate in community issues

Industrial relations experts point out the importance of the principles of co-operation at a national level and one union, one industry

These will contribute to stronger worker organisations being able to tackle purely industrial issues with a national federation able to mobilise support for worker demands through both industrial and community action

At the same time, the programme to which the leaders have pledged the federation is obviously diametrically opposed to Government policies and its reform programme which is viewed merely as an exercise in maintaining domination and exploitation of the working class, which could lead to confrontation with the State

Bus Day 2/12/85 (14019) (16)

Giant federation of unions is born

THOUSANDS of supporters from all over SA attended a rally at Durban's Kings Park stadium yesterday to celebrate the birth of the country's largest union federation

The launch of the new colossus — the Congress of SA Trade Unions (Cosatu) — is regarded as a milestone in the unity of the union movement and a major development on the political and labour fronts

Busloads of workers from about 34 unions arrived singing their support for Cosatu's stated commitment to playing a forceful political role in SA

Jay Naidoo, of the Sweet, Food and

CLAIRE PICKARD-CAMBRIDGE

Allied Workers' Union, is expected to occupy a key position in SA's labour movement as the newly elected general secretary of Cosatu

The National Union of Mineworkers' Elijah Barayi, a Rand Mines employee, is Cosatu's new president-elect and Chris Dlamini, president of the Federation of SA Trade Unions (Fosatu), is the first vice-president

After his election on Saturday night, Barayi made an impassioned call for the release of imprisoned ANC leader Nelson Mandela

Officials said Cosatu's paid-up membership had swelled to 450 000 people after the inclusion of more unions. The most recent entrants include the United Metal Mining and Allied Workers' Union (Ummawusa), the Motor and Component Workers' Union of SA (Macwusa), the General Workers' Union of SA (Gwusa) and the SA Tin Workers' Union

The NUM's Cyril Ramaphosa did not stand for election, but opened the congress with an important policy speech

Ramaphosa said it was time for State President P W Botha to "lay down his powers and allow legitimate leaders to take over the government".

Giant union launched

THOUSANDS of people attended a rally at Durban's Kings Park Rugby Stadium yesterday to mark the launching of the Congress of South African Trade Unions and the Government was given six months to scrap apartheid, starting with the abolition of passes.

The congress's first president, Mr Elijah Barayi, told the mostly black audience that unless the Government scrapped apartheid, Cosatu would start a burning of passes campaign

If policemen demanded to see passes, blacks would "just pass", he said, as the crowd cheered, sang and danced

In his presidential address Mr Barayi also said the birth of Cosatu heralded a new era in the labour movement in South Africa, reports Joshua Raboroko.

He said the movement would deal with economic and political issues. Messages of support were read from the South African Congress of Trade Unions (Sactu), the International Labour Organisation (ILO), the International Confederation of Free Trade Unions (ICFTU) and the UDF

The other elected officials were

vice-president of the Metal and Allied Workers' Union, was elected

• Mr Chris Dlamini, president of the Federation of South African Trade Unions (Fosatu) and Mr Makhabu Ledwaba, president of the Commercial Catering and Allied Workers' Union (Ccawusa) Both are second presidents,

Secretary

• The general secretary of Sweet, Food and Allied Workers' Union, Mr J Naidoo, was elected general secretary. He will be assisted by Mr Sydney Mafumadi, general secretary of the General and Allied Workers' Union, and

• Mr Maxwell Xulu, treasurer

• Meanwhile the Minister of Manpower, Mr Pietie du Plessis, has appointed a conciliation board in an attempt to resolve the wage dispute between CNA-Gallo and the Commercial Catering and Allied Workers' Union (Ccawusa)

This means that Ccawusa will have to call off its strike planned for today

The strike was likely to involve more than 700 workers throughout the country

The parties have been requested to meet quickly to avert a strike which might cripple production and the economy of the company, part of the Premier Group

• See Page 8

'Cosatu a new threat to Govt'

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By DIRK VAN ZYL, Political Correspondent

THERE was no doubt that the massive new labour federation — the Congress of South African Trade Unions (Cosatu) — was going to speed up pressure on the Government to dismantle apartheid, the chief Opposition spokesman on manpower, Dr Alex Boraine, told the Evening Post today

In the light of statements made by Cosatu's leadership at its founding congress in Durban yesterday, a special challenge rested on the Government and the private sector to demonstrate clearly that the private enterprise system offered benefits and opportunities for all South Africans, Dr Boraine said.

Cosatu, representing more than half-a-million mainly black workers, adopted a tough political stance yesterday which, some observers feel, could lead to immediate confrontation with the Government

The newly elected president of the "super-federation," Mr Elijah Barayi, called for the nationalisation of the mines and major industries and said "Ultimately there will be a socialist state in South Africa."

Dr Boraine (PFP MP for Pinelands) said today Cosatu's formation was a major milestone in labour and political development in South Africa

He said the new labour union had "wasted no time in throwing down the gauntlet to both the public and private sectors — it should come as no surprise that there are militant political overtones in its first declaration".

"If the Government continues to deny political rights to blacks, it is inevitable that other avenues will be used to mobilise and give expression to both political and economic demands

He warned further that "as serious is the initial statement by the new president expressing total disillusionment with the private enterprise system"

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Red-shirt launch for SA unions

'super federation

By BRIAN POTTINGER
and TICKS CHETTY

HUNDREDS of trade union delegates sporting red shirts emblazoned with "One Country - One Federation" gathered in Durban yesterday for the launch of a new South African "Super Federation"

The launch of the Congress of South African Trade Unions (Cosatu), with 380 000 paid-up members and more than half a million signed up, brings to life the largest trade union umbrella organisation in the country's history

The union got off to a foot-stomping, fist-waving start in Natal University's student union hall Mr Cyril Ramaphosa, general secretary of the National Union of Mineworkers, said the congress was a victory for the "working class masses"

Blocs

The launch of the umbrella body follows years of often angry debate within the independent trade union movement. It also now divides the movement into two huge blocs - the Congress of South African Trade Unions (COSATU), an alliance of the Council of Unions of South Africa (CUSA), and the Azanian Council of Trade Unions (AZACTU)

The main divisive issues are the role of white leadership in the movement, the

registration of unions, the connection between the trade union movement and other more political organisations, and the tensions between the industrial and general unions

Withdrew

The first talks were held in August 1981, and in May this year, at Impelegeng in Natal, the UDF-affiliated unions agreed to enter the federation. CUSA withdrew - it objected to not being treated as a federation and raised doubts about white leadership in the movement

This week - in what is seen as a pre-emptive move against the new super federation - the CUSA and AZACTU unions announced a seven-point programme of action aimed at solidifying support between the union movement and grass-roots political organisations

They also proposed a major initiative to confront the Government over its policies and the state of emergency

Massive Cosatu set to challenge

white
power

DURBAN — The biggest labour federation in South Africa's history met behind closed doors in Durban today for a tough debate on how it can use black industrial muscle to challenge white political dominance.

The Congress of South African Trade Unions (Cosatu), being launched this weekend by 900 delegates, is due to elect its leadership, endorse a constitution and finally to begin debating questions crucial to its internal unity and its ability to intensify the struggle against apartheid.

The Press was excluded from the conference hall at Durban's Natal University today.

Labour sources said the debates would probably show that deep political divisions remain within the 500 000-member Cosatu.

It took four years of talks to settle a framework for the federation.

The 36 unions who joined finally united on the principle of non-racialism in both their own ranks and in their political battle against apartheid.

They cut themselves off in the process from black consciousness groupings — including two union federations with about 200 000 members — which spur white allies.

Today Cosatu must start deciding where it stands in relation to the United Democratic Front, whose broad class and racial base is still suspect to many delegates, nearly all of them black.

Mr Cyril Ramaphosa, leader of the powerful National Union of Mineworkers (NUM), which quit a black consciousness federation to ally itself with Cosatu, made plain in a keynote speech last night that the terms on which it formed any political alliance would have to be "favourable to us as workers".

Political scientists say that if Cosatu can resolve its organisational and ideological problems, it could provide a tough challenge to the Government, taking a much more strongly socialist stand than the banned African National Congress — Sapa-Reuter.

... day of the festivities

Trade unions set to launch super-body

140A Stew 29/11/85

DURBAN — More than 900 delegates representing 37 trade unions will converge on Durban tonight for the first stage of a three-day launch of a new super-federation, which organisers claim will become the biggest watchdog of worker interests in South Africa

Delegates from all over the country will meet at the University of Natal's student union hall for a briefing by Mr Cyril Ramaphosa, leader of the National Union of Mineworkers, one of the main affiliates of the new umbrella federation.

Mr Alec Erwin, a spokesman for the organisers, said last night that with a paid-up membership of 470 000, the federation was already the biggest of its kind in South Africa

After deliberations in committee throughout Saturday, when the federation's first national president will be elected, the formal launch will take place at Durban's King's Park Stadium at 10 am on Sunday

Mr Erwin said Durban's Chief Magistrate, Mr J J Pienaar, had given permission for Sunday's workers' rally to launch the Congress of South African Trade Unions (Cosatu) at the stadium

UMBRELLA BODY

Tens of thousands of workers and their families were expected to attend the rally, he said

Meanwhile, two major South African trade unions announced this week that they would not join the umbrella body. They are the Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu), which together represent some 100 000 workers

Mr Norman Middleton, Cusa's Natal co-ordinator, said only black leaders could effectively serve the majority black worker interests. Mr Middleton said to become effective, a federation serving worker interests must identify itself and participate in the "national liberation struggle." — Sapa

EX 01

Birth of a new trade union giant

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SCWETAN

29/11/85

By JOSHUA RABOROKO

ABOUT 36 black trade unions are geared to launch the country's biggest trade union movement — the Congress of South African Trade Unions — a four-day congress starting in Durban today.

The unions represent over 500 000 black workers countrywide.

Delegates to this historic summit are expected to elect Cosatu's first president and other executive members on Saturday. The newly elected president will address a rally to be held at Kings Park Stadium on Sunday at 10am.

The Chief Magistrate of Durban Mr J J Pienaar has given the go-ahead to the open-air rally.

Miners' leader Cyril

Ramaphosa, chairman of the congress credentials committee, has warned employers that should they fight or attack the workers, the federation will not take the matter lightly.

Federation of South African Trade Unions (Fosatu) president Chris Dlamini, said the new federation will speak for the broad mass of the working classes.

The general secretary of the Commercial Catering and Allied Workers' Union (Ccawusa) Mrs Emma Mashurini said the unions will stand together and speak with one voice.

The new federation has committed itself to the following principles:

- Worker control,
- Non-racialism,
- Industrial unions and

- one union per industry
 - National co-operation between unions, and
 - Representation based on paid-up membership
- Two black conscious-

ness-orientated trade union federations — the Council of Unions of South Africa and the Azanian Confederation of Trade Unions — who are not parties to the new federation will not attend the inauguration.

The past year has turned conventional wisdom on its head by proving that a deep economic recession can be marked by record levels of strike activity

Analysis report that strike activity reached an all-time high this year with wage issues providing a key rallying call for workers hit by inflation

Strikes tended to be of short duration and the majority were attributable to the growing presence of the National Union of Mineworkers' (NUM) in the mining industry. A general assessment of settlements is difficult to attain but industrial relations consultants Andrew Levy and Associates report that strike activity in the metal industry was characterised by a relatively higher number of union defeats

Employers and unionists reported that the State of Emergency complicated negotiations as social and political issues were thrust to the fore. And the industrial relations context became increasingly complex with re-trenchments, the mounting disinvestment campaign and consumer boycotts

The consumer boycott was used increasingly as a weapon to obtain union demands. A prime example was a boycott of Spar products by the Commercial Catering and Allied Workers' Union (Ccaawusa) which began in 1984 and ended in mid-1985

The Natal retail chain had clashed with Ccaawusa over union recognition and the question of reinstating 143 workers fired for going on strike over the dismissal of several union members

A massive boycott was launched and talks this year resulted in union recognition and gradual re-employment of those workers who wanted to work again in lieu of a cash payout.

For the first time trade unions also launched or supported boycotts which no longer targeted selected companies but hit white businesses over wider areas. The

Strike activity reached record proportions

BUS DAY 31/12/85

140A

CLAIRE PICKARD-CAMBRIDGE

National Union of Mineworkers' (NUM) call for a boycott of white businesses in many mining towns springs to mind

The experience of the motor industry was an indicator that a high level of strike activity could hit an industry plagued by re-trenchments and short time.

Major motor manufacturers experienced higher levels of strike action than usual. Those most affected by strikes were Eastern Cape employers such as Mercedes-Benz in East London, Alfa-Romeo in Briss, Volkswagen in Uitenhage, Ford in Port Elizabeth and local component manufacturers. Causes were varied

Mining was one of the most volatile areas and developments in the industry brought some major issues to the fore such as job reservation, mine safety and the position of legal strikers

Job reservation remained an emotive subject and talks between white unions and the Chamber of Mines made slow progress, despite December 31 having been set as a target for concluding negotiations

Tension mounted among several white unions who remained unappeased by the Chamber's "security of employment" guarantees in the event of a non-racial system. But the NUM reacted angrily to the guarantees saying they favoured whites and would not contribute to black advancement on the mines

The white Mine Workers' Union (MWU) said it would only negotiate on security of employment when agreement had been

reached on establishing an industrial council to police agreements. However, the Chamber wants the council's formation linked to changes such as the scrapping of job reservation

Job reservation was also linked to the issue of mine safety. The NUM commissioned an investigation which found that black workers believed white miners neglected safety requirements because their production bonuses were unlimited, while the maximum for blacks was 30% of wages

The report argued that exemptions, allowing some black team leaders to perform certain duties of white miners, could increase accidents when team leaders were not given the formal training and authority to make decisions in the face of danger

The Chamber criticised the findings, arguing that the bonus scheme encouraged safer practices by miners who wished to gain higher productivity

The first half of 1985 was peppered with strike incidents at mines, the most significant being in April when 14 000 workers were dismissed from Anglo American's Vaal Reefs mine and 2 000 from Anglovaal's Hartbeesfontein mine.

The union claimed the strike had been triggered by black miners having to carry out tasks legally reserved for white miners. However, the wage dispute between the NUM and the Chamber was regarded as the most important in the country this year

Wage negotiations resulted in deadlock, followed by unilateral increases in July. This was followed by a widely publicised split in the Chamber's ranks with further improvements being offered by Anglo American, Rand Mines and JCL

This averted the threat of Armageddon in the industry, but strikes involving between 16 000 and 30 000 affected some Gold



ELZJAH BARAYI Cosatu president.

Fields and Gencor mines

A major development of the strike was the NUM's decision to challenge the dismissal of certain Gencor workers in the industrial court, which ruled that Gencor had committed an unfair labour practice and ordered the temporary reinstatement of over 300 union members. The ruling is regarded as significant because it means employers will have to be more careful before dismissing illegally striking workers

The ruling only pertains to a

plan to donate microbuses to the SA Rugby Board for the Intended All Blacks tour

A pivotal event was the death of a Chemical Workers' Industrial Union (CWIU) leader, Andries Raditsela, after being detained by police in May. The Federation of SA Trade Unions (Fosatu) called for national work stoppages and it was significant that most employers dealt tolerantly with the matter

The country's longest recognition dispute was also brought to an end following a settlement between the giant Frame Textile group and the National Union of Textile Workers (NUTW). The union had been established after the 1973 Durban strikes which saw Frame at the epicentre

But another bitter recognition dispute has been simmering between BTR Sarmcol in Howick and Mawu since 1983. A recognition strike broke out at the end of April and the entire workforce was dismissed, with devastating effects on the poverty-stricken community

A watershed development in 1985 was the birth of the Congress of SA Trade Unions (Cosatu). Its leaders adopted a militant socialist stance and vowed that the country's largest union federation would be playing a vital role in the realm of black opposition in SA

Cosatu's gestation period spanned four years, starting with unity talks at the end of 1981 and culminated in the affiliation of 34 unions with a paid-up membership of 450 000

Many industrial relations specialists believe 1986 may be a turbulent year as Cosatu begins to pit its strength against employers. However, the most pressing problem facing Cosatu unions is to complete their mergers within the next six months

Unions remain divided both inside and outside Cosatu and 1986 may well be one of the most important years in labour history as trade union alliances either shift or solidify

specific situation, but is likely to encourage workers to use legal channels

The metal industry also experienced many strikes and annual wage negotiations were particularly protracted

It was a significant year because it was the first time unions affiliated to the SA Council of the Federation (IMF) negotiated as a bloc. And, for the third year running, the Metal and Allied Workers' Union (Mawu) refused to sign the agreement.

A major issue in the industry and an emotive subject was the level at which bargaining should take place

The issue was highlighted when Mawu brought an unfair labour practice allegation against a Seisa member, Hart Ltd, for refusing to bargain at company level on matters covered by industrial council agreements

The court ruled that the company had not committed an unfair labour practice and upheld the notion of voluntarism in collective bargaining

The ruling has far-reaching implications with Mawu in dispute with over 40 employers who refuse to bargain outside the industrial council. It is expected that these employers are likely to resist the demands more strongly

Political issues crept increasingly into trade union demands. One important instance was a strike in July at Volkswagen's Uitenhage plant when workers protested against the company's

Sacked miners occupy hostel

From PHILLIP
VAN NIEKERK

JOHANNESBURG —
About 1 500 miners fired
from Foskor's phosphate
mine near Phalaborwa
in the Eastern Transvaal
have occupied their hos-
tels in Namakgale,
Lebowa, and are refus-
ing to budge

A spokesman for the
National Union of
Mineworkers (NUM)
said yesterday the work-
ers had barricaded
themselves into the
single-men's quarters
and were being fed and
supported by local town-
ship residents

This was confirmed by
Foskor's managing di-
rector, Mr John Stan-
bury, who said the work-
ers had closed the gates
with wire and shaft ste-
wards were in control of
the quarters

The workers were
fired last week for refus-
ing to go underground
and demanding the rein-
statement of 391 workers
sacked a year ago for
striking in protest
against the detention of
NUM general secretary
Mr Cyril Ramaphosa

Mr Stanbury said the
company had agreed to
refer the dismissal of the
1 500 to mediation be-
tween Foskor and the
NUM. He said that the
mine — which has a
workforce of 2 800 — was
still operating at "full
capacity" and that
"those reporting for
work have done a magni-
ficent job"

Mr Stanbury said man-
agement would weigh up
the forceful eviction of
workers from the hostel
very seriously

"We are trying at all
costs to avoid confronta-
tion which could spill
into violence," he said

Cape Town 20/12/45
Racist clause
is scrapped

Municipal Reporter

THE City Council yesterday scrapped a racist employment clause in one of its by-laws after the Cape Town Municipal Workers' Association described the by-law as "abhorrent".

The clause restricted the council in replacing an employee from one "population group" with one from a different "population group".

Call for
mothers
release

Political Staff

THE Congress of South African Trade Unions (Cosatu) yesterday called for the immediate release from detention of two Paarl mothers whose two sons, due to be buried on Thursday, were killed in incidents in Mbekweni township

The Western Cape region of Cosatu said in a statement that Mrs Lizzie Phike, national organizer of the Food and Canning Workers' Union, whose son, Ntemi, 19, was killed last week, and Mrs Lucy Linzi, a member of the union, whose son, Mongezi, 15, also died last week, should be released on compassionate grounds

Cosatu expressed shock at the recent killings of people associated with the UDF, attributing the deaths to the state of emergency and the detention of community leaders

"When leaders are detained and meetings are banned, there is no one who can give responsible leadership, and there is no way differences and disagreements between organizations can be resolved

"It is significant that the police with their emergency powers cannot prevent these killings

"Moreover, it is clear from what our members tell us that the residents of Mbekweni have absolutely no confidence in the intentions of the police to maintain order and the belief is widespread that the police are in fact turning a blind eye to attacks on political activity and organization"

Muscle-flexing season ahead for the unions

140A
L. Mawu
26/12/85

FROM the Sasol mass dismissals dispute — the aftermath of the Reef stayaway — to the formation of the Congress of SA Trade Unions (Cosatu) in December, the emerging union movement took a giant leap into the future in 1985

What exactly that future holds will be seen in 1986, but a turning point has already been reached

Economic depression and burning townships derailed the gradualist, cautious approach which characterised some sections of the union movement before the stayaway in November, 1984

The year began with the threat of national strike action by 24 trade unions in support of 5 000 members of the Chemical Workers Industrial Union (CWIU) fired by Sasol at Secunda for participating in the stayaway

It was an opportunity for the union movement to flex its muscles over a purely worker-related issue but ended in February with a compromise between the CWIU and the company

A fresh wave of retrenchments early in the year as a prelude to deeper economic slump added significantly to the numbers of unemployed and hungry in the already volatile townships

Following Ford's shock decision to merge with Amcar, the jobs of some 30 000 auto and component workers had been lost in an 18-month period

In the metal industry the number of lost jobs since 1982 topped 100 000 and, apart from mining, there was hardly an industry exempt from this massive shrinkage

But still the government stuck to its austerity measures, which were not relieved until late in the year

And Anglo American director and LTA construction chairman Zac de Beer chose probably the worst-ever economic squeeze for the poor to advocate the abolition of minimum wages

In fact, pressure for wage increases intensified during the year, becoming the major strike trigger and providing the two biggest disputes — between the National Union of Mineworkers and the Chamber of Mines, and between the metal unions and Seifsa, the employer body

Neither produced a big bang, and by year end the Metal and Allied

The recession and the burning townships forced an end in 1985 to the gradualist approach of some unions.
PHILLIP VAN NIEKERK reports

'85 LABOUR

Workers Union (Mawu) — the only union not to sign the industrial council agreement — was still in conflict with some 70 companies who refused to negotiate at plant-level

The showdown over plant bargaining was precipitated by the industrial court ruling in Mawu versus Hart Ltd where the court found that a refusal to bargain at plant level was not an unfair labour practice

Dominating individual disputes in the metal industry, however, was the dismissal of 900 workers at the Howick plant of British multinational BTR Sarnool in May

By year end the dispute — which saw a precedent-setting boycott of white shops, a successful stayaway in Pietermaritzburg, sympathy strikes, and international publicity — was still raging with no settlement in sight

Other notable wage strikes during the year included the SA Chemical Workers Union's strike at AECL in Newcastle and the General Workers Union's national strike at Corobrick

On the other hand, four food unions combined in a 10-day bread strike in Durban to win an improved wage settlement

Most industrial action during the year was confined to the mining industry where the National Union of Mineworkers continued its phenomenal growth

In April, Anglo American reacted to the militancy of workers at its Vaal Reef's gold mine near Klerksdorp and dismissed 14 000 in one fell swoop — provoking an angry local and international response

Most of the workers were rehired but Anglo's image as a liberal employer was somewhat tarnished

By the time wage talks started in earnest in the middle of the year — delayed by disagreement between the various mining groups — more than 90 000 miners had been on strike during the year.

The marathon wage talks,



Crowds at the Cosatu launch — many of the most vocal pro-UDF unions get together
picture GIDEON MENDEL, AFP

punctuated by conflict at Gencor mines in July, ended with Anglo and Rand Mines settling with the NUM and the union opting for strike action at Gencor and Gold Fields mines

The strike failed to get off the ground fully, but it provided the NUM with the test case it needed to challenge the right of employers to fire workers on a legal strike

The historic industrial court judgement in the Marévale case, delivered in November, ordered the reinstatement of several hundred miners dismissed for striking and provided potential protection in future for legal strikers

During the year the NUM also posed challenges on the issues of health and safety, and job reservation (which now seems set to be abolished in the new year)

For the union movement as a whole, however, 1985 was a year of increasing involvement in community politics, culminating in the politically-
overt launch of Cosatu in Durban on December 1

In May, more than 100 000 workers observed some form of mourning for CWIU organiser Andres Raditsela, who died of head injuries after being taken into custody

A number of unions were detained following the declaration of the State of Emergency in July and by

year end four senior officials of the SA Allied Workers Union were still facing charges of high treason in the Pietermaritzburg Supreme Court

Support for the consumer boycotts of white-owned shops and warnings to the government on the State of Emergency and the police and army presence in the townships were public signs of the shift in the union movement

Non-labour groups also expressed their solidarity with the unions — notably the African National Congress, which claimed responsibility for the bombings of Anglo American, Anglovaal, Spar, and AECL, companies involved in labour disputes

The launch of Cosatu pulled in many of the politically most vocal trade unions — those affiliated to the United Democratic Front — while leaving out the unions of the Council of Unions of SA (Cusa) and the Azanian Confederation of Trade Unions (Azactu)

The mergers which the new federation has set in motion will ensure that the face of the emerging unions will change next year, with old names and characters giving way to new

And Cosatu's forceful emergence into the political arena ensures, at the very least, an eventful 1986

Jobs axed as plant closes

By Mike Siluma

In a shock move, Putco has closed its Dubigeon Body and Coach assembly plant in Brit-

Most of the approximately 125 workers involved are unaware of the closure which was announced last Friday after they had gone on Christmas leave

In an attempt to inform employees of the decision, Putco is sending letters to affected workers while the National Automobile and Allied Workers Union (Naawu) has called a members' meeting at the Roman Catholic Church Hall in Brits Old Location at 9 am on Saturday

21/12/52
STAR
TOP
140A

PW told to drop charges

The Congress of South African Trade Unions (Cosatu) has sent a letter to President P W Botha, demanding the dropping of treason charges against four leaders of the South African Allied Workers' Union

The four — Mr Sam Kikine, Mr Thozamile Gqwetha, Mr Isaac Ngcobo and Mr Sisa Njikelana — were among 16 United Democratic Front leaders who were charged with treason. Charges against the other 12 were withdrawn last week.

In the letter, Cosatu threatened to take action if Mr Botha did not meet its demands.

Condemning the continued detention of other union leaders, Cosatu said the first step to resolving the present crisis was the release of all those held in detention.

140A (140) (146) (250)

Buthelezi: Cosatu *Cape Times 4/2/85* 'new front for ANC'

ULUNDI — The Kwa-Zulu Chief Minister and Inkatha president, Chief Gatsha Buthelezi, yesterday accused Cosatu, the newly formed Congress of South African Trade Unions, of being a "new front" for the ANC.

The 500 000-strong union federation was launched in Durban at the weekend and called for increased disinvestment from South Africa.

Chief Buthelezi said in a statement yesterday that "seven million Zulus" had not given him a mandate to call for sanctions.

"Those who supported sanctions so far from inside have done so as surrogates of the ANC

"They must resign from their jobs as an example of what they want others to taste when sanctions are applied in South Africa," he said.

Inkatha also urged all its members who belonged to trade unions to report any hostile reference to the cultural "liberation movement" by trade unionists.

It also warned that it had the right to find alternative means of negotiating for workers if any trade union abandoned industrial bargaining in favour of party politics.

These warnings came yesterday in a press release on resolutions of the Inkatha central committee passed here at the weekend — Sapa

CNA and union settle wage dispute

By Sheryl Raine

A wage dispute between CNA (Gallo) and the Commercial Catering and Allied Workers' Union was settled this morning when the parties agreed to an increase of R580 a year for shop assistants and other helpers

Strike action by 700 CNA workers, which was temporarily suspended at the weekend pending the outcome of talks this week, has been cancelled

In a brief statement CNA said an amicable settlement had been reached. Workers would receive the following increases: R20 a month effective from August 1, a further R20 a month from October 1 and an additional R35 a month from April 1 1986

Before the conciliation board began its hearings on the dispute the union was demanding an increase of R600 a year and CNA was offering R537 a year

Mr Michael Wright, the personnel resources manager of CNA, said the settlement also included an undertaking of full productivity from the union over the Christmas period

S/12/85 BUS DAY (140A)

CNA, union avert strike

CLAIRE PICKARD-CAMBRIDGE

THE Central News Agency and the Commercial Catering and Allied Workers Union of SA (Ccawusa) reached agreement yesterday after a wage dispute which threatened to erupt into a national strike

The agreement affects over 1 000 black store and general assistants at 311 outlets countrywide. About 700 are Ccawusa members

Intensive negotiations over the last few days resulted in a settlement granting CNA workers monthly increases of R20 backpaid to August 1, a further R20 from October 1, and an additional R35 from April 1, 1986

This means the average wage for CNA workers will have increased from about R354 a month to R429 by April

Last Saturday was set as the deadline for strike action as 30 days had lapsed

since deadlock was reached, and a conciliation board had not yet been appointed by Minister of Manpower Pietie du Plessis

But a flurry of activity began last Friday when Du Plessis appointed a conciliation board at the 11th hour

Welcoming the establishment of the conciliation board, CNA group personnel resources manager Michael Wright emphasised at the weekend that the company had never closed the door to wage negotiations with Ccawusa

Had the strike gone ahead, it would have been the first staged by Ccawusa at CNA since the union was recognised by the company in 1982

Fresh unemployment initiative welcomed

BUS DAY 6/12/85 140A

THE Unemployed Workers Movement has pledged its support to the unemployment initiative of the Confederation of SA Trade Unions

The UWM, an organisation that has been fairly active in the Western Cape in the past few months, has had its leadership depleted by detentions during the recent wave of unrest

Several members arrested three weeks ago have only just been released

In a statement to the Press, spokesman Shaaheed Mohamad said that the UWM "greeted the launching of Cosatu with great enthusiasm"

"We see the launch as a milestone in achieving working class demands and aspirations," Mohamad said

He said the UWM "saluted the spirit" of the Cosatu resolution on unemployment

With millions out of jobs or underemployed, it was imperative that the trade union movement and the unemployed co-

operate with one another

The struggles of the employed and the unemployed 'are inextricably linked'

The UWM strongly supported Cosatu's call for a national drive to organise the jobless into a united force

"It is important for this employed/unemployed alliance to press for issues such as adequate unemployment benefits, anti-re-trenchment, anti-overtime and anti-scabbing measures" — Sapa

140A

ENTER THE WORKER'S MOSES

Last weekend Elijah Barayi became the leader and spokesman for nearly half-a-million people. His election as the first president of the Congress of South African Trade Unions (Cosatu) (see *Leaders*) is doubtless the high point of a hitherto full political life.

Barayi (55), born at Cradock in the militant eastern Cape, is already the vice-president of the National Union of Mineworkers (NUM), the largest union in SA. He has worked in the mining industry since 1964 and is employed as a personnel assistant at Rand Mines' Blyvooruitzicht gold mine near Carletonville.

He made it clear in his presidential address to 15 000 celebrating union members at a rally in Durban last Sunday that

great emphasis on a demand for the abolition of the influx control laws in his first public speech as president of Cosatu.

Barayi's next brush with the law was during SA's last State of Emergency in 1960. His four months in detention occurred at the same time as the banning of the ANC. That year was the beginning of the end of, at least, overt militant black politics in SA until the Seventies.

Barayi says that the turning point for him came in 1979, when the Wiehahn Commission recommended that black trade unions should be recognised by law. "I said to myself: This is my chance to start organising," he says. And so he did.

His employers felt the effects of his black mineworkers are anything near

ideal, Barayi admits that the company's reputation is justified. But, he emphasises, this can be said only of the top echelons.

He has few kind words to say about middle management and supervisory staff, whom he accuses of being responsible for much day-to-day conflict between black and white in the industry.

Official concern

From now on, though, his official concern will be focused on a wider area than merely his own industry.

He is the head of an organisation, represented in almost every important economic sector, which has set itself very ambitious goals. Achieving them will be a



Barayi ... leader and spokesman for nearly half-a-million workers

Cosatu's major task is a political one. And the tenor of his speech reflected anger and impatience with apartheid. He is no stranger to political conflict and his involvement in the past three-and-a-half decades has been at great personal cost.

While still in his teens — soon after the accession to power of the National Party — he became a member of the youth league of the African National Congress (ANC). He was arrested during the defiance campaign of 1952 — when thousands of people disobeyed the pass laws and presented themselves to the police for arrest, as a form of passive resistance. Little wonder, therefore, that he placed

union work last May, when he led 9 000 Blyvooruitzicht miners out on strike in protest against the dismissal of two shaft stewards. He is also second-in-command of the team which conducts wage negotiations on behalf of the NUM with the Chamber of Mines. By all accounts, he is a tough adversary.

Barayi's employer, Rand Mines, is reputed to be one of the more liberal of the mining houses. For example, together with Anglo American and JCI, they eventually agreed to pay substantially higher wage increases to NUM members than did their competitors this year.

Without conceding that conditions for

difficult task in itself.

But he also has to ensure that Cosatu is able to create real unity of purpose among its member unions, some of which have found themselves in conflict with each other over a variety of organisational and ideological matters until very recently. He says he plans to do this by maintaining strong opposition to injustices suffered by black workers and taking a "sincere and honest" approach to his Cosatu work.

He will certainly need to employ all his determination and experience to make his forthcoming two years in office a success. ■

(140A) FM 6/12/85

The unions surveyed have 306 paid officials — one per 1 186 members. They have signed 450 recognition agreements and are organised in 3 421 workplaces. A single agreement can apply to scores, or even hundreds, of establishments — particularly in the commercial and mining sectors. Webster's survey indicates there were 756 organised workplaces in 1983.

The unions' attitudes towards official and unofficial conciliation procedures are of interest. Of the 23, 10 sit on industrial councils, 14 have used industrial courts, 13 have applied for conciliation boards and 12 have used mediation.

Half of the 23 expressed dissatisfaction with their dealings with the court and only three were happy with their participation on industrial councils. Three expressed satisfaction with the operations of conciliation boards, another three were ambivalent while the rest were dissatisfied. Notably, three-quarters expressed satisfaction with mediation — the only conciliation method mentioned that is usually conducted outside the official channels.

The survey also reflects the increasing involvement of unions in political affairs. Only three unions said they had not participated in political or community issues. Thirteen had encouraged members to participate in work stayaways, while 15 had supported consumer boycotts.

The SALB notes that the total membership of 1 406 302 workers in registered trade unions at the end of 1984, as estimated by the National Manpower Commission, represents about 12% of the economically active workforce. However, the SALB argues that this is not a good yardstick for measuring the extent of unionisation. Instead, it suggests it is more realistic to look at the "organisable population" which excludes professionals and administrative, agricultural and domestic workers as well as workers in much of the homelands.

According to these criteria, about 30% of "organisable" workers are unionised of which 12% are members of the emerging unions. ■

TRADE UNIONS

(140A)

Measuring progress

Coinciding with the launch of the Congress of SA Trade Unions (Cosatu), the SA Labour Bulletin (SALB) has published an analysis of the state of the trade union movement in SA. It reflects significant membership gains and greater consolidation of organisational structures in the emerging unions.

The SALB report is based largely on a survey of 23 of the new generation of emerging unions representing about 363 000 workers — about 70% of the total paid-up membership of emerging unions. Fourteen of the unions are affiliated to Cosatu, while most of the remainder fall under the umbrella of the Council of Unions of SA (Cusa) or the Azanian Confederation of Trade Unions (Azactu).

According to the SALB survey the 23 unions have a total of 12 462 shop stewards, or a ratio of one to every 29 members. By comparison, a 1983 survey conducted by Professor Edward Webster of Wits University's Industrial Sociology Department found there were a total of about 6 000 shop stewards in the emerging unions.

TAPPING UNIONISTS?

The Metal and Allied Workers' Union (Mawu) alleges that some of its senior office-bearers and officials have been approached to become informers by men identifying themselves as members of the security police.

According to Mawu, two senior office-bearers of its national executive committee (NEC) and two administrative officers were visited at their homes and offered substantial monthly payments of between R350 and R500 to provide information.

Mawu says its NEC has strongly condemned this attempt by the security po-

lice to interfere in the union.

Its NEC has reconfirmed a resolution adopted in 1977 that, unless forced by law to do so, Mawu members or officials will not provide any information to any security policeman or agent of any intelligence agency.

The Public Relations Directorate of the SA Police has refused to respond to Mawu's allegations. In reply to FM queries, the directorate stated that the police "do not comment on routine police procedures. For this reason we are not prepared to even inquire whether the allegations are in fact true or not"

140A

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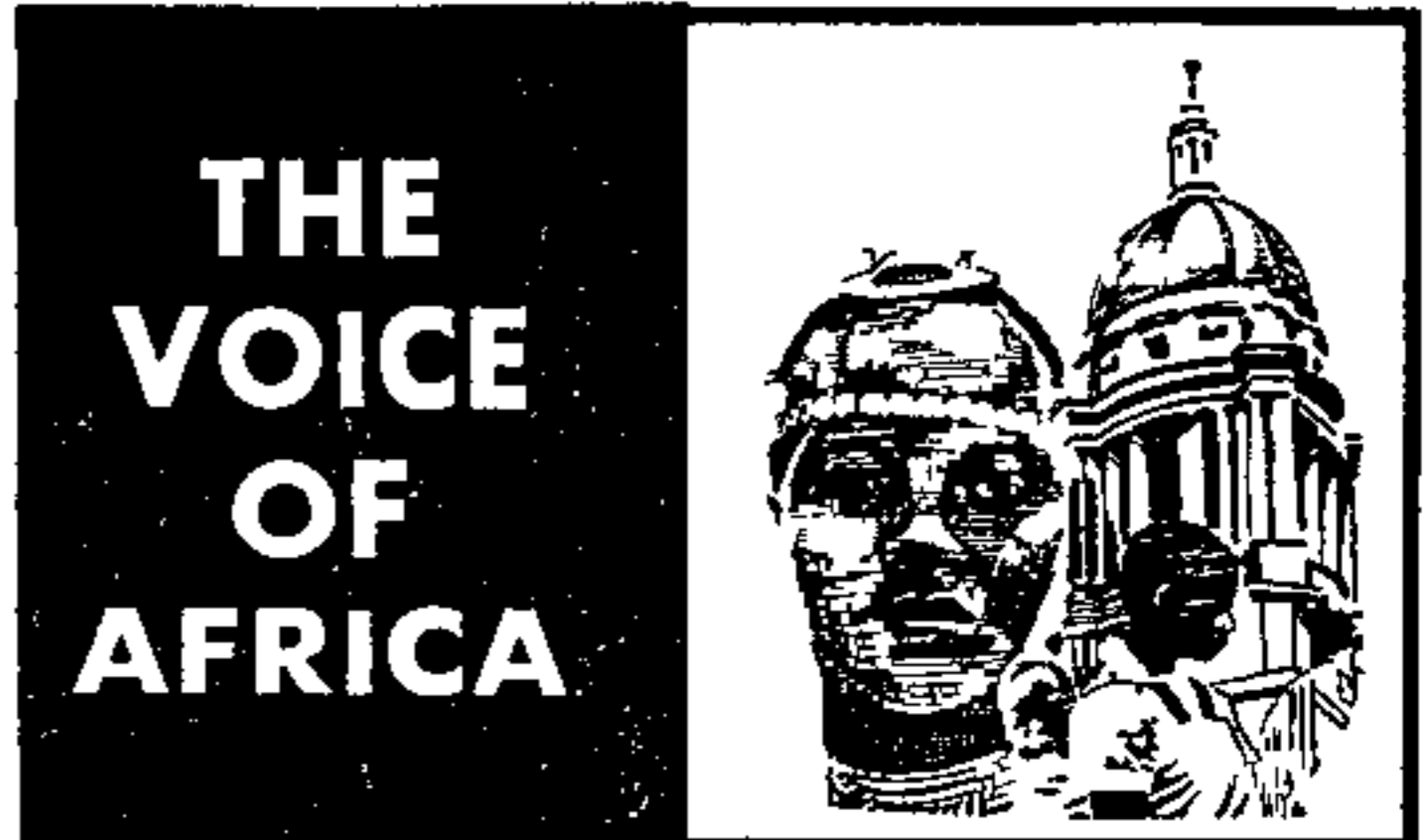
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5/12/35

COSATU w/o ARGUS 7/12/85

A say for the working class

DICK USHER
Weekend Argus Reporter



THE celebration is over — now for the hard work putting the flesh of action to the bones of promises made at the launching of the Congress of South African Trade Unions in Durban last weekend.

Marking the end of an era and the start of another, Cosatu has brought together a mass of workers from strategic unions in an umbrella body promising the creation of a workers' state.

The era started in 1973 with strikes in Durban. These gave impetus to an embryonic black labour movement in various urban centres.

Although blacks were excluded from the then Industrial Conciliation Act's definition of "worker", and despite harassment by the State and hostility from established union and employer bodies, the movement flourished and then achieved "legitimacy" through the Wiehahn Commission.

Reporting to Parliament on May Day 1979, the commission's acceptance of the black workers' right to organise, and to form and join trade unions of their choice led to a mushrooming of union activity with a wide spectrum of ideological bases and organising abilities.

Many of these, although often drawn into community issues, tended to shy away from overt political stances. They preferred to concentrate resources on developing strong shopfloor organisation, educating workers in union principles and focussing attention on industrial issues.

End to skirmishing

But with their membership drawn mainly from the politically denied groups, their emphasis on worker control of unions inevitably meant political concerns had to assume increasing importance in their strategies.

A prerequisite to effective action in this area was an end to the skirmishing and divisions which beset the "emergent" union movement.

Enter Cosatu

Formed after four years of sometimes acrimonious wrangling about union, community and ideological issues, the new federation representing about 450 000 workers immediately took a strong socialist position.

Speeches by two key men in the federation, Mr Elijah Barayi and Mr Cyril Ramaphosa — both of the powerful National Union of Mineworkers — promised the



Part of the joyful crowd at the inaugural Cosatu rally in Durban.

harnessing of worker energy and leadership towards a worker state.

It supported the campaign for disinvestment and passed resolutions directly opposing government policy.

The formation of Cosatu was welcomed by interest groups as divergent as the Federated Chamber of Industries and the exiled South African Congress of Trade Unions. But its political stance also raised hackles — possibly unnecessary knee-jerk reactions.

Union groupings here, as with worker organisations worldwide, have consistently taken political stands and there have been overtly socialist positions before.

What makes Cosatu different is its organisational base and the times in which it has been formed.

Many of the unions at the core of the unity talks had devoted themselves to building strong infrastructures based on sound organisation and worker involvement. Cosatu has pledged itself to strengthen and expand this base, to develop worker leadership in community organisations and issues.

Deepening crisis

In the past, union organisations have made similar commitments and taken lines opposing government policy. But because black workers were almost totally excluded from participation or because of organisational weaknesses these lacked either the foundation or the infrastructure to create real structures out of airy words.

Also, Cosatu's birth came about in years of deepening political and economic crisis.

What political changes there have been, notably the tricameral Parliament, have

met with intense community resistance which, feeding off other issues like unemployment, inflation and the effects of both, have helped intensify the political crisis.

It was to be expected that Cosatu would adopt a strong stance from the outset.

Much work ahead

But there is much work ahead for an organisation that, after all, was four years in the formation and suffered a lot of stresses and strains along the way.

The reorganisation of existing unions into 10 national industrial unions within six months will be a large task. Sectional interests will have to be protected, personal interests satisfied and funds and resources allocated.

On issues such as the nationalisation of mines and other big businesses, Cosatu needs first to get into the position to do this. And many sectors of the economy are, in effect, already nationalised — transport, power, steel, oil and communications.

United action on issues might not be easy either.

The union movement is not a homogeneous mass. Although committed to cooperation at a national level, any combined action by Cosatu would have to be considered in the light of the unions' own interests and, as experience has shown, national strikes are neither easy to mount nor maintain.

The federation also faces major questions about strategies to deal with the masses of unorganised, unskilled rural people who would flock to urban areas if influx control was abolished. If accepted by the government, this would pose a serious challenge to wage structures, organisations and employment practices the unions have developed.

Another question is the growing mass of unemployed youth entering the job market every year. The majority of the black population are under 25, which means the future workforce will be younger, better educated and more politicised than the workers who gave rise to emergent unionism after 1973.

Although Cosatu has made a strong claim for leadership of the working class, there remains the thorny question of black consciousness and the unions in Cusa (Council of Unions of South Africa) and the Azanian Congress of Trade Unions which did not join.

It is unlikely that they will cede to Cosatu the working class leadership role it claims for itself. There are likely to be many stubbed toes on the road to the "workers' state".

| | | |
|--------------------------------|---|--------|
| Skilled/unskilled ratio set | : | No |
| Protective Clothing | : | Free |
| 9. Notice | | |
| Notice period weekly paid | : | 1 wee! |
| Notice period monthly paid | : | - wee! |
| 10. Trade Union Status | | |
| Closed shop | : | -- |
| Union member employment first | : | -- |
| Stop Order facilities for subs | : | -- |

'We'll break our chains'

140A
8/12/85

C. Press

EVEN if it fails to achieve any of its objectives – which is highly unlikely – the very existence of the Congress of SA Trade Unions must send a shiver up the spine of the Government and big business.

The mere thought of 500 000 workers united under one flag – with one of its slogans being "One Union, One Industry" – Cosatu must hold little for the State to be pleased with

The super federation is prepared to work with other progressive political bodies in its determination to dismantle apartheid

In the preamble to Cosatu's constitution, trade union representatives stated that they had "firmly committed ourselves to a united democratic South Africa, free of oppression and economic exploitation"

This could only be achieved under the leadership of a united working class

To achieve this goal, Cosatu said it would have to

- Organise the unorganised workers and build effective trade unions in the factories, mines, shops, farms and other workplaces
- Organise national industrial unions, financed and controlled by worker members through democratically elected committees
- Encourage democratic worker organisations and leadership in all spheres of society with other progressive sectors of the community

Cosatu's guiding motto will be the universal slogan of working class solidarity "An injury to one is an injury to all"

Already union and industrial relations sources say the super federation could pose the

MONO BADELA reports on the birth of a new giant – Cosatu



most serious internal threat yet to PW Botha and his Government

They contend that Pretoria could find it had allowed the growth of a radical union with considerable industrial muscle which was determined to join the political fight to overthrow apartheid

"On any scale, it's the biggest federation in South African history and by far the most representative," Jon Lewis of the monthly SA Labour Bulletin – who attended the four-day conference – told City Press

"It rests on an alliance between the independent trade unions, whose shop floor organisation is far better than the equivalent of, for example, Great Britain, and the national liberation groups"

University of the Witwatersrand-political scientist Mark Swilling said "The federation could become a very substan-

tial force to be reckoned with and may move beyond the demands of the African National Congress"

Cosatu was launched at a rally attended by nearly 15 000 workers at King's Park Stadium in Durban last weekend

Cosatu president Elijah Barayi – in his acceptance speech – gave Mr Botha a six month ultimatum to end the pass laws

The statements and resolutions drawn up at Cosatu's launch demanded

- The immediate lifting of the state of emergency
- The withdrawal of the SADF and all "apartheid" security forces from the townships
- The unconditional release of all political prisoners and detainees
- The unbanning of banned individuals and organisations as a prelude to the creation of "a democratic South Africa

where all shall live in peace and prosperity"

Cosatu rejected the Government's homeland policy and would struggle – together with other democratic forces – for the creation of a democratic and unitary South Africa

Cosatu also believes that all forms of international pressure on the SA Government – including disinvestment – was an essential and effective form of pressure on the SA regime

Cosatu supports disinvestment

The new federation said the present education system in South Africa was designed to keep the working class in ideological bondage

It was also aimed at fostering divisions and anti-democratic values within the working class

Cosatu said education was vital in the liberation struggle of the working class and it should serve the interest of the vast majority of the people

It called for the establishment of one non-racial system of education

This education system should develop human potential to the fullest, and create and transform skills and abilities accessible to the oppressed and exploited

What Cosatu thinks ...

"RELEASE Nelson Mandela and hand over the reins of government to him"

This was the first remark made by Elijah Barayi after he was elected leader of the 500 000-strong Congress of South African Trade Unions

He and three others – general secretary Jay Naidoo, national treasurer Maxwell Xulu and assistant secretary Sidney Mufamadi – were elected unopposed

Two others elected to the Cosatu executive are first vice-president Chris Dlamini and second vice-president Makhulu Ledwaba

Born in Cradock, Mr Barayi is a veteran of the 1950s labour battles. He is also vice-president of the 180 000-strong National Union of Mineworkers

Vice-president Chris Dlamini became involved in trade union work at Kellogs in Springs

As chairman of the shop stewards at Kellogs, he won the first formal recognition agreement in the Transvaal for the Sweet, Food and Allied Workers' Union

He became SFAWU president in 1979 and president of the 130 000-strong Federation of South African Trade Unions in 1982

What others think ...

KWAZULU Chief Minister Gatsha Buthelezi this week accused Cosatu of being a "new front" for the African National Congress

He called on the leaders of Cosatu to resign from their jobs and experience "what disinvestment would mean to the workers"

Chief Buthelezi – who was not invited to the Cosatu launch and was mocked by several speakers – said in a statement that "seven million Zulus" had not given him a mandate to call for sanctions

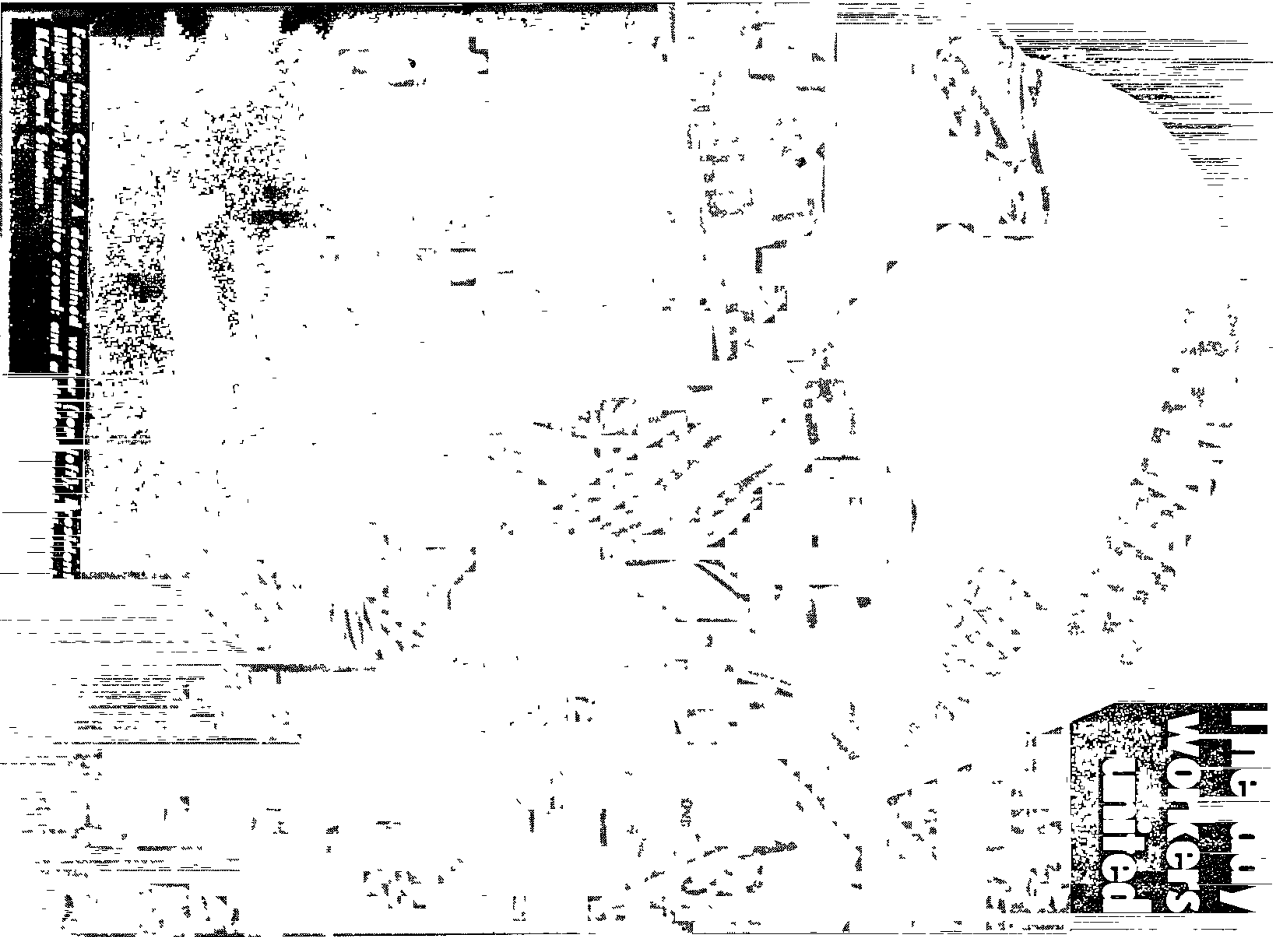
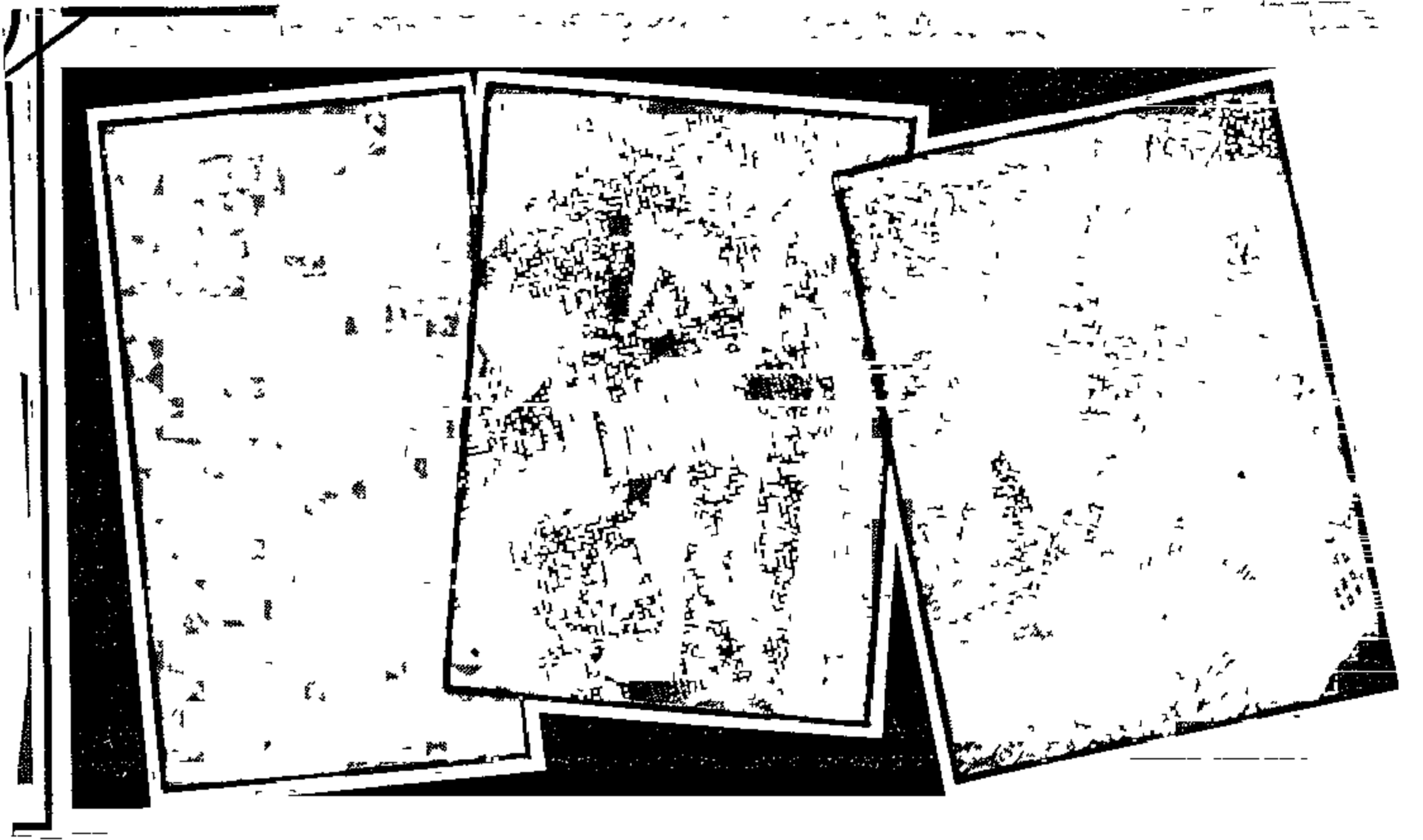
Nor had the other "thousands of blacks" he addressed regularly, he said

Chief Buthelezi's Inkatha has urged all its members who belong to trade unions to report any "hostile reference" to Inkatha by trade unionists

PFP leader Dr Frederick van Zyl Slabbert told the South Africa-Britain Trade Association in Cape Town this week that the ANC, PAC, UDF and other movements such as Cosatu would dampen their "violent activities" if the Government made positive moves to dismantle apartheid

"What the ANC and PAC need is a general package of reform. Isolated events rescinding specific legislation are counter-productive," said Dr Slabbert – Sapa

cont ↓



**The Daily
Workers
United**

Faces from Cesalnu: A determined work force (top left); a poster in Elgin County's massive crowd; and a flag at Park Stadium.

Union leader warns of rent boycott

9/12/88
MCCUNY
110A

QUEENSTOWN—V. En-
jah Barayi, the leader of
Cosa'u, the new super-
federation of South Afri-
can trade unions, has
warned that blacks might
refuse to pay taxes and
rent if the Government
failed to meet popular
demands.

Addressing more than
20,000 people at a mass
funeral of 11 unrest vic-
tims in Queenstown, Mr
Barayi called on Presi-
dent Botha to resign, say-
ing he had failed to steer
the country clear of
turmoil.

Jailed ANC leader Nel-
son Mandela was being
qualified to lead South
Africa, he said.

The unions also re-
iterated pronouncements
made at the Cosa'u
launch in Durban last
weekend that passes
would be burned if the
pass laws were not abol-
ished within six months
and that the new feder-
ation would engage itself
actively in community is-
sues.

If the political order in
this country does not
change soon we will

refuse to pay taxes and
rent.

This is the land of our
togetherness anyway, he
said.

Eleven victims of police
action in November 17
were buried in Mlangeni
township on Saturday
after an hour-long service
in the local soccer stad-
ium.

Meanwhile the Resi-
dents' Committee says it
has taken custody of only
12 bodies.

These include an influ-
ential community leader
Mr Lizo Ngcana 71 who
was intimately involved
in the Residents' Commit-
tee and the Queenstown
Chamber of Commerce on
the consumer boycott.

Addressing mourners
the UDF's Eastern Cape
secretary Mr Stone
Sizani said the Boycott
Committee had another
secret weapon — (Sapa)

1500 on strike at mine

ABOUT 1 500 workers at the Randfontein Estates Gold Mining Company went on strike yesterday

CLAIRE PICKARD-CAMBRIDGE

The strike follows the death of one worker and the arrest of others involved in a clash with police on Sunday

General manager of human resources for Johannesburg Consolidated Investment, Jeremy Nel, said he understood employees at Cooke Shaft No 1 had refused to go underground because they were demanding the release of workers arrested by the SAP

Nel said Sunday's clash occurred when some mine employees had been met by the SAP who had been called by a shopowner to investigate an incident at a shopping complex off the company's property.

He said the workers, who were striking

illegally, would receive a second ultimatum today if they did not return to work

A police statement said members of the SAP had been stoned by a crowd of blacks on Sunday. The police fired at the group with teargas and shotguns. One man was killed and 41 men were arrested. About 20 of the arrested men were wounded. A police spokesman said yesterday the arrested men would be charged with public violence

The National Union of Mineworkers is not recognised on the mine, but an NUM spokesman said management had tried to prevent workers going to the union meeting on Saturday by putting up roadblocks on routes leading to Cooke Shaft 2 and 3

140H 18/12/85 BUS DAY

BUS DAY 9/12/85

We might refuse to pay rent

14014

Barayi

THE leader of the new super union, the Congress of South African Trade Unions (Cosatu), Elijah Barayi has warned that blacks might refuse to pay taxes and rents if government failed to meet popular demands.

Addressing more than 20 000 people at a mass funeral of 11 unrest victims, in Queenstown on Saturday, he called on President P W Botha to resign, saying he had failed to steer the country clear of turmoil.

Jailed ANC leader Nelson Mandela was better qualified to lead SA, he said.

Barayi also reiterated pronouncements, made at the Cosatu launch in Durban recently, that passes would be burnt if the

pass laws were not abolished within six months and that the new federation would engage actively in community issues.

"If the political order in this country does not change soon we will refuse to pay taxes and rent. This is the land of our forefathers," he said.

Eleven victims of police action on November 17 were buried in Mlungisi township on Saturday after an hour-long service in the local soccer stadium.

These included community leader Lizo Ngcana, 71, who was intimately involved in the Residents Committee and the Queenstown Chamber of Commerce on the consumer boycott.

The ages of the other 10 victims ranged from 15 to 54 years.

Addressing mourners, United Democratic Front's Eastern Cape secretary Stone Sizani said the Boycott Committee, which had organised a five-month boycott which crippled scores of white businesses in Port Elizabeth had another "secret weapon".

The boycott in Port Elizabeth has been suspended for five months but its organisers have threatened to launch a national effort for April, to coincide with threatened Commonwealth sanctions, if its long-term demands were not met by then. — Sapa



Black & White has been distilled, matured, blended and bottled in Scotland since 1884. Now enjoyed in a hundred and sixty eight countries throughout the world.

LABOUR ROUND-UP

140A

9/12/85 9/12/85

NEW

SWA labour Bill arouses criticism

THE PASSAGE of a Bill which effectively prohibits outside trade unions from registering or organising in SWA has unleashed a volley of criticism from concerned groups.

The Wage and Industrial Conciliation Amendment Bill has already passed through SWA's National Assembly, but has not yet been officially promulgated in the *Government Gazette*.

It is a significant development for SWA workers because they are not generally organised and there are not reported to be any active, representative or effective unions for black workers in the country.

The National Union of Mineworkers (NUM) has strongly condemned the Bill, saying it is a violation of the Bill of Rights adopted by the interim government.

NUM's national security officer, Howard Gabriel, said the Bill was clearly aimed at the NUM and that the union would definitely be taking steps to oppose it.

"The workers of Namibia approached our union to be organised because conditions of employment are exactly the same with De Beers in SA.

"The present interim government is taking the same disastrous route as the governments in so-called independent homelands by banning the right of workers to join any trade union of their choice," he said.

A prominent Windhoek labour lawyer, David Smuts, said a lot of criticism had been levelled against the interim government's Manpower Minister Moses Katjuongua, who claimed the Bill did not curtail trade union rights and would simply prevent possible political manipulation.

Smuts said there was already a law which prohibited any union from affiliating to or receiving assistance from a political party.

"The Bill, which contravenes the principle of freedom of association, is undesirable and



BUSINESS DAY labour reporter, CLAIRE PICKARD-CAMBRIDGE, looks at topical issues in a weekly round-up of events on the labour front.

unconstitutional in terms of the Bill of Rights," he said.

Consolidated Diamond Mines (CDM) public relations manager, Clive Cowley, said CDM had not been consulted by the government about the contents of the Bill.

He said CDM had been having discussions with the NUM and had agreed to grant access to the union prior to the introduction of the legislation in the National Assembly.

"We remain committed to the principle of freedom of association and the right of employees to organise themselves into trade unions of their choice within the framework of Namibian laws."

He said CDM would continue negotiating with the NUM for employees on the SA side of the Orange River. These employees worked on a CDM farming operation which provided fresh food and vegetables to people in Oranjemund living on the mine.

It is understood that the legislation will be contested by a recently established group in SWA, the Workers' Action Committee, which formed to promote the establishment of unions and to protect worker rights.

□ □ □

IT SEEMS as if the dust has settled on a dispute which flared between two formerly close associates, the SA Boilermakers' Society (Sabs) and the Metal and Allied Workers Union (Mawu).

The two unions had enjoyed close contact as fellow affiliates of the local International Metalworkers' Federation (IMF) council, and the Sabs was one of the few established unions to have good links with

an emergent union.

However, a strike by Mawu at Feralloys in Machadodorp in July led to a loss of accumulated benefits for workers who were dismissed and reinstated. The 21 Sabs members told the Industrial Court they had been forced to take part in the strike after intimidation by Mawu members and the court granted the temporary reinstatement of their lost benefits.

Sabs assistant general-secretary, Willie Coetzee, announced last week that Feralloys had agreed after meeting with Sabs this week to reinstate benefits lost by Sabs members.

Coetzee said Sabs was very satisfied with the arrangement and believed there had been a reconciliation with Mawu. He believed the relationship between the two unions was improving and said Mawu had sent Sabs a letter undertaking to consult with Sabs shop stewards at Feralloys if any action was taken in future.

□ □ □

ON THE other hand it is not clear whether an acceptable settlement has been reached for all the general assistants in public hospital services who are to receive pay rises backdated from November 1.

Unionists are claiming the workers will still be receiving "poverty wages" because some of these workers receive as little as R150 a month.

The increases, announced soon after the Baragwanath strike, affect thousands of workers who are likely to receive average increases ranging between 6 and 18,5%, according to the Director of Hospital Services Dr Hennie van Wyk. Van Wyk said it was not department policy to re-

lease further details about salaries.

The increases were approved by the Commission for Administration after representations by the Department of Hospital Services.

Increases for nursing staff have not yet been announced.

A spokesman for the Black Health and Allied Workers Union of SA (Bhawusa), which organises in most Witwatersrand hospitals, said although any increase was welcome, most workers would still be left impoverished.

He said the increases would not quell the dissatisfaction of workers at the Baragwanath and Witwatersrand hospitals until the last nine workers who were dismissed for refusing to work about three weeks ago were reinstated.

He said hospital workers needed grievance and negotiating machinery otherwise the chance of strikes would remain. The type of worker representation should be negotiated with workers, and authorities should recognise unions to which workers belonged, he said.

A physician at Coronation Hospital, Dr Yusuf Veriava, said yesterday workers remained insecure because they could still be dismissed within 24 hours. These workers, who worked a 48-hour week, worked the longest hours and were the lowest paid in the public sector, he said.

□ □ □

LEGAL argument has been completed in the case of a worker who was fired after refusing to remove a United Democratic Front (UDF) badge from his overall.

Isaac Phooko, a former employee at Atlantis Diesel Engines in Cape Town, has applied to the Industrial Court for permanent re-instatement on grounds that he was unfairly dismissed.

The company did not lead evidence. Judgment is expected early next year.

Cosatu leader Barayi urges PW to resign

1140A
9/12/85
DISPATCH

QUEENSTOWN — The president of the newly-formed Congress of South African Trade Unions (Cosatu), Mr Elijah Barayi, has again criticised the government strongly and has urged the State President, Mr P. W. Botha, to resign.

"Cosatu's message to P W Botha is that he must resign because he has failed to do his job — the only man that can do his job is Mandela," he told mourners at the mass funeral on Saturday of 11 people who were killed in police action in Mlungisi on November 17.

Mr Barayi reiterated calls he made at Cosatu's launch last weekend. He said he warned President Botha he only had six months to dismantle apartheid. He said people were moving forward in their struggle for a "free South Africa", and that they could not be stopped any more.

Mr Barayi said he could not see why President Botha had banned Cosas, seeing that both Mr Botha and former President and premier, John Vorster, were active in the Ossewa-Brandwag.

"They were not killed in those days by the Smuts-regime. Why are they now killing our children? We also know that Mr Botha was then campaigning in the schools for the teaching of Afri-

kaans — why then is he now banning Cosas?" he said.

He also reiterated his warning to the South African Government that Cosatu was determined to take over the rule of South Africa and would nationalise all the mines.

One of the other main speakers at the funeral was the national chairman of the UDF, Mr Curnick Ndlovu. Mr Ndlovu is a listed person and may thus not be quoted.

Mrs Molly Blackburn, the MPC for Walmer and Black Sash member made a call on the State President to clarify his policy on violence.

"Mr P W Botha said he will not speak to Mandela if he does not fore-swear violence. I asked him what his policy on violence is. He must tell us where he stands on the Langa massacre, the deaths of Matthew Goniwe, Fort Calata, Sicelo Mhlawuli and Sparrow Mkhonto."

"Where are the Pebco men? We are also told that 93 per cent of all black males detained suffer from some form of torture. We demand an answer. What is P W Botha's policy on violence?" she said after she had offered her condolences to "especially, the wives and mothers" of the 11 unrest victims buried here on Saturday.

Mrs Blackburn said it was her hope the people did not die in vain, and said people attended mass gatherings such as the funeral because they were seeking peace and prosperity for the people of South Africa.

Wooden replicas of AK-47 rifles and plastic toy guns were brandished by some youths at the funeral



SAP & Times 9/12/85
140A

Cosatu official meets ANC men

Own Correspondent

HARARE — The general secretary of the newly-formed Congress of South African Trade Unions (Cosatu), Mr Jay Naidoo, held talks here at the weekend with leaders of the African National Congress

Mr Naidoo is understood to have met ANC secretary-general Mr Alfred Nzo, treasurer-general Mr Thomas Nkobi, Mr Mac Maharaj, Mr Thabo Mbeki and other members of the ANC executive who had travelled here from Lusaka for last week's emergency conference of the World Council of Churches

The conference ended with a call for an international trade blockade of Pretoria and world backing for South African liberation movements

An ANC spokesman denied that Cosatu was a front for his organization, although he welcomed its recent formation in Durban as an umbrella body for all workers opposed to apartheid

Mr Naidoo predicted the Republic would face "one of the worst strikes in its history" if the government carried out its threat to repatriate migrant workers from neighbouring countries

This was mooted by President P W Botha as possible retaliation if comprehensive economic sanctions were imposed

Mr Naidoo said Cosatu was committed to strengthening ties with labour organizations throughout the region, and while in Harare he had held discussions with the Zimbabwe Congress of Trade Unions

The ANC's sudden prominence on the Harare scene came hard on the heels of an accusation by the Minister of Foreign Affairs, Mr Pik Botha, that the organization is infiltrating its guerillas into the Northern Transvaal from the remote Zimbabwean south-west to plant landmines that have killed one person

This has been denied by the Zimbabwean Government.

CAPE TIMES 10/12/85

~~217~~ ~~218~~ ~~219~~ 1407

Arrests: Miners told to go back to work

Own Correspondent

JOHANNESBURG — About 1 500 miners at Johannesburg Consolidated Investments' Randfontein Estates gold-mine complex have been threatened with dismissal if they do not today end their strike for the release of a number of colleagues arrested on Sunday

At least one miner was shot dead and a number were injured and arrested on Sunday night when police fired on workers returning from a National Union of Mineworkers' meeting in Carletonville

Mr Jeremy Nel, JCI's industrial relations manager, said a number of mine employees from Randfontein Estates had met by policemen called out by shopowners

Mr Nel said an "incident" occurred resulting in one employee being shot dead, while a number of others had received injuries. There had been no "unrest" in the hostels

Following the shooting, the entire dayshift of Cooke shaft one — 3 000 workers according to the NUM, and 1 500 according to Mr Nel — refused to go underground

CAPE TIMES

10/12/85

ANC, ~~ANC~~ Cosatu ⁽⁴⁰⁴⁾ talks 'fruitful'

JOHANNESBURG —
The general secretary of
the Congress of South
African Trade Unions,
Mr Jay Naidoo, held in-
formal talks with senior
members of the ANC and
Sactu "to exchange
views on the present cri-
sis in South Africa".

A Cosatu statement re-
leased here yesterday
said Mr Naidoo was ap-
proached by an African
National Congress/South
African Congress of
Trade Unions delega-
tion at the World Coun-
cil of Churches confer-
ence in Harare last
week.

"Comrade Naidoo re-
ported that the talks
were very fruitful and al-
lowed a frank and open
exchange of views," the
statement said.

The ANC/Sactu dele-
gation had welcomed the
formation of Cosatu as a
progressive step in the
struggle for workers'
right and as part of "the
broader struggle for
freedom in South
Africa".

"They also agreed with
the necessity of Cosatu
uniting all workers
while remaining inde-
pendent and account-
able to the needs and as-
pirations of the working
class as expressed
through its leadership
and the structures of Co-
satu."

Other issues discussed
were the recent meet-
ings between the ANC
and big business, the
Progressive Federal
Party and other organ-
izations — Sapa

Cosatu holds talks with the ANC in Harare

E. Post 10/12/8
LLOA

JOHANNESBURG — The general-secretary of the newly formed Congress of South African Trade Unions (Cosatu), Mr Jay Naidoo, has held informal talks with senior members of the African National Congress (ANC) and the South African Congress of Trade Unions (Sactu)

The meeting took place at the World Council of

Churches' (WCC) conference in Zimbabwe last week

A Cosatu statement said Mr Naidoo had been approached by an ANC/Sactu delegation at the conference in Harare "to exchange views on the present crisis in South Africa"

"Comrade Naidoo reported that the talks were very fruitful and al-

lowed a frank and open exchange of views"

The organisations "agreed with the necessity of Cosatu uniting all workers while remaining independent and accountable to the needs and aspirations of the working class as expressed through its leadership and structures"

Another issue discussed was the recent series of meetings between the

ANC and big business, the Progressive Federal Party and other bodies

The statement said Mr Naidoo had reiterated the resolution taken at Cosatu's inaugural congress calling for the unbanning of all individuals and organisations, the release of political prisoners and detainees and the lifting of the state of emergency

While in Harare, Mr

Naidoo also met church leaders and the president of the Zimbabwe Congress of Trade Unions (ZCTU), and discussed ways of consolidating links and solidarity between Cosatu and democratic unions in Africa.

ZCTU welcomed the formation of Cosatu as "a watershed in the struggle of the working class in South Africa". — Sapa

Cosatu ^{140A} ~~140A~~ leader meets ANC, ^{10/12/87} Sactu

The secretary-general of the new Congress of South African Trade Unions (Cosatu), Mr Jay Naidoo, has met senior members of the African National Congress (ANC) and the South African Congress of Trade Unions (Sactu) in Harare.

Mr Naidoo, in Harare to address a World Council of Churches conference, described the talks as "very fruitful" with a frank exchange of views.

A Cosatu spokesman said yesterday the meeting had been suggested by the ANC and Sactu.

The two organisations welcomed Cosatu's formation as "a progressive step in the struggle for workers' rights and for freedom in South Africa".

They also agreed with Cosatu's aim of uniting all workers while re-

maintaining independent of other organisations.

Other issues discussed included the recent meetings between the ANC and South African businessmen.

During the meeting Mr Naidoo reiterated Cosatu's demand for the release of political prisoners and detainees and the lifting of the state of emergency.

This would open the way for all organisations to canvass, in a democratic manner, the aspirations of the people and lead to the emergence of a free, non-racial democratic society.

Mr Naidoo also spoke to the president of the Zimbabwe Congress of Trade Unions about how links between Cosatu and other African unions could be consolidated.

Major shift in role of black unions

WITH THE majority of the black population in South Africa under the age of 25, and growing, the future industrial and commercial work-force will be younger, more educated and more politicised, according to industrial-relations consultant Gavin Brown.

In his latest book on industrial relations in South Africa since 1979 he said that the ability of the economy to absorb this 'explosion of black youth' through to the 21st century was seriously doubted by many and would have a major impact on the social, political and economic structure of South Africa

His views have been echoed by the launch last week of South Africa's newest and most powerful trade-union federation which collectively represents more than 500 000 workers from a wide spectrum of the economic fabric

The launch of the Congress of South African Trade Unions, Cosatu, which is committed to a militant stand against apartheid, marks a major shift in the role of South Africa's emergent black unions

Federation

The best organised of the country's new black unions, granted legal recognition only over the past six years, have so far concentrated on improving pay and working conditions in battles with individual employers

But after four years of heated discussions they have agreed to join forces with loosely based, politically orientated general unions in forming South Africa's biggest-ever labour federation, pledged to mounting a tough challenge to the Government

Cosatu decided at its weekend launching conference in Durban to use the political muscle of its affiliated unionists to fight apartheid and to campaign for the nationalisation of major industries

In his book *Hard Labour*, just published, Mr Brown said that although it was likely that black union growth would continue into the 1980s and beyond the trend obviously could not continue indefinitely

'Similarly, as the labour movement matures and greater bar-

gaining skills are developed on the shop floor the trends in regard to strike action can be expected to change

'Against this must be weighed the inevitable political connotation that attaches to South African strikes in an environment where black workers have no other credible avenue to pursue socio-political objectives

'Perhaps until these avenues are created South Africa will continue to defy the more classic international expectations of industrial relations'

Cosatu is committed to merging its 34 affiliates into 11 industry-based unions and it set itself a six-month target to achieve this.

About 200 000 workers in black-consciousness federations have refused to join Cosatu because of its commitment to non-racialism.

In practice this merely means that Cosatu can keep on the white activists who have played a major role in planning shop-floor organisation and passing on negotiating techniques to black workers who have limited educational opportunities under apartheid.

Weakening

White workers are linked in the 100 000-strong Right-wing South African Confederation of Labour Associations, while about 300 000 workers are left in the weakening Trade Union Council of South Africa, which takes a centrist line

Mr Brown said that by mid-1985 it was obvious that the labour revolution had entered puberty and that an important phase in South African industrial relations was coming to an end

A new maturity was evident in the strategy and tactics of employers and unions alike. The formation of new unions had slowed considerably from the heady days of 1979/80 and many employers were displaying a measure of skill and confidence in the collective bargaining process, he said

There were very few employers in the country for whom dealing with a strike was still a theoretical exercise

Against a background of drought, an economy in deep recession, rising civil unrest and a certain loosening of the apartheid system it seemed certain that the South African trade-union movement would become a key factor in future political

and advisers who had first become prominent in the Durban strikes of 1973 and had later moved on into important positions in the emergent union movement'

The Council of Unions of South Africa, Cusa, was particularly displeased with the influence of this group as it ran counter to Cusa philosophy of promoting black leadership above all others

Mariah Vengtas

Labour Reporter

developments, Mr Brown added

A prerequisite for greater political involvement is the establishment of a broad-based unity in the labour movement and in this regard moves were made to bring together a major grouping of unions into what has been dubbed the 'superfederation'

Those unions that had displayed a reluctance to merge in the new superfederation had done so for various reasons

'There was a degree of suspicion and hostility toward the key role played in the new superfederation by white officials

Cusa was joined in this view by a number of other unions, all of whom adhered to the 'black consciousness' philosophy

'Whatever the philosophical merit of their stance it had the practical effect of denying these unions access to important skills at a time when such skills were already scarce in the labour movement

'Perhaps for this reason they had consistently failed to show the growth and resilience which were evident among unions who cared little about the colour of their officials' skins,' Mr Brown added

11/2/85
40A
Mercury

Bawu to hold AGM in Natal

THE Trade Union Council of South Africa has welcomed the formation of the Congress of South African Trade Unions. Tucsa believes any move to promote the well-being of workers is in the best interests of the workers in South Africa.

Tucsa has also said it wants to co-operate with Cosatu on issues of mutual concern.

Cosatu was formed recently after five years of hard negotiations. It claims to represent more than 500 000 workers throughout the country.

Bawu

• The Black Allied Workers' Union (Bawu) holds its annual general meeting in Durban on Saturday.

• The membership of Council of Unions of South Africa will increase when the Meat Distributors and Allied Workers' Union joins Cusa next year.

The Mdawu was formed recently. It vowed to fight for workers' rights, especially in the black townships.

• The merging of Electrical and Allied Workers' Union and the Electrical and Allied Trade Union has heralded another era for the workers in this industry. Their new offices are at Trade Hall Building, 90 Anderson Street, Johannesburg.

Their telephone number is 836-9000.

• The Transvaal secretary of the Metal and Allied Workers' Union, Mr Moses Mayekiso, has been refused passport by the Government to travel overseas. No reasons have been given.

• The International Labour Organisation (ILO) says the Codes of Conduct introduced seven years ago for companies operating in South Africa have not improved black workers' lives significantly.

• The Government plans to introduce new regulations to curb asbestos-related diseases. The move has been supported by the Black Allied Mining and Construction Workers' Union.

• The Vaal Trade Union Co-ordinating Committee has denied claims by the Lekoa Town Council and the Oranje-Vaal Development Board that they have agreed that Vaal residents will soon pay outstanding rents. A spokesman for the committee has accused the council and the board of not bargaining in good faith and "we will soon stop talking to them".

• The general secretary of Cosatu, Mr Jay Naidoo, met top officials of the African National Congress in Harare last weekend.

However, Mr Naidoo has dismissed allegations that Cosatu was an ANC front.

"We are a front for the workers, but in the present political climate you cannot separate workers demands from politics," he said.

• The Media Workers' Association of South Africa has pledged solidarity with journalists on the Ilanga newspaper in Durban, who have been on a sit-in since Thursday to protest against the newspaper's bias towards Inkatha.

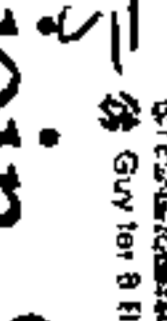
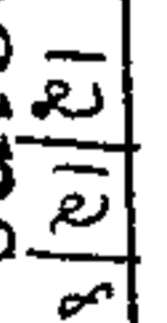
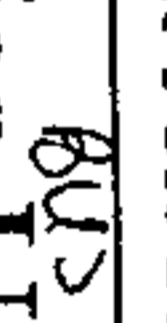
Fosatu

• The Food Canning Workers' Union and the Sweet Food and Allied Workers' Union will merge next year. This is likely to be followed by many unions.

• The Federation of South African Trade Unions (Fosatu) has rejected an invitation to talks with the Minister of Manpower, Mr Pietie du Plessis, and the Minister of Foreign Affairs, Mr Pik Botha, this week.

• This year, for the first time, workers from the three Pilkington/Shatter-prufe plants organised by the Chemical Workers' Industrial Union came together for national negotiations.

WORKERS' DIARY —
By JOSHUA RABOROKO



TUC, Cosatu hail move as six major UK chains join SA boycott

JOURNIST MALHERBE

LONDON — The anti-SA boycott campaign received a strong boost yesterday when six major British chains announced they had decided not to stock SA goods.

Trades Union Congress (TUC) general secretary Norman Willis announced the stores' decision yesterday after TUC leaders and delegates of the newly-formed Congress of SA Trade Unions (Cosatu) had met for the first time. Both sides welcomed the move.

The decision by the six stores came after written representations by the TUC to Britain's top 50 retailers, calling on them to remove SA goods from their shelves.

Earlier this year the Co-op chain announced it would cut its links with SA, and Sainsbury's and Tesco's said last month they were seeking alternative sources of supply for SA goods.

Willis said Littlewoods, British Home Stores, Argos, Next fashion stores and Harts Queensway had told the union they would no longer stock SA products. An anti-apartheid representative said another chain, Richard Shops, had made a similar announcement.

Speaking at a Press conference after meeting Maxwell Kulu, Jeffrey Vilane and Bernie Fanaroff, all leading officials of the SA Metal and Allied Workers Union (Mawu) and Cosatu, Willis said Britons recognised the horrors of apartheid.

"Apartheid is bad business. Shoppers don't want so-called bargains — at Christmas or any other time — paid for by the suffering of innocent black South Africans".

He attacked the British government's refusal to impose comprehensive economic sanctions against SA.

The TUC would continue to try to persuade retailers to boycott SA goods, Willis said.

It would also keep a "peady eye" on the British government to monitor its response at the end of the six-month re-

● To Page 2 →

Cosatu backing for boycott

13/12/85



THE Congress of South African Trade Unions says it endorses the boycott of white-owned shops. 13/12/85

This decision was taken by Cosatu's shop stewards council at a meeting in Springs this week.

Cosatu also called on the youth and members of the community to support the boycott in a disciplined fashion without promoting chaos and confusion.

"By so doing we will be trying to avoid violence in the townships. The boycott should be a

peaceful demonstration of the oppressed masses against exploitation," the statement said.

Various organisations in the Vaal Triangle have also supported the boycott. SOWETAN

In a statement the organisations which include the Vaal Trade Union Co-ordinating Committee, the Sharpeville Civic Association and the Bophelong Committee of Ten, said they pledged their solidarity with the boycott because their demands have not been met by the authorities.

R Y CHRISTMAS MERRY

Soviet and Zimbabwean delegations on possible military assistance to Zimbabwe

To cap it all, the Zimbabwe *Herald*, the country's main newspaper, carried banner headlines on Mugabe's return from Moscow and Vienna proclaiming "South Africa set to invade" Mugabe claims Pretoria has embarked on a major military build-up along its border with Zimbabwe, and even normally cautious western diplomats were reported saying they would not be surprised if SA did carry out its threat to launch a "hot pursuit" raid into Zimbabwe

The general raising of the political temperature over the past fortnight suggests that the church leaders have already been overtaken and are unlikely to have a major impact on the course of events within southern Africa This gloomy, if realistic, conclusion needs to be viewed alongside the possibility that the stance taken by the South African church leaders in Harare last week will generate more heat than light within the Republic itself as conservative churchmen and their supporters enter the fray ■

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METAL INDUSTRY FM 13/12/85

Forging structures

The annual wage negotiations at the metal industry industrial council are probably the most important ones in the industrial relations calendar They not only establish working conditions for some 352 000 metal workers, but also influence wage levels throughout the manufacturing sector And because they are literally such big events, venues as large as the Johannesburg City Hall or the Wanderers' Club have to be hired

Ranged on the one side is the Steel and Engineering Industries Federation of SA (Seifsa), representing 45 employer associations On the other, are 16 trade unions The unions fall into two main camps those under the SA Co-ordinating Council of the International Metalworkers Federation (SAIMF) and a group affiliated to the Confederation of Metal and Building Unions (CMBU) The all-white Yster-en Staal-unie negotiates independently

The aim is to negotiate the terms of the industrial council's main agreement It is the key agreement of 32 administered by the council Collective bargaining in a forum comprising so many employer and union delegates, with different interest groups on both sides is a difficult task

Seifsa members range from gigantic iron foundries to small plastics manufacturers The SAIMF represents mainly unskilled and semi-skilled workers, and the CMBU is primarily an artisan and semi-skilled workers' body Because of the complexities involved, Seifsa and the unions agreed earlier this year to discuss new collective bargaining structures

The SAIMF is looking to maintain industry-wide bargaining at the council, but also

wants sectoral bargaining where its unions are strong Secondly, it wants house agreements for major concerns like Iscor and Highveld Steel to be maintained SAIMF's third demand is for the entrenchment of unions' rights to bargain at company level, it believes that a company's ability to pay should be a major factor in collective bargaining Lastly, it wants bargaining at the council to be "more democratic" by instituting proportional union voting rights

SAIMF's Brian Fredericks says the demands are deliberately broad in order to test employer reaction "Then we can develop strategies to negotiate them," he says

Seifsa has yet to formulate its proposals for the new bargaining structure But the Metal and Allied Workers' Union (Mawu), an SAIMF affiliate which has refused to sign the main agreement in the three years it has been a member of the council, says it has a pretty good idea of employer thinking

Mawu's Bernie Fanaroff believes that Seifsa will propose separate bargaining for some sectors Although details are not clear, indications are that they will include the cable manufacturing and electrical engineering sectors, says Fanaroff He reckons that Seifsa will also propose geographical differentiation for rural, coastal and urban areas Fanaroff expects Seifsa to propose that negotiations on issues like notice periods can take place at company level but will not budge on its long-standing opposition to bargaining on other matters covered by the main agreement at this level

Fanaroff says Mawu will oppose all these "proposals" Mawu would be sceptical of employer *bona fides* regarding sectoral bargaining because, it says, cable sector employers reneged on separate bargaining in the past

Further, he says, Mawu will not accept lower wage offers for the rural and coastal than for urban areas should this be proposed Nor will limited concessions on company level bargaining be sufficient Mawu wants to negotiate substantive issues like wages, hours of work, and bonuses with individual companies Indeed, this is what its present dispute with about 50 metal companies is all about Says Fanaroff "Seifsa wants us to put a hold on these disputes until the negotiations on the future collective bargaining system are completed We say they are separate issues"

In addition to the SAIMF demands, Mawu wants Seifsa employers to disclose information about their wage bills in future negotiations And it wants an undertaking that legal strikers will not be dismissed

Seifsa director Sam van Coller refutes Fanaroff's claims "Metal employers have not yet completed their deliberations Therefore, no particular viewpoint has crystallised In any event, Seifsa would not wish to discuss its views in public given its commitment to discuss the issue with all the unions early in the new year," said Van Coller He also takes issue with Mawu's claims about the cable sector, saying the union had once declared a

dispute on this issue but did not follow it through

Face-to-face talks on the future collective bargaining system for the metal industry will probably begin in February The unknown factor is what government will do about its proposals for industrial councils It seems likely the Manpower Department will insist on new criteria for determining the representivity of unions and employer associations when deciding whether to extend council agreements In that case, Seifsa and the unions will have to rethink their strategies ■

MIXED MARRIAGES

A rocky road

Five months after the legalisation of mixed marriages, couples who have taken the leap (or the plunge) are still having to battle against the myriad laws that prevent them living a normal married life

Section 12 of the Group Areas Act effectively ostracises whites marrying across the colour line by forcing them into domicile in the "non-white" partner's area

Yet, 192 couples took the step in the period between the scrapping of the laws (the Mixed Marriages Act and Section 16 of the Immorality Act) on June 19, and October 31

One of government's solutions to deal with the problem of related apartheid legislation was to issue a circular shortly after the legislation was repealed It requested marriage officers to advise couples going into such a marriage of the legal implications for them and any children born of the union

These relate to where the married couple can live, the exercise of their parliamentary franchise — especially if one partner chooses to be reclassified, the population groups into which their children may be classified and the schools they will be able to attend The guideline seems to be that the mixed couple takes on the legal status of the darker partner

The euphoria that followed the repeal of the laws meant many mixed couples married without fully considering the legal implications

In July the month after mixed marriages became legal 64 mixed couples were married out of an estimated total of 6 000 marriages countrywide The number dropped to 51 in August 40 in September and 32 in October

Rightwing resistance to mixed marriages has been a problem Mixed couples have had to face daily harassment and even death threats in addition to problems of legal residence A Sasolburg family, the Van den Bergs became the target of election propaganda against "integrationist policies" Herstigte Nasionale Party (HNP) candidate and winner of the Sasolburg seat, Louis Stofberg, said the campaign was not a personal attack against the Van den Berg family, "but people see this as symbolic of the immense

own homes. Indeed Constitutional Development and Planning Minister Chris Heunis, who last week announced the advent of private black land ownership (prefigured by State President Botha in January), has urged businessmen to assist.

Black Sash president Sheena Duncan, who welcomed the implied relaxation of influx control, tells the *FM* "Restoration of freehold rights to the black people is welcome. But limitations placed by the Group Areas Act and the Land Act make it impossible for them to enjoy the free enterprise system. Unless the government puts into effect the President's Council's recommendation that large areas of land be made available, the announcement is not going to enable more than just a handful of people from the homelands to enter the urban areas."

The Urban Foundation, which sees the move as one of "great significance," interprets it to mean "that any black South African will now be able to acquire full property rights in any black township without questions being put about his legal status." But the foundation is "concerned that this relaxation should not be seen as the substitute for... a positive urbanisation strategy and the complete removal of influx control as already recommended by the President's Council."

Government's new approach to influx control is to replace it with "orderly urbanisation," details of which have yet to be itemised. However, the policy looks like being based upon the 1979 Riekert Commission proposals which made a house and a job the criteria for legal entry into the urban areas. Whether or not the hated pass raids will continue remains to be seen. Reports suggest that the number of pass law arrests and convictions has significantly dropped.

On the question of black property rights, the Urban Foundation also says it is "essential that the same approach — that Section 10 qualification should not be required — be applied to the acquisition of 99-year leasehold rights which we are pleased to see have been retained as an option." The sale of

existing houses under the 99-year leasehold scheme failed to take off, only some 38 000 units have been sold.

The Department of Constitutional Development and Planning has also disclosed that by the end of September this year, 273 000 99-year leasehold plots had been surveyed and approved by the Surveyor General, while 174 000 more plots were still to be finalised. In addition, 43 000 plots were sold and built on or were being built on by owner himself. Another 90 000 houses were sold under the old "home ownership scheme."

Soweto councillor Nelson Botile told Heunis at a ceremony in Florida, Roodepoort, after his pathbreaking announcement, that there was a need for more reforms like the granting of freehold rights. Such steps, he said, could prove to township residents, who "call us sell-outs, that these town councils do have authority. We want to sell-in, not out," he said. ■

WCC IN HARARE

Calling on outlaws

Possibly the most constructive aspect of last week's World Council of Churches (WCC) meeting in Harare was the opportunity for South African church leaders and student leaders to meet prominent African National Congress (ANC) and Pan Africanist Congress (PAC) officials.

Thirty-seven representatives of SA churches met the ANC secretary general, Alfred Nzo, and the leader of the PAC, Nigila Muendane. In a separate meeting, nine student leaders from Cape Town and Stellenbosch universities also met ANC leaders.

For the rest, the WCC gathering was utterly predictable. The church leaders came out in favour of "immediate and comprehensive mandatory sanctions" against SA and also urged governments to prevent the extension or rolling over of loans to the South African government, to parastatals, and to

banks and private corporations. In the case of bank loans, this sounds suspiciously like bolting the stable door after the horse — or at least half the horse — has bolted, while, as long as America's Ronald Reagan and Britain's Margaret Thatcher are in office, there is little prospect of the UN Security Council agreeing to mandatory sanctions.

What gave the meeting a new dimension was the apparently successful effort to distance the 37 South African church leaders from their government and from at least some of their flocks by arranging a dialogue with black nationalist leaders. But, not for the first time, the WCC leadership was unable to satisfy some newsmen on the issue of violence.

Why were church leaders, who favour non-violent pressure against Pretoria such as economic sanctions, silent in their communiqué on the issue of violence? Violence, said Dr Emilio Castro, WCC secretary general, was a "theoretical issue." He added that the churches preferred instead to focus on the potential that existed for using non-violent methods to achieve political change.

The WCC declaration reiterated calls for the lifting of the State of Emergency in SA, the return of exiles, the implementation of UN Resolution 435 on Namibia and a peaceful transfer of power on the basis of a one-man-one-vote constitution.

The church leaders believe the tide is now running so strongly against apartheid and against the Botha government that there is now a greater likelihood of their representations being taken seriously than when they issued their historic condemnation of apartheid at Cottesloe in Johannesburg 25 years ago. Well-intentioned though the church leaders might be, it's all too likely that their calls for non-violent change and economic sanctions are a case of too little too late.

Far more to the point was Zimbabwe PM Robert Mugabe's Vienna statement that there was little prospect of a negotiated change of government in SA. This pessimistic viewpoint was underscored by the Moscow reports of top-level talks between the

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Cosatu describes the meeting as "fruitful" and allowing for a "frank and open exchange of views." Among the matters discussed were the recent talks between the ANC and business leaders, the Progressive Federal Party and others. The statement says the ANC/Sactu delegation welcomed the formation of Cosatu, and agreed that the organisation should remain "independent and accountable to the needs and aspirations of the working class."

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"The launch followed four years of painstaking discussions. This involved unions reporting back to members and getting mandates from them. In contrast, we live in a system devised to concentrate power in the hands of a minority using bantustans, local authorities and the tri-cameral parliament. These are fronts of the apartheid state which operate without mandates," he says. ■

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One of government's solutions to deal with the problem of related apartheid legislation was to issue a circular shortly after the legislation was repealed. It requested marriage officers to advise couples going into such a marriage of the legal implications for them and any children born of the union.

These relate to where the married couple can live, the exercise of their parliamentary franchise — especially if one partner chooses to be reclassified, the population groups into which their children may be classified and the schools they will be able to attend. The guideline seems to be that the mixed couple takes on the legal status of the darker partner.

The euphoria that followed the repeal of the laws meant many mixed couples married without fully considering the legal implications.

In July, the month after mixed marriages became legal, 64 mixed couples were married out of an estimated total of 6 000 marriages countrywide. The number dropped to 51 in August, 40 in September and 32 in October.

Rightwing resistance to mixed marriages has been a problem. Mixed couples have had to face daily harassment and even death threats, in addition to problems of legal residence. A Sasolburg family, the Van den Bergs, became the target of election propaganda against "integrationist policies." Herstigte Nasionale Party (HNP) candidate and winner of the Sasolburg seat, Louis Stofberg, said the campaign was not a personal attack against the Van den Berg family, "but people see this as symbolic of the immense

US award
140A Stan
for leader
12/12/37
of strike

The Star Bureau

NEW YORK — The South African labour movement is to receive a special international "recognition award" at a ceremony in New York this weekend

The award will be presented to Mr Maxwell Xulu vice-president of the Metal and Allied Workers Union (Mawu) who has led the seven-month long strike of rubber workers against the British Tyre and Rubber Company in Natal

He has been invited to the US by the New York-based Labour Research Association in an effort to enlist support for the 1 000 Mawu members on strike

According to Mawu, many of the strikers and their families are on the verge of starvation and, it claims, dozens have been beaten by the Security Forces and imprisoned

Mr Xulu will bring what the organisers describe as a first-hand account of the founding convention of the Congress of South African Trade Unions (Cosatu)

He will be seeking international support for the new labour organisation

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Woman injured

QUEENSTOWN FUNERAL

Marshals in uniform

At Mlungisi township near Queenstown on Saturday, 11 of 14 victims of a police shooting were buried after a service attended by about 20 000 people

X (140A) (JB) X

The funeral procession was led by about 300 United Democratic Front (UDF) marshals dressed in khaki uniforms and wearing black berets. Many also wore African National Congress (ANC) colours and badges.

A number of youths carried wooden replicas of rifles with "AK 47" painted on them. The coffins of those who died on November 17 — when police opened fire on protesters in the township — were draped in ANC colours.

The victims were aged between 15 and 71.

In a speech at the funeral, Congress of South African Trade Unions (Cosatu) leader Elijah Barayi again warned government of tough worker action and possible civil disobedience, including a mass burning of pass books, unless demands to end apartheid were met within six months. Barayi called on President P W Botha to resign because he has failed to direct the country towards a peaceful future.

During the service, the Sacos-affiliated South African Cricket Board distributed pamphlets urging mourners to support a protest campaign against the rebel Australian cricketers currently touring the country.

Police and soldiers kept a low profile, but arrested three people at a roadblock outside the township where some cars were stopped and searched.

FM 12/12/85

were waiting for him In the UK, an MP or Peer may stop an immediate deportation Through a personal contact, a Member of the House of Lords intervened on his behalf

and has since written to the Minister of Home Affairs asking for the order to be rescinded Douglas, however, has been warned that the Minister usually upholds the

passport control officer's decision and, therefore, he will probably still be deported At the time of going to press, the final outcome was still pending ■

CHRIS DLAMINI

On union unity



Chris Dlamini is the president of the Federation of SA Trade Unions (Fosatu), which has played an important role in the formation of the "superfederation" of 35 emerging unions — likely to be called the Congress of SA Trade Unions (Cosatu) — that will be launched in Durban next week.

FM: The launch of the new federation is an historic event. What does Fosatu expect from it?

Dlamini: The new federation will bring workers together in a broad organisation covering almost the whole of SA. One aim is to merge the various unions to create strong industrial unions. We hope that the establishment of one union for each industry will stop managements from playing unions off against each other. We also hope that the new federation will be in a position to challenge the growing monopoly capitalism in SA. In addition, we expect the federation to address itself to the social problems of its members and the people in SA, and to play a very important role in transforming this society into one which will be acceptable to everybody and which will eventually become a non-racial, classless and democratic society.

Although the unions which will form the new federation organise in a large number of sectors there are some industries which they do not cover. Can we expect to see new areas of organisation opening up?

There may be decisions to create new unions for sectors that are not being organised at present. But that will probably take time. Our first priority after the federation is launched will be to assist unions to merge and to help the general unions to construct themselves into industrial unions.

Why did Fosatu decide to invite several unions affiliated to the United Democratic Front (UDF), with whom there had been a fall-out, back into talks earlier this year? Why were other unions invited to join in for the first time?

Fosatu saw that a large number of workers would be left out of the new federation. We wanted as many workers as possible to be included. In fact, we invited all progressive unions to join us.

The Council of Unions of SA (Cusa) and the black consciousness Azanian Confederation

of Trade Unions (Azactu) have decided not to join the new federation. What do you think of this?

It is a pity that they could not accept the principle of non-racialism which the federation espouses. I cannot understand Cusa's action. Cusa was part of the unity talks from the beginning and had not raised any objections to non-racialism until earlier this year. However, our position remains the same that all progressive unions should come into the new federation for the benefit of all exploited workers and the oppressed working class in this country.

Do you think Cusa and Azactu will form a rival federation?

We are not sure if they are really intent on doing that or whether it is just the press which is saying that.

What kind of political policy will the new federation adopt?

We will have to look at the new federation's relationship with political organisations that are seen to be progressive and addressing themselves to the workers' struggle. But we would lay down certain conditions before we would consider forming alliances. We cannot form alliances with organisations which would expect to control us, or organisations that support the enemies of the working class. We see the labour movement as the most important sector in the working-class movement. Because of this we feel that workers should give the direction in any actions on the issues that are seen to be oppressive to the majority of the people.

Fosatu members have always been free to join any political organisation of their choice. But we felt that Fosatu itself could not affiliate to any organisation as that might have caused divisions in our ranks because of the fact that our members do belong to different organisations. The new federation may, however, adopt a different approach depending on the resolutions that come up for debate at the launch.

Would the new federation consider forming a workers' party?

I cannot comment because this has not been debated. The federation will definitely work towards transforming this society but the idea of a workers' party is never discussed by the workers as, seemingly, it does not fall within the ambit of workers' strategies.

What do you mean by a classless society?

In the present structure there are two classes: the haves and the have-nots. The haves have always dominated and exploited

the have-nots. We are looking to create something that will balance the equation and give the majority of the people the right to own and the right to work.

Many of the emerging trade unions have taken a low profile in the present turmoil. Why this reticence?

Unions have two roles to play. Unions are aware that political and economic problems cannot be divorced because the people are exploited as a class and oppressed as a nation. What the unions have been trying to do is to attack the core problem — worker exploitation. Up until now there has not been sufficient unity within the union movement for unions to attack the underlying structural oppression in this country. That is why we feel the formation of this federation will be a way for the unions to address themselves to the present crisis in SA.

How long it will take for the various unions in the federation to merge?

Within six months the major unions should have merged. But it all depends on the seriousness of the people involved. **There are clear differences between the way that Fosatu unions have operated and the way that the UDF unions have gone about things. Won't this cause problems in the new federation?**

It is a pity that people see the unions affiliated to the UDF more as UDF organisations than as unions. To me there is no distinction between unions affiliated to UDF and those which are not because they all subscribe to the struggle that is facing the working class. I hope that after the new federation is formed this distinction will be erased from people's minds and that we will all just be seen as trade unions.

What do you think the new federation's attitude will be towards the African National Congress (ANC)?

I am not sure. But seeing as the ANC seems to have support from the majority of the people in SA it looks like many workers would also support it. However, it is not clear whether the issue of the ANC will be discussed at the launch. It will depend on the resolutions that come up.

It is said in many circles that Fosatu will dominate the new federation.

I don't think so. People say this because Fosatu has been the most tightly organised progressive union federation. But that does not mean that Fosatu will play a dominant role. In fact, Fosatu is going to disband and our unions are going into the federation as individual unions.

152 139 165

continue to work until this request was met, it added

A Manpower Department spokesman says the department recommended that the Minister should not appoint a conciliation board because it felt that a board would not facilitate conciliation between the parties in this case

Furthermore, says the spokesman "From the papers before us, it appears that the employer took steps to resolve the dispute, while the attitude of the applicant (Mwasa) was a negative one. The attitude of parties towards conciliation is an important criterion in deciding whether to appoint a board. In the circumstances, it can hardly be said that the employer's actions constitute an unfair labour practice

He adds that the parties can still approach the court for a final ruling by mutual consent. But obviously the company would have little to gain from such a move

FM 29/11/85

TRAVEL

Whitey go home

The white man's burden is getting heavier. Next time you travel to the UK, not only may you have to convince people that you, personally, are not the cause of the unrest — you may not be allowed in. Earlier this month, South African Rod

Douglas was held at a temporary detention centre at Heathrow along with a suspected drug dealer while his crime — possession of work references — was investigated. The outcome he has been refused permission to visit the UK.

Last month a South African was deported from Heathrow although he already had permission to be in the UK. He had travelled from the UK for a weekend visit to France but was not allowed in because he did not have a visa. On returning to the UK, the passport control officer at Heathrow allegedly insulted him and put him on the next plane back to SA.

Douglas arrived at Heathrow on November 2 1985 on the first leg of a six-month holiday abroad. His intention was to stay with friends in the UK and travel on later to visit a brother in the US before returning to SA.

The passport control officer decided the possession of work references, a hand-written draft CV and the London address of a computer personnel agency handling international placements contradicted Douglas's claim of being on holiday. On the grounds that the passport control officer was not satisfied that he would stay only for the permitted six months, he was refused permission to enter the UK.

"I was questioned as to whether I was looking for work," says Douglas. Although he had sufficient funds and friends with

QUOTABLE

Prominent Afrikaans theologian, Professor Jimmy Loader of the University of SA in his column in Beeld

It is an insult to sport to refer to boxing as a sport. Boxing is rather legalised assault with the intention to do grievous harm. There is nothing positive to be said about it. Boxing is based on the most sinful and cruel urges of man. Boxing should be banned. The State can curb the freedom of people to endanger human life by making the use of safety belts compulsory. The State can also curb the freedom of boxers to endanger lives. From a Christian-ethical point of view the barbarism of boxing is unacceptable.

whom he intended staying in the UK, as well as a return ticket he did not have employment to return to in SA. This counted against him. "I had resigned my job before leaving SA as I planned to be away for six months," he says. "But I had every intention of returning to SA. I was only interested in looking at the international job market as a possibility for the future."

Although he could have been put back on the next plane, the passport control officer gave him temporary permission to remain until November 4 1985 to see his friends who

UNTOUCHED

BY HUMAN HAND

UNTIL IT'S READY TO POST.

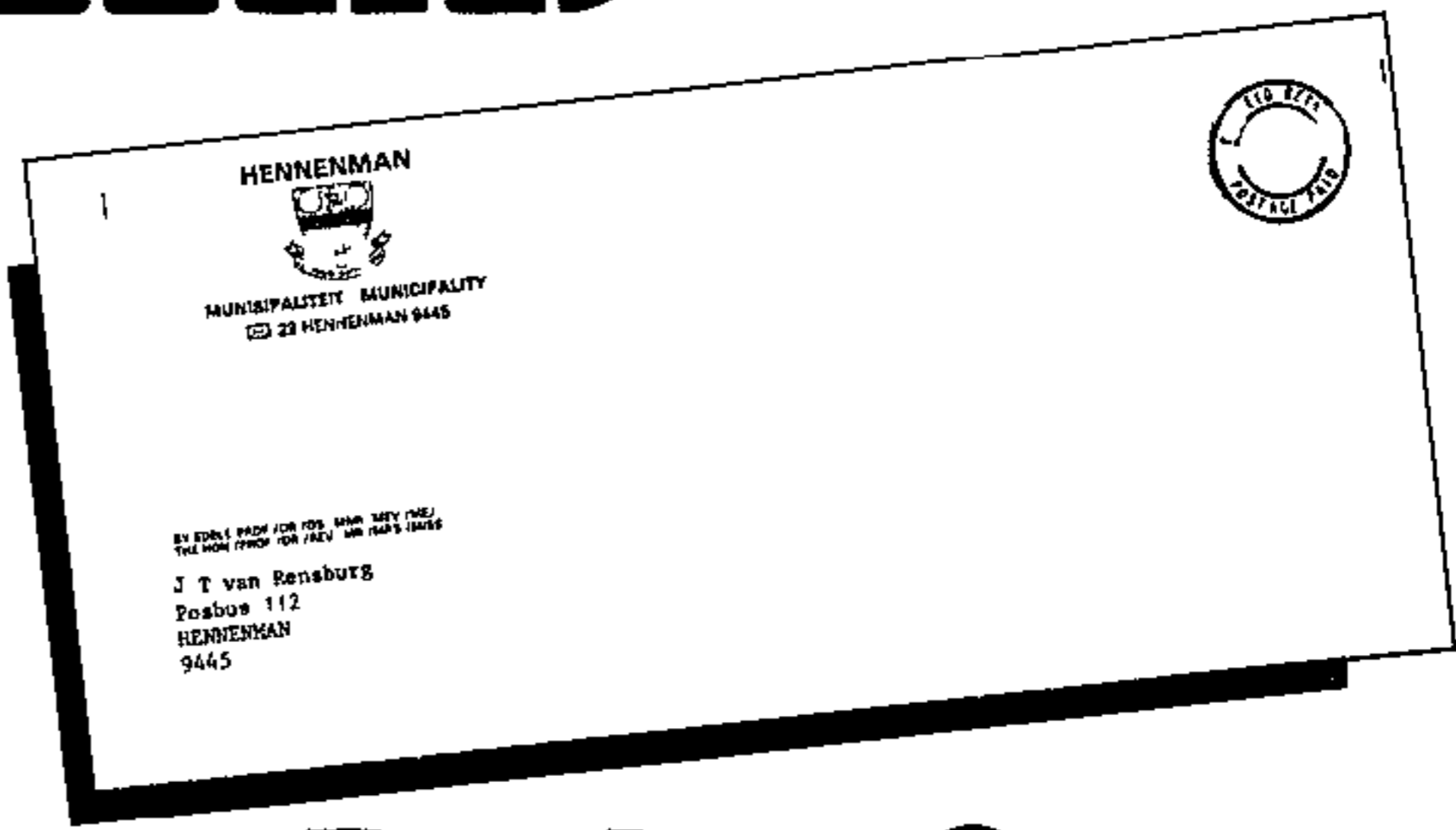
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W/E ARGUS 14/12/85

~~140A~~ 140A

New food union on the cards

LABOUR
AFFAIRS
DICK
USHER

UNITY moves among some Congress of South African Trade Union affiliates are well advanced and a new food union is set to emerge next year

According to Fosatu News, published by the Federation of South African Trade Unions which dissolved with the absorption of all its unions into Cosatu, unity talks between two large unions in the industry had advanced to the point where a constitution had been completed

The two unions are the Sweet, Food and Allied Workers Union (SFAWU) and the Food and Canning Workers Union (FCWU) which have a national membership of about 50 000 in more than 250 factories

More recently the talks have been joined by Cape Town's Retail and Allied Workers Union (Rawu) and moves are afoot to bring in the food sections of the general unions in Cosatu

The moves are in line with a resolution at Cosatu's recent founding congress to restructure member unions in 10 national industrial unions

Mr Jay Naidoo, general secretary of SFAWU and Cosatu, said the food industry was increasingly dominated by a few large companies and the new union would put workers in a more powerful negotiating position

Merger talks between the Transport and General Workers Union and the General Workers Union are also moving swiftly

Miss Jane Barrett, TGWU general secretary, said the unions had drawn up amendments to the TGWU's constitution and they would probably merge next year

There had also been meetings with other unions in the municipal sector — the Municipal and General Workers Union and the Cape Town Municipal Workers Association

Benn, Militant back Cosatu

From JOHN
BATTERSBY

LONDON — Labour Party MPs have tabled a motion in the House of Commons congratulating Cosatu — the new trade-union federation — on its “socialist aspirations”

The motion — signed by 39 Labour MPs, including Mr Tony Benn — was tabled by Mr Dave Nellist, a supporter of the ultra-left Militant Tendency

Most of the signatories are members of Labour's anti-apartheid action group

Applauded

The motion applauds the speech of Cosatu president Mr Elijah Barayi “which identified Cosatu's socialist aspirations and determination to nationalize the mines and big businesses when the working-class takes power”

The motion also welcomed Cosatu's call on blacks to burn their pass-books if the pass laws had not been abolished within six months

'Burning of passes'

“We look forward to the Cosatu leadership naming a date for the burning of passes and supportive action, thus enabling national and international solidarity to be fully mobilized.”

The motion welcomed the acquittal of the UDF treason trialists and called for release of ANC leader Mr Nelson Mandela and other security prisoners

By Mike Shuma

The Springs branch of the Congress of South African Trade Unions (Cosatu) has expressed support for the black consumer boycott.

At a meeting this week, the branch also announced it would form a relief fund to assist the families of unrest victims in the area.

A Cosatu statement yesterday said the organisation supported the boycott because of the state of emergency, the banning of the Congress of South African Students, the detention of union leaders and the harassment of

Cosatu to support consumer boycott

advocates of change in South Africa.

It called on those who supported the boycott to act in a disciplined manner to avoid violence.

Each Cosatu member is expected to contribute at least R1

towards the relief fund while kwaThema families have been asked to give at least R5 each.

● In London Cosatu has won support from Labour MPs who tabled a motion in the House of Commons supporting "its socialist aspirations".
Author of the motion, Mr

Dave Nellist, Labour MP for Coventry, South East, and 48 party colleagues also give their support to Cosatu's campaign to burn pass books if pass laws are not abolished within six months. The motion describes Cosatu's formation as "an historic advance for the non-racial trade

unions and black workers generally".

The MPs applauded the speech by president Elijah Barayi and the identification of Cosatu's "socialist aspirations and determination to nationalise mines and big businesses on the working class taking power".

The motion welcomes the acquittal of United Democratic Front leaders accused of treason and calls for charges against the remaining four in the trial to be dropped — as well as the release of Nelson Mandela and all other political prisoners

11/10/85
Stevie
12/12/85

Cosatu would call a strike over migrants

By Amrit Manga

THE militant black trade union confederation, the Congress of SA Trade Unions (Cosatu), will call on left-leaning trade unions in Africa to support a national strike if migrant workers are repatriated.

The Cosatu general secretary, Jay Naidoo, issued the warning after a five-day visit to Harare, where he campaigned for support against the possible repatriation of migrant workers.

The president of the Zimbabwean Congress of Trade Unions (ZCTU) and secretary of the Southern African Mineworkers Federation, Jeffery Mufandare, said his union would back a national strike in South Africa but did not say what form the support would take.

The Cosatu-ZCTU link is an indication that the SA super-union is determined to extend its links and unite workers throughout Africa.

Says Mr Naidoo: "Our commitment to forging links with democratic African trade unions must be viewed in the context of multinational corporations operating throughout the continent."

Unite all workers

"The meeting with the ZCTU must therefore be seen as the first in a series of talks with trade unions outside South Africa."

Cosatu's treasurer, Maxwell Zulu, meets the British Trades Union Congress this week.

Responding to an earlier attack on Cosatu by Inkatha that the union was a front for the African National Congress, Mr Naidoo pointed out that the congress emerged from painstaking democratic discussions and not as result of orders from the ANC.

"However, it was apparent that representatives of organisations outside SA agreed with the necessity for Cosatu to unite all workers while remaining independent and accountable to the working class."

"Cosatu's existence must also be viewed as a direct response to the exploitation of workers which has also given birth to the fraudulent bantustan policies."

Balance the equation

"We are therefore committed to reversing the dispossession of land and wealth orchestrated through the separation of workers into these bantustans. In short, we aim to balance the profit/wage equation," Mr Naidoo said.

"Criticism that Cosatu's intention to link wages to inflation will work against the interests of its members in the long term ignores the fact that the ills of the economy — including high inflation — are directly linked to SA's politics."

"We believe that the poverty of the workers can be overcome only through a system based on the democratic leadership of the workers. This is one sure way of guaranteeing an equitable distribution of wealth among workers," he added.

Mr Naidoo also had meetings with the ANC and exiled officials of the SA Congress of Trade Unions, with whom he discussed the recent meetings between the ANC and big business.

Mawu's long-running dispute with Sarmcol all set to go one more round

BUSINESS DAY **Labour reporter**
CLARENCE PICKARD-CAMBRIDGE reports
at regular intervals in a weekly round-up
of events on the labour front.

ADP BUS DAY 17/12/88

for the third time to raise this issue. Mawu officials are meeting unions at BTR to enlist their support. The delegation will also have talks with unionists in Europe, Britain and the US.

Two more unions applied to join Quantlast week, but leaders who are to consider the applications early next year will not reveal names yet.

Metal Box says a redundancy agreement affecting 22 unskilled workers had been reached with Saarni and the three new workers were skilled. It says its agreement with the union was breached when workers went on a wildcat strike.

IBERP trenches are being dug as the battle continues between the Metal and Allied Workers Union (Mawu) and BTR Sarmcol in Blowick.

The two are trapped in the most bitter and lengthy dispute in recent South African labour history and signs of truce and shared harvest are scarce for a continued attrition — even though workers were threatened nearly nine months ago.

A likely pointer to future trade union strategy has been Mawu's attempt to internationalise the dispute and to press Sarmcol into re-instating over 900 workers who went on strike over trade union recognition.

The union has also established a co-operative venture for the disaffected workers. Natal branch secretary Geoff Schreiner says the co-operative

was started because workers have accepted the "struggle against the company will be a protracted one". They hope to obtain some source of income to lessen their dependence on outside funds.

The project is unusual in terms of the scale on which Mawu hopes to run it and because in the past chambers and social organisations have largely been responsible for the financing of small co-operative ventures in SA.

Schreiner says Mawu did not fearfully stand for the venture. The first was the production of 5 000 super-federation T-shirts and the other involves dairying, vegetable farming and baking.

Dismissed workers have adopted a constitution and a committee has been elected which will run the pro-

jects based on co-operative and job-sharing principles. These include democratic control by the workers, the placing of any surplus into a central fund and the scrapping of labour divisions.

Early strategy to re-open talks after the firings included a consumer boycott and work stayaway in Maritzburg. But Mawu called off the boycott when Sarmcol failed to re-

instatement of workers. Attempts to internationalise the dispute began when Mawu approached the British government to pressure BTR in Britain and Sarmcol in SA. This failed and Mawu had the same raised in the European Economic Community parliament and at a United Nations congress on transnational corporations in SA.

Schreiner says Mawu has instigated this international campaign and that a delegation has gone overseas

for the third time to raise this issue. Mawu officials are meeting unions at BTR to enlist their support. The delegation will also have talks with unionists in Europe, Britain and the US.

However, Sarmcol regards the dispute as concluded because a new workforce has long since been hired. But it could go another round because Mawu has applied for a conciliation board to try and negotiate the re-instatement of workers.

LEADERS of the Congress of SA Trade Unions (Cosatu) have decided speculation they have been talking to the Black-consciousness oriented Council of Unions of SA (Cousa) and

national corporations in SA. Schreiner says Mawu has instigated this international campaign and that a delegation has gone overseas

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Metal Box says a redundancy agreement affecting 22 unskilled workers had been reached with Saarni and the three new workers were skilled. It says its agreement with the union was breached when workers went on a wildcat strike.

THE association of Saarni's Durban-Pinetown organiser Ian Ponzar Zantla outside his Obeserville home over a week ago has been a setback for the Natal branch of the union.

Union sources say he had recently been contacted by a hit squad known as the "A-Team" who threatened him over his United Democratic Front sympathies.

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Labour MPs hail Cosatu socialism

JOHN BATTERBY

LONDON — Labour Party MPs have tabled a motion in the House of Commons congratulating the newly-formed Congress of SA Trade Unions on its "socialist aspirations".

The motion, signed by 39 Labour MPs including Tony Wedgwood Benn, was tabled by Dave Nellist, a supporter of the ultra-left Militant Tendency.

Most of the signatories are members of Labour's anti-apartheid action group.

Congratulating Cosatu on its formation, the motion applauds the speech of Cosatu president Elijah Barayi "which identified Cosatu's socialist aspirations and determination to nationalise the mines and big businesses when the working class takes power".

The motion also welcomed Cosatu's call on blacks to burn their pass-books if the pass laws had not been abolished within six months.

● See Page 6

NUM claims
mine workers
beaten up

BUS DAY 18/12/85
140A

MINEWORKERS from Foskor at Phalaborwa were reportedly beaten up by Lebowa police after 1 500 had been dismissed in the wake of a strike last Thursday.

The National Union of Mineworkers (NUM) says 10 workers were injured, two seriously, and four arrested.

The dispute at Foskor arises from the dismissal of 389 workers in December 1984 when they downed tools after the arrest of NUM general secretary Cyril Ramaphosa.

The NUM says a conciliation board was established in April to discuss the reinstatement of the 389 on the grounds of unfair dismissal. — Sapa.

Big boost for boycott campaign

140 1/2
25
From Page 1

form deadline set for SA by the Commonwealth.

"The clock is ticking away," Willis said

Xulu, treasurer of Cosatu, said the congress supported any pressure on Pretoria and, therefore, a policy of disinvestment "as a point of pressure".

However, foreign firms who decided to pull out of SA should not take their assets with them, he said

"The assets which have been built up belong to the workers of SA."

Xulu said Cosatu delegates would discuss the continuing dispute at British Tyre and Rubber's (BTR) SA subsidiary,

Sarmcol, when they met BTR trade unionists

Sarmcol had fired 970 workers after a legal strike and Cosatu would ask BTR unions to take solidarity action, Xulu said

If BTR management persisted in their refusal to reinstate the sacked workers, Cosatu would call on BTR to leave SA, he said

Willis condemned Pretoria's decision to refuse a passport for Cosatu delegate and Mawu official Moses Mayekiso

Taste is all it takes to switch to Jim Beam.



Kentucky Straight Bourbon Whiskey Distilled and bottled by James B. Beam Distilling Co., Clermont, Beam, KY

DMM J8589/1

Bus Day Plea over SA crisis

SHOULD the state of emergency in SA continue, international involvement could be limited, reform delayed and unemployment increased, the American Chamber of Commerce in SA said yesterday.

The chamber said the state of emergency was viewed by the business community as a regrettable necessity. Its duration should be limited and it should be lifted as soon as practicable

"We now wish to stress further at this stage that without effective co-operation in a secure and stable environment, there can be no hope for negotiation." — Sapa.

AGUS 18/12/85
Glassworkers down tools (401)

Labour Reporter
WAGE negotiations between P G Glass and the Chemical Workers' Industrial Union continued today after a work-stoppage at the Epping plant

Mr Albert Peters, managing director of the company's Western Cape division, said the

stoppage by about 200 workers was connected with the negotiations. He said only the company's glass division was affected

Spokesmen for the CWIU, an affiliate of the new Congress of South African Trade Unions, were not available for comment

Cosatu union in stoppage

CAPE TOWN Staff Reporter

A FACTORY in Epping was brought to a halt yesterday in the first industrial action in the Western Cape involving a union affiliated to Cosatu, the Congress of SA Trade Unions launched in Durban at the beginning of this month.

About 200 workers at PG Glass in Epping downed tools yesterday morning during the annual wage negotiations, Mr Albert Peters, managing director of the Western Cape branch of the company, told the Cape Times.

"It's a work stoppage, not a wildcat strike," Mr Peters said. "There is not much animosity, and negotiations are still going on."

A spokesman for the Chemical Workers' Union confirmed that the union was involved in the stoppage, which he said was over a wage issue.

"Our man is out there negotiating," he said.

(14014) (85) 19/12/85 BUS DAY
Foskor workers will not go

Business Day Reporter

MORE than 1 000 workers at the Phosphate Development Corporation (Foskor) in Phalaborwa are still occupying their hostels after being dismissed last Thursday

They were fired when they downed tools to demand the reinstatement of 389 workers who were dismissed from Foskor in December 1984

Foskor MD John Stanbury said yesterday the corporation and the National Union of Mineworkers' (NUM) were negotiating an agreement

Talks on reinstating the 389 workers have deadlocked despite several conciliation board meetings earlier this year At issue is

the cause of the 1984 strike

The union says the dismissals were unfair because workers were protesting at the arrest of NUM general secretary Cyril Ramaphosa Foskor believes the strike was planned before Ramaphosa's arrest

The NUM says 10 workers were injured when Lebowa police attacked them with batons and rubber bullets last week It says workers were returning to their hostels 12km away in Lebowa, after mine security "harassment" prevented them going to work

Barayi: 'When blacks rule, mines will be nationalised'

Bus. Day Dec 1985 (1401A) (16A) (17A)

CLOSE confidantes of "super unionist" Elijah Barayi — president of the new Congress of South African Trade Unions (Cosatu) — see him as one of the most powerful men in South Africa right now.

But the man himself said yesterday in an interview that he was a "mere cog" in a very big wheel. "Perhaps an important cog," he said with a wry smile.

Barayi, 53-year-old personnel assistant at the Blyvooruitzicht gold mine at Carltonville in the Transvaal (who now heads Cosatu with more than 450 000 paid-up members in 34 affiliated unions) said he regarded himself as a moderate, had no particular communistic leanings, but was committed to attaining one-man-one-vote in a unitary SA.

'Peanuts'

The existing tricameral Parliament must go, because it was initiated by "a minority white government with the help of two minority groups, coloureds and Indians," he said.

As a black leader he would be willing to talk to State President P W Botha on the country's future only when Botha made a public commitment to dismantle apartheid, he said.



□ ELIJAH BARAYI ... "mere cog" in a very big wheel

A Xhosa by birth, Barayi said he had no particular desire to talk to KwaZulu leader Chief Mangosuthu Buthelezi, because of the Chief's stat-

ed willingness to settle for a federal system for SA.

With 25 years experience on the mines, Barayi said he felt deeply for mineworkers who were receiving "peanuts" in return for the gold they were digging out — which made mining companies and the country wealthy.

"That is why I strongly believe that when blacks rule the country the mines will be immediately nationalised," he said.

Pressure

Asked how his employers would react to his publicly-stated aim, he replied: "This is the will of the people ... black people"

He supported international pressure on the SA government — including disinvestment — as an effective way to bring changes.

"If the government remains intransigent, then this pressure will have to be increased," he said, adding that Cosatu was actively involving itself in politics, in addition to looking after mundane worker interests.

Barayi lives with his wife, Nontobeko, and their five children at Blyvooruitzicht's Ekuphakemni Village. — Sapa

Major industrial court ruling

Trident workers unfairly sacked

CLAIRE PICKARD-CAMBRIDGE

THE Industrial Court has ruled that 35 former employees at Trident Steel in Johannesburg were unfairly dismissed, after taking part in an overtime ban, and has ordered the company to pay them six months' wages and benefits

The case is significant because it is one of the few major matters to have reached the Industrial Court as an application for permanent re-instatement under Section 46 (9) of the Labour Relations Act

The workforce originally placed a ban on overtime in July last year, when the company refused to grant workers the hourly increase they were demanding. Trident argued it dismissed workers because it had been unable to continue operating without regular overtime.

The court found that the dismissal in August last year was unfair because Trident's order to resume work under its overtime system was unlawful for two reasons

□ Overtime called for sometimes exceeded the maximum prescribed in the industrial council agreement. The overtime called for "contained a significant unlawful element" and it was unfair to dismiss workers for refusing to comply with this instruction

□ Secondly, workers were not given the

chance to defend themselves before being dismissed

The matter between the Steel, Engineering and Allied Workers' Union of SA and others and Trident Steel is significant because workers lost their case when applying for temporary re-instatement under Section 43 of the Act

But their partial success when they applied for permanent re-instatement has illustrated that giving full evidence can change a situation considerably

The court did not find the dismissals to be selective or discriminatory

In his judgment Mr D G John, an advocate, said that to order re-instatement 15 months after the rest of the workforce was re-employed would disrupt Trident's business and distress those in positions previously occupied by the 35 workers

To order payment of wages as an alternative without some time limit would also place the 35 workers in an unrealistically favourable position

He said the workers were not blameless. They had participated in the overtime ban before negotiations had commenced properly and declined to follow the advice of the union to return to work pending attempts to resolve the overtime issue

THIS DAY
20/12/85

160
143

190A 20/12/85 BUS DAY

Lebowa hostels still tense as sit-in continues

THE mine hostels in Namakgale, Lebowa, where dismissed Foskor workers are refusing to leave the premises, were reported to be tense yesterday.

A National Union of Mineworkers (NUM) spokesman said yesterday a strong police presence was being maintained near the hostels. But no further violence had been reported since 10 workers were injured in a clash with police last Thursday.

The sit-in at the hostels follows the dismissal of workers last Thursday after a stoppage to demand reinstatement of 389 workers fired after a strike at Foskor last year.

CLAIRE PICKARD-CAMBRIDGE

Foskor MD John Stanbury said the company was taking great pains to "avoid a tense situation igniting." Foskor was doing its utmost to see there was no further violence. There had not been any police action on company property.

The NUM said 1 500 Foskor workers had not worked since last Thursday, while management said about 1 000 employees were affected.

The NUM said Namakgale residents were supporting the strikers and had been providing food for workers remain-

ing in the hostels. Villagers were providing the dismissed workers with moral support and it was unlikely that Foskor management would find new recruits, the union said.

The two parties said yesterday they had agreed to mediation, but that acceptable mediators still had to be found.

The NUM also reported that about 135 workers at the Nuclear Fuels Corporation in Westonaria staged a five-hour work stoppage on Wednesday to demand re-instatement of two colleagues.

They returned to work and negotiations are continuing. Management was not available for comment yesterday.

‘Continuous isolation will mean so many boycotts, lack of goodwill and so much resentment that it will choke in its loneliness — P W Botha, June 1 1984’

Both in business and politics, others have also enjoyed the brief notoriety an appearance on the *FM* cover confers Piet Koornhof (whatever happened to *him*?), John Vorster, Raymond Ackerman, Aaron Searll, Chester Crocker; Dawie de Villiers, Anton Rupert, Lord Soames, Magnus Malan, Kenneth Kaunda; Robert Mugabe, and so on. A mixed bunch, you could say. However much SA may have changed

over the past 10 years, it is safe to predict that it will change even more over the next 10. Indeed, that is just about the *only* prediction it is safe to make. Hindsight, as we are reminded from time to time, is the only exact

‘I believe P W Botha is a very sincere man. Both he and myself need a strong Nelson Mandela, and not a weak one. If Nelson Mandela agrees to get out of prison on condition that he renounces violence, you are saying he should come out as a political vegetable — Kenneth Kaunda, president of Zambia, April 26 1985’

‘Apartheid in this country exists on the borrowed time which black disunity gives it. But it's a long and hard road to liberation — Chief Mangosuthu Buthelezi, Chief Minister of Kwa-Zulu, August 19 1983’

science — and that won't change. How many more appearances will P W Botha, Barend du Plessis and Chief Buthelezi make? Or will they be replaced by names yet unheard of? Or even Nelson Mandela? Expressed like that, the questions may seem trivial, but the answers, identifying the newsmakers of the next decade, will be vital.

MINE JOB BARS

Conflict or compromise?

140A ~~140A~~ FIN MAIL 20/12/85

It looks as if prospects of agreement between mining employers and trade unions aimed at ending, once and for all, job reservation on the mines, have been boosted considerably. But the rightwing Mineworkers' Union (MWU) — as could have been predicted — is not playing along. The scene is thus set for a major showdown between white miners and Mineral and Energy Affairs Minister Danie Steyn.

The Mines and Works Act's definition of "scheduled person," which bars blacks from obtaining certificates of competency to perform skilled work on the mines, is the oldest job reservation provision in South African law. It was incorporated into statute in the early years of this century to protect white miners from being undercut by cheaper "non-white" labour.

Job reservation has not been unique to mining; it was a feature of many South African industries. In the last decade or so, however, *all* these provisions have been scrapped. The mining industry is the sole glaring exception. This has not been for want of recognition that job reservation on the mines is unacceptable; the issue has been how to get rid of it without a confrontation with politically conservative white miners. The 1922 Rand Revolt, which was sparked by moves on the part of mine employers to break the white monopoly of skilled work, is a spectre that has haunted the industry and government for 60 years.

This was the reason underlying the decision to delay until after the 1981 general election the release of the Wiehahn Commission's sixth report which recommended that the discriminatory "scheduled person" definition be replaced with a non-racial one of "competent person." The commission, acutely aware of the political ramifications

Discussions on the scrapping of the last job reservation provision in the mining industry are nearing the December 31 "deadline" set by government. This is what has been going on behind the scenes.



Minister Steyn . . . facing up to the white miners

of its action, also recommended that white miners' job security had to be guaranteed.

Government made a bold move when it accepted the Wiehahn recommendations in its responding White Paper. But to avoid

accusations that it would be responsible for selling white workers down the river, it ordered the Chamber of Mines and the mining unions and officials' associations to thrash out the matter between themselves within a "reasonable" time.

The "scheduled person" definition applies to 13 certificates and affects about 16 000 employees, or 2,8% of the mining industry's workforce. The certificates range from mine manager down to locomotive driver. By far and away the most important one for black advancement is the famous blasting certificate. Generally speaking this is the qualification associated with the MWU's members.

The negotiations to change the definition have been underway for the past four years, although only in earnest since last March. However, not much has been known about the proceedings since the participants agreed to a strict ban on publicity.

Certain facts about the procedures are, however, common knowledge. For example, there are three stages to the negotiations. The first involves the future industrial relations structure of the mining industry. This is prompted by concern that there should be a means of policing agreements between the chamber and the mining unions. So this part of the negotiations has revolved around the establishment of a mining industry industrial council.

The second stage concerns the security of employment safeguards for white miners in line with the White Paper's directive. Only once these stages have been completed will the way be open to alter the definition, the third stage of the process.

With the passage of the years, pressures for the definition to be changed have been building up. Recently they have intensified.

The security assurance was conveyed by means of pamphlets — issued on behalf of a group apparently representing the Pretoria business community — dropped by helicopter over Mamelodi last week

The boycotts, in protest against the State of Emergency, the presence of troops in the townships and detentions under the emergency, began on December 2 in Pretoria and a week later on the Reef. They are due to end on December 31, unless they go the way of the eastern Cape consumer boycott which overran its deadline due to negotiation problems. The Port Elizabeth consumer boycott, which crippled many businesses in the city, was due to last for two months but ran for nearly five after boycott leaders were detained. The four-month-old consumer boycotts in Queenstown and Uitenhage have also continued longer than originally planned. A PE Chamber of Commerce spokesman said most small businesses which survived the boycott there had done so only by changing marketing tactics so as to reduce their reliance on black custom. In the two weeks since the boycott was suspended,



Black Sash's Duncan ... not the end of the boycott weapon

the swing seemed to be back to white traders, he said, mostly because of higher prices in the townships

Boycott committees have prohibited any celebration during the boycott, including weddings, parties, home improvements and even the wearing of new clothes. There have been reports of women being undressed and searched by youths in the Soweto streets and of groceries destroyed by random groups of youths.

The Pretoria Consumer Boycott Committee (PCBC) has made urgent appeals to township youths not to harass shoppers after being inundated with complaints from black consumers. It has appointed "area committees" to ensure that people defying the boycott are not harassed, their wish is that the boycott be observed voluntarily. Marshals appointed by the committee are the only

people authorised to check if people are breaking the boycott and they had instructions not to destroy confiscated goods, the PCBC has said

But Black Sash president, Sheena Duncan, says it would be a mistake to put the success of the boycott down to intimidation as it seemed to be a much more deeply based and popularly supported action than some reports implied. "Whether or not this boycott is successful, I don't think it's the last time this powerful political weapon will be used," she said

INDUSTRIAL COURT ^{1401A} ¹⁵² **More NUM victories**

Four more cases arising from the dismissal of members of the National Union of Mineworkers (NUM) for participating in the lawful September wage strike at Gencor mines have been heard in the Industrial Court recently

This follows the court's decision that several hundred strikers had been unfairly dismissed by the Marievale goldmine (*Current Affairs* November 22). In the latest hearings, 74 workers at four mines have been reinstated

After a hearing on November 29, the court granted an order temporarily reinstating Emmanuel Mpetha, the chief NUM shaft steward at the Unisel goldmine. He had been dismissed for distributing leaflets detailing the union's "strike rules". The order was backdated to November 1

On December 10, after the union had closed its case, Matla Collieries agreed to a consent order in terms of which 11 miners should be reinstated. The order gives them 21 days in which to return to work

The following day the court heard an application for the reinstatement of 10 strikers at Transvaal Navigation Collieries (TNC). The company contested the case and on Tuesday this week the court ordered their reinstatement under similar conditions as in the Matla case

A further case heard on December 12 has led to the reinstatement of 52 Beatrix goldmine workers dismissed for "participation in events surrounding the strike". At negotiations between the NUM and the company at the court hearing, agreement was reached that the miners be reinstated subject to the right of the company to conduct disciplinary hearings into the conduct of the miners "if they still believe it to be necessary". The union will then be entitled to challenge any adverse findings in the Industrial Court. The 52 Beatrix workers (who include six of the seven union shaft stewards at the mine) are to receive three-and-a-half months' back pay

Meanwhile, a secondary dispute is brewing over the future of about 50 Marievale workers who returned to the mine after the Industrial Court's 21-day deadline. Marievale is refusing to re-employ them. But the

union claims the mine failed to give timeous notice to The Employment Bureau of Africa (Teba) of the miners' impending return. Without documentary clearance from Teba it is difficult for foreign workers to return to SA. About 400 others have been reinstated at Marievale so far

The Manpower Department, too, is responsible for a delay in the final resolution of this dispute. It is now three-and-a-half months since the NUM applied for the establishment of a conciliation board to consider the case, and no decision has yet been made — an unusually long delay

The Marievale case is one of the most crucial and controversial that the court has considered in its seven-year existence, and there is speculation that the department is thinking long and hard over its next move. A decision not to appoint the board would mean that the case could not be referred back to the court for a final order. This would doubtless unleash a stream of protest from some members of the industrial relations community, while the wisdom of the court's ruling has already been questioned by others

□ Another case arising from dismissals during the September wage strike, this time involving Anglovaal's Hartebeestfontein goldmine, is to be the subject of a test case on a vital point of industrial law

The company, the NUM and 23 of its members (the applicants), have agreed to apply for a final Industrial Court order for reinstatement in terms of section 46 of the Labour Relations Act. The case will then be postponed pending an Appellate Division hearing over whether the Industrial Court is entitled to rule in favour of the reinstatement of workers on the grounds of equity, when dismissal is justified in terms of common law

The Industrial Court has, on a number of occasions, ruled that it is entitled to do so, including in the Marievale case. Marievale has disputed this ruling and has taken the case on review to the Supreme Court over this issue, among others. A similar case involving the NUM and Vaal Reefs is also pending in the Supreme Court

MULTIRACIAL BEACHES ²⁸³

^{FOR NUM 20/1/85} **Durban leaps in** ¹⁵²

Race barriers came down on four of Durban's beaches last week. As expected, the sight of multiracial crowds sunning themselves on Durban's Golden Mile stopped few people in their tracks

After three days of rain, the sun peeped out on Monday. Durbanites made the most of their public holiday and headed for the sea. At the newly enclosed paddling pool children of all complexions gaily splashed one another, a coloured man dozed belly-up in the sun, lovers promenaded and an African family, a little self-consciously, built a sand castle at the water's edge

21/3/85
Siemens down tools

By ALINAH DUBE

ABOUT 2 500 members of the Metal and Allied Workers Union employed at Siemens Limited yesterday went on strike at five company plants in Pretoria and the East Rand following Management's announcement that 500 of them are to be retrenched.

The affected plants are those in Rosslyn, Koedoespoort, Watloo, Spartan and Isando. Workers there downed tools at 6 am and vowed not to return to their posts unless their demands were met.

The electronic firm announced its intention

to retrench workers from the Watloo and Koedoespoort factories "because of changing technologies" early this week. Among those to be made redundant are an estimated 30 blacks, 200 coloureds and 50 whites.

Workers told The SOWETAN that they were not opposed to the move to oust them but that they were entitled to decent severance payment when being retrenched. To prove that, one said, some of them had indicated interest in voluntary redundancy.

Dr Benny Fanaroff, national organiser for

Mawu, said the issue of retrenchments was totally rejected when management brought it up earlier.

The union requested that Siemens give full details before implementing its decision.

Workers' demands are that (i) The company take notice of the fact that the retrenchments were due to technical changes and not the economic situation, (ii) a list of all the affected workers be given to trade union officials explaining fully the reasons for the retrenchments, (iii) There be time allocated for meetings to inform workers how negotiations continued, (iv) The severance pay be bettered (v) Negotiating team to consist of Mawu's national committee shop stewards of the affected plants and company officials and (vi) Job termination be carried out in one group and not in several sections as arranged by management.

Mr J Trotskie, a director of Siemens, was said to be not available when The SOWETAN contacted his office.

Reporters snubbed

Press invited at a hotel in star of the Rider, were relations com- optional tour. re angry at differential treat- elusive" inter- e white Press were granted cross-the-floor star. zine reporter interview he

was told "you'll have to speak to him on the way downstairs". The said reporter conducted the interview in a crowded lift.

The black journalist at the conference somehow brightened up when David Hasselhoff — Michel Knight in the TV series — bowled them with his sharp wit and cheerfulness. Pressmen went away with a feeling it was the case of "nice fella" being handled by wrong people.

Mr Hasselhoff posed for pictures with some black journalists.



Metal unions will combine for a new Industrial Council approach

The reduction of the working week by five hours to help ease unemployment in the metal and engineering industry will be proposed by a group of five trade unions during Industrial Council negotiations next Tuesday.

It will be the first time the unions have negotiated jointly at the Industrial Council. They are the Metal and Allied Workers' Union, the South African Boilermakers' Society, the Steel, Engineering and Allied Workers' Union, the Engineering Industrial Workers' Union and the National Automobile and Allied Workers' Union (NAAWU)

They will negotiate under the banner of the South African Council of the International Metalworkers Federation (IMF)

The local IMF council's secretary, Mr Brian Fredricks, said the unions had decided to negotiate jointly because they represented the majority of workers at the Industrial Council

Other proposals include the raising of the industry's minimum wage to R3 an hour and an across-the-board 50c hourly pay increase.

All the unions except NAAWU are parties to the Industrial Council

could I suggest that he consult the files of his department in Johannesburg and refer to File No 21/3/857 He will then see that this community applied for a clinic in their area and that there was no response from the hon the Deputy Minister's department

“Fun Train”

*12 Mr B B GOODALL asked the Minister of Transport Affairs

(1) Whether the South African Transport Services were connected with the so-called “Fun Train”, which ran from Johannesburg to Durban and back, if so, (a) when was it started and (b) what was the nature of their involvement,

(2) whether (a) a certain organization, the name of which has been furnished to the South African Transport Services for the purpose of the Minister's reply, and (b) any other organization was connected with this train, if so, (i) what are the names of the organizations concerned and (ii) what was the nature of their involvement in each case.

(3) whether any contracts existed between the South African Transport Services and any organizations in regard to this train, if so (a) what were the terms of the contracts and (b) when were they entered into,

(4) whether this train service has since been discontinued, if so, (a) when, (b) why and (c) who took the decision in this regard,

(5) whether he will make a statement on the matter?

†The MINISTER OF TRANSPORT AFFAIRS

(1), (a), (b), (2), (a) and (b) Yes Since 9 July 1983 the “Fun Train” was operated by Transport Services and leased to Southern Sun Hotel Corporation (Pty) Ltd No other organization was involved.

HQA

(6) whether the South African Transport Services are involved in this competition, if so, what is the nature of this involvement,

(7) whether he will make a statement on the matter?

†The MINISTER OF TRANSPORT AFFAIRS

(1), (2), (a) and (b) Yes Southern Sun Hotel Corporation (Pty) Ltd charters a luxury bus from Transport Services and is responsible for the marketing of the service as well as the selling of tickets Transport Services only operates the bus

(3) Yes

(a) For sound business reasons it is not the policy to disclose details of contracts entered into

(b) April 1985

(4) No

(5) No No action is deemed necessary

(a), (i), (ii) and (b) Fall away

(6) and (7) No

*14 Mr E K MOBRICROFT asked the Minister of Co-operation, Development and Education

(1) Whether teachers in his Department were eligible for a 12% increment in salary in 1984, if so,

(2) whether the payment of this increment was deferred until 30 April 1985, if so,

(3) whether this increment has been paid to all teachers in his Department, if not, (a) why not and (b) when is it anticipated that it will be paid, if so, when?

The MINISTER OF CO-OPERATION DEVELOPMENT AND EDUCATION

(1) Yes An increment of approximately 23%

(2) Yes, the increments in respect of October and November 1984 were deferred as in the case of all education departments

(3) No

(a) Due to programme adjustments to the computer it was not possible to pay the increments together with their salaries

(b) At the end of May beginning of June 1985

*15 Mrs H SUZMAN asked the Minister of Law and Order

(1) Whether an investigation is being held into the death of a certain person, whose name has been furnished to the South African Police for the purpose of the Minister's reply at the Baragwanath Hospital on or about 6 May 1985, if not, why not if so, (a) who is in charge of the investigation (b) what were the circumstances surrounding the death of this person, (c) what was the cause of death and (d) what is the name of this person

(2) whether this person was arrested and/or detained by any branch of the South African Police, if so, (a) when, (b) why, (c) in terms of what statutory provision and (d) where was he (i) arrested and/or (ii) detained,

(3) whether he was released subsequent to being arrested and/or detained, if so, (a) when and (b) where,

(4) whether any relatives or friends of this person made enquiries about him from any members of the South African Police; if so, (a) on what date and (b) what was the (i) nature of the

HQA

Handwritten: Hendwood
Teachers: salary increase
R 601, 1541 21/5/85

Handwritten: 1408
Hendwood R 61 1512
Death of certain person 21/5/85

enquiries and (ii) response of the South African Police,

- (5) whether any members of the South African Police took him to hospital, if not, (a) why not and (b) who took him to hospital, if so, (i) what were the circumstances surrounding his injury and (ii)(aa) when and (bb) in what manner was he taken to hospital,

- (6) whether a post-mortem has been carried out, if not, why not, if so, (a) when, (b) where, (c) by whom and (d) what were the findings,

- (7) whether his family was informed of the date of the post-mortem, if not, why not, if so, (a) when and (b) by whom,

- (8) whether any independent medical examiner representing his family was present at the post-mortem, if not, why not,

- (9) whether the investigation into the death of this person has been completed, if not, (a) why not and (b) when is it anticipated that it will be completed, if so, (i) when was it completed and (ii) what were the findings,

- (10) whether any action is to be taken as a result of the investigations, if not, why not, if so, what action,

- (11) whether he will make a statement on the matter?

THE MINISTER OF LAW AND ORDER

- (1) Yes

- (a) The Divisional Criminal Investigation Officer, Soweto

- (b) and (c) The deceased was arrested in Tsakana by members of the uniform branch during the morning of 4 May 1985, and preventively detained in terms of

section 50 of the Internal Security Act, No 84 of 1972

The Circumstances pertaining to the death of this person on 6 May 1985 at a hospital forms the subject of an intensive police investigation which, except for the result of histological tests, has already been concluded, and has been referred to the Attorney-General concerned for his decision

I therefore deem it undesirable at this stage to discuss the required particulars in public

- (d) Andres Lazarus Raditsela

- (2) Yes

- (a) On 4 May 1985

- (b) I refer to (1)(b) and (c)

- (c) In terms of section 50 of Act No 8 of 1972

- (d) (i) In Tsakana township

(ii) Tsakana duty room at the offices of the Administration Board

- (3) Yes

- (a) On 6 May 1985

- (b) At the Baragwanath Hospital

- (4) No, the police has no record in this regard

- (5) Yes

- (a) and (b) Fall away

- (i) I refer to (1)(b) and (c)

- (ii) (aa) On 4 May 1985

(bb) By police vehicle

- (6) Yes

- (a) On 9 May 1985

- (b) At the mortuary, Diephloof, Johannesburg

- (c) The State Pathologist

- (d) The finding is still being awaited

- (7) No, because the family made their own arrangements in this regard

- (8) Yes

- (9) Yes, to the extent as indicated in (1)(b) and (c)

- (a) and (b) Fall away

- (i) On 15 May 1985

- (ii) The Attorney-General's decision is being awaited

- (10) Whether or not criminal proceedings will be instituted depends upon the decision of the Attorney-General. The Commissioner of the South African Police has already taken departmental steps

- (11) No, especially because as has already been indicated the matter is in the hands of the Attorney-General

Commission of Inquiry into the Future of the Sishen-Saldanha Project

*16 Mr D J N MALCOMMESS asked the Minister of Trade and Industry

- (1) Whether, with reference to his reply to Question No 20 on 26 February 1985, he will reconsider his decision not to table the Report of the Commission of Inquiry into the Future of the Sishen-Saldanha Project in the light of the introduction of the Finance Bill, No 80 of 1985, if not, why not, if so, when,

- (2) whether he will make a statement on the matter?

THE MINISTER OF TRADE AND INDUSTRY

- (1) No, because as indicated in the reply

to Question no 20 on 26 February 1986, the report contains information which can be detrimental to Iscor's commercial interests if it is made public. The report was, however, made available on a confidential basis to the Standing Committee on Finance on 13 May 1985 for use in considering the Finance Bill, 1985

- (2) Falls away

Mr D J N MALCOMMESS Mr Speaker, arising out of the hon the Minister's reply, does he not consider that as in terms of the Finance Bill we as a country will be taking over a liability of R814 million the public of South Africa should be entitled to know the reasons behind that particular expenditure of money? Surely it would be possible to excuse from that report the items that are perhaps of commercial significance and make the rest of the report available to the public of South Africa whose money we are after all spending

The MINISTER Mr speaker, the Standing Committee on Finance was given a full opportunity to discuss the matter in depth and the report was supplied to them

Mr D J N MALCOMMESS Mr Speaker, further arising out of the hon the Minister's reply, the standing committee was of course given the matter in confidence which does therefore mean that the public, whose money it is, will not be entitled to that information. Is that not correct?

The MINISTER Mr Speaker, the relevant matters were discussed in the standing committee and I think it was given all the evidence necessary to be able to report on the matter. However, there is information in the report which forms the essence of the report and which it cannot be publicized without harming Iscor's financial interests. I do not think this will be in the interests of the taxpayer who is also a shareholder in Iscor

Retail prices

*17 Mr A SAVAGE asked the Minister of Trade and Industry

Whether the Government is giving con

Botha must quit, Cosatu president tells Durban rally

STAR 2/12/85

Mike Siluma reports
from the Cosatu rally
in Durban

DURBAN — President Botha had failed in his duty to rule South Africa and both he and the homeland leaders should resign, according to the president of the new Congress of South African Trade Unions (Cosatu), Mr Elijah Barayi.

Mr Barayi told thousands of workers at Cosatu's inaugural rally at King's Park Stadium this weekend that the organisation gave Mr Botha six months to abolish influx control laws or Cosatu would take action.

EQUAL PAY

Mr Barayi also called for

- A distinction to be made between legal and illegal strikes and for the recognition of the worker's right to strike
- Equal pay for equal work, especially for black women.
- The lifting of the state of emergency and withdrawal of troops from townships.

On disinvestment, he said Western firms argued that it would bring suffering to blacks. "Cosatu says black people have been suffering since 1652 when the Boers first came to this country."

He criticised homeland leaders who campaigned overseas against disinvestment. The money spent, he said, could be used to feed South Africa's starving people.

Calling on President Botha to resign in favour of leaders such as Nelson Mandela, he said homeland leaders should "change their minds because time is running out for them".

Cosatu, he said, also envisaged mines and other big industries being nationalised and would co-operate with any progressive organisation.

Later he told reporters that, being the biggest umbrella union body in the country, "Cosatu saw no need for another black union grouping".

For that reason it would be willing to hold talks with the Council of Unions of South Africa and the Azanian Confederation of Trade Unions, which have not joined Cosatu because of its non-racial policy.

Cosatu's first vice-president, Mr Chris Dlamini, opening the rally, declared

"The time has run out for employers and their collaborators."

"The unity gained through the formation of Cosatu has foiled the rulers' divide-and-rule strategy."



Mr Elijah Barayi, president of the new Congress of South African Trade Unions, told the organisation's first rally in Durban that the State President should resign.



Mr Jay Naidoo was elected general secretary of the new trade union federation in Durban at the weekend

Three generations join to lead new SA union federation

STAR 2/12/85

140A

The first national executive committee of the Congress of South African Trade Unions (Cosatu) includes three differing generations of labour struggle

The president is a veteran of the 1950s labour battles, three executive members are products of the 1976 student upheavals and two were part of the new spirit of unionism of the 1970s

The executive elected on Saturday night consists of

- Mr Elijah Barayi (53) (president), who is vice-president of the National Union of Mine-workers, has worked on the mines for about 25 years. Presently employed as a personnel officer at an Eastern Transvaal mine, he is a former member of the South African Congress of Trade Unions
- Mr Chris Dlamini (first vice-president) has been president of the Sweet Food and Allied Workers Union (SFAWU) since 1979. He was president of the now-disbanded Federation of South African Trade Unions since 1982. Mr Dlamini was

among the unionists detained after the three-day Transvaal work stayaway last year

- Mr Makhulu Ledwaba (second vice-president) is president of the Commercial Catering and Allied Workers' Union. He left high school in 1976
- Mr Jay Naidoo, (general secretary), has been general secretary of SFAWU since 1982. He abandoned his BSc studies at the University of Durban Westville in 1976. He returned in 1977 and joined the now-banned South African Students' Organisation. He was involved in community organisations in Natal between 1976 and 1979
- Mr Sydney Mafumadi (assistant general secretary) is the general secretary of the General and Allied Workers' Union. He was expelled from high school in 1977 for his involvement in the student movement. Mr Mafumadi is publicity secretary of the United Democratic Front in the Transvaal
- Mr Maxwell Xulu (treasurer) is vice-president of the Metal and Allied Workers Union (Mawu) and chairman of its Natal branch

Retrenchment hitting hard

By Sheryl Raine
2/12/85
NCA

A clause in the severance deal struck between the National Automobile and Allied Workers' Union (Naawu) and the South African Motor Corporation (Samcor) concerning the shutting of a Ford plant in Port Elizabeth says virtually all there is to say about the harsh realities of retrenchment.

"The company is to donate R50 000 to the Port Elizabeth School Feeding Fund to ensure that scholars who go to school without enough to eat as a result of their parents being unemployed will have something to eat," the clause says.

Retrenchment will hit 1 300 workers at the Neaves car assembly

plant in Port Elizabeth on December 13. The Ford division of Samcor will shut its factory in accordance with a January agreement.

The severance package negotiated by Naawu and granted by Samcor is one of the most favourable won in the motor industry to date. Few details of the package have been made public, but according to Mr Les Kettledas, regional secretary of Naawu, the deal is more favourable than that made with Alfa Romeo when 600 workers lost their jobs when the company stopped production at Brits.

But this is small comfort for workers whose chances of getting jobs in the Eastern Cape are nil.

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Unions raise storm over Cosatu's politics

SOWETAN Reporter

TWO weeks after being formed, some affiliates of the Council of South African Trade Unions are already questioning its political leanings.

Some affiliates of the federation have claimed that there were elements that are trying to sway the movement to support the African National Congress (ANC)

The claims were made after the visit to Harare by Cosatu's general secretary, Mr Jay Naidoo. While in Zimbabwe, Mr Naidoo met and held informal talks with the ANC and South African Congress of Trade Union (Sactu) officials

The unions claim that Mr Naidoo was not given a mandate to talk to the ANC and Sactu

However, Mr Naidoo said he was approached by the organisations in Harare where he had gone to address a meet-



Mr JAY NAIDOO

ing of the World Council of Churches (WCC)

He refuted allegations that Cosatu was a front of the ANC asserting: 'We are a workers' front.'

The president of the National Textile Workers Union (formerly affiliated to Fosatu), Mr Nelson Mthombeni said his union would discuss Mr Naidoo's visit to Harare and the meeting he had with the ANC and

Sactu

"This matter raises concern because we have suspicions that we might be swayed to support the ANC"

Metal and Allied Workers Union's, Transvaal secretary Mr Moses Mayekiso said the federation would decide next year on its political affiliation

A spokesman for the Transport and General Workers Union said they were "shocked" by the recent moves by Cosatu executives regarding affiliation to political organisations.

"We did not give any political direction to Cosatu. Mr Naidoo's move is a clear indication that we might be swayed to support the ANC and this may divide us because we have different political affiliations. Workers should not be divided along these lines," he said.

Strike held off as
talks go ahead

1401

STAR 2/1/78

By Jon Qwelane

The strike planned for Saturday at CNA branches and warehouses was deferred pending the outcome of talks today between the Commercial, Catering and Allied Workers' Union (Ccawusa) and management

However, a picket of the CNA headquarters in Commissioner Street, Johannesburg went ahead on Saturday.

More than 700 workers had intended striking in support of wage demands, but when the Minister of Manpower granted an application for a conciliation board on Friday afternoon, the strike was deferred

On Saturday pickets took up positions outside the CNA headquarters and the Carlton Centre branch.

Workers congregated in the hall of the South African Council of Churches and a number left every hour to relieve pickets.

Society to seek further redress

STRIKE 2/12/85 (1401A)
The SA Boilermakers' Society is to meet management at Ferralloys in Machadodorp tonight and tomorrow to discuss the permanent reinstatement of 21 of its members

The industrial court last week granted them temporary reinstatement after the union said they had been forced to strike on July 18 by members of the Metal and Allied Workers' Union (Mawu)

All workers who went on strike were re-employed by the company but lost valuable service benefits

The society claimed its members had been intimidated into taking part in the strike and should not be deprived of their benefits. The strike led to considerable tension between the society and Mawu

A spokesman for the society said yesterday it was confident that Ferralloys would grant the 21 permanent reinstatement

Worldwide backing for 'super-union'

(140A) The Star Bureau ^{STAR} 3/12/85

LONDON — Trade unionists throughout the world have pledged support for the newly formed Congress of South African Trade Unions (Cosatu) and offered to give advice and practical support should it be needed

In Brussels yesterday, the International Congress of Free Trade Unions, representing 83 million workers throughout the world, welcomed the formation of Cosatu as a positive move towards anti-apartheid trade union unity

In Britain, TUC general secretary Mr Norman Willis said "We hope our experience may be helpful to Cosatu as it extends its role in South Africa"

Britain's Labour Party has also warmly welcomed Cosatu to the world labour movement.

All the organisations said they were awaiting Cosatu's response to offers of help to see how best they could serve the new union realignment

DISINVESTMENT

In Washington it is reported the United States Government has welcomed the new federation, but differed sharply with Cosatu's president, Mr Elijah Barayi, on the issue of disinvestment.

The State Department agreed pass laws should be abolished and apartheid dismantled, a State Department spokesman said

However, it rejected Mr Barayi's opposition to foreign investment in South Africa as it believed this to be a positive factor in bringing about peaceful change, he said

He would not comment on Mr Barayi's call on Mr P W Botha to resign his State Presidency to make way for Nelson Mandela

By Mike Siluma

Cosatu takes a tough line

The formation of the Congress of South African Trade Unions (Cosatu) this weekend is likely to be perceived as unwelcome news by many employers and by the Government

For Cosatu's tough talk in Durban rejected out of hand both the capitalist system and the Government's policies

What came through clearly was the belief that capitalism and apartheid were two sides of the same coin — responsible for blacks' hardships at work and in society respectively

Cosatu's stand seems to con-

firm predictions that without a say in political decision making in South Africa black workers will increasingly use shopfloor strength to force redress of their grievances

At a Press conference yesterday Cosatu's newly elected leadership made it clear the organisation was first and foremost a workers' organisation, geared to protect the interests of the workers

But, added the organisation's first vice-president, Mr Chris Dlamini "Workers face prob-

lems such as high rentals and transport fares and a lack of housing. We have to address whatever problems face our members"

Cosatu has pledged itself to the nationalisation of mines and other big concerns because the system of free enterprise in South Africa has been a very brutal experience for the workers"

It has also fully supported disinvestment

On the political front, it attacked the imposition of the

state of emergency and the homeland system and rejected as "a total fraud" the proposed federal solution

Cosatu instead demanded a unitary state based on the system of one person one vote

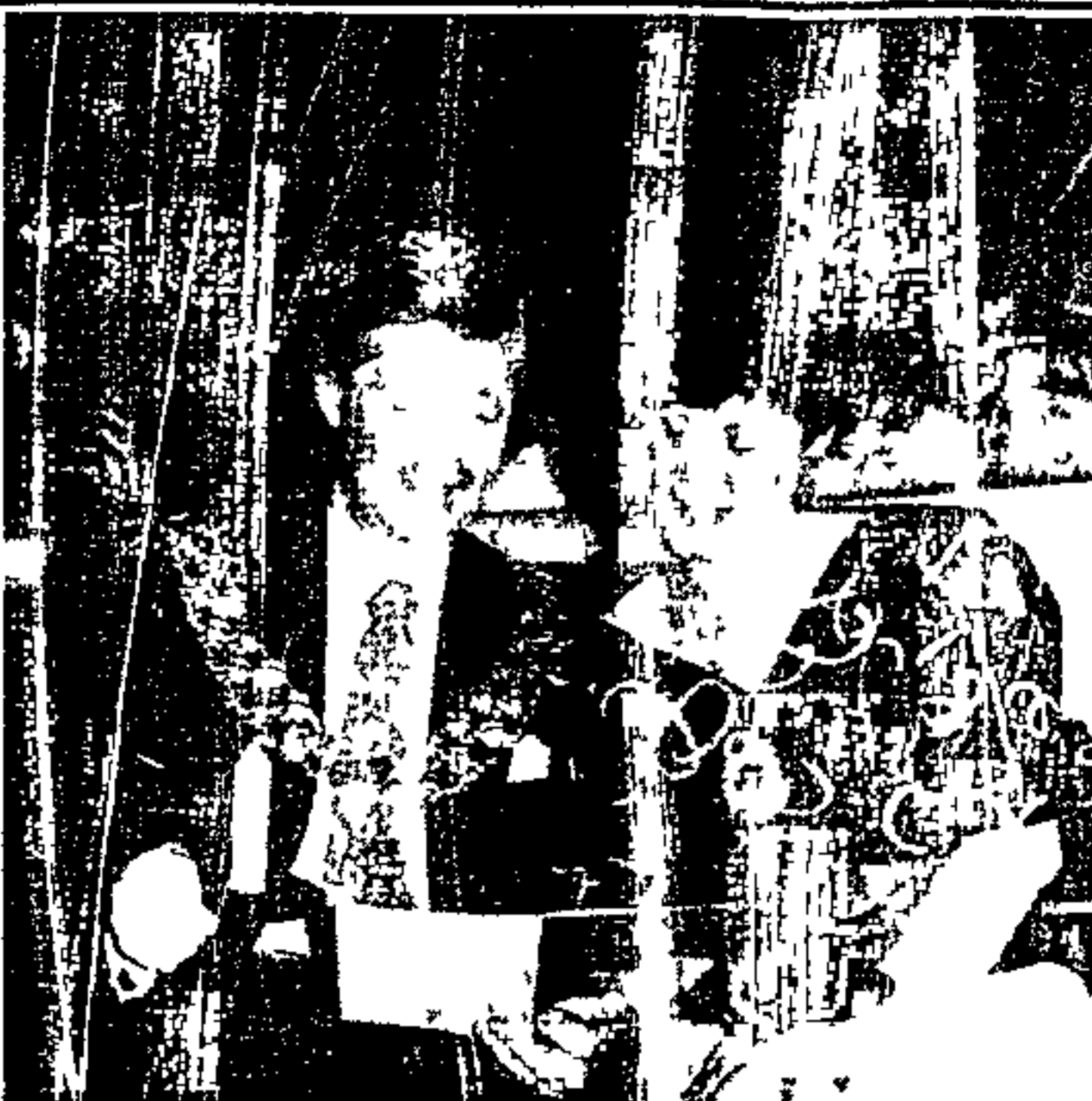
Cosatu affiliated unions would establish links with other Southern African unions. But co-operation with the white South African unions was pointedly ruled out

Other resolutions included a demand for the right to strike and the scrapping of the mi-

grant labour system. A national strike would be called if the Government repatriated migrant workers

In the first reaction by organised industry, the Federated Chamber of Industries (FCI) said the establishment of Cosatu raised the danger of industrial relations issues being ultimately regarded as political issues due to black workers' lack of a political say

The FCI said it was committed to reinforcing the industrial relations bargaining system and in this spirit invited Cosatu to follow the path of dialogue and negotiation



Oh Come All Ye Faithful ...

More than 1 000 people laid out their picnic suppers on the lawns around Johannesburg's Zoo Lake yesterday evening at the Round Table Carols by Candlelight service. Captain Don Odagaard and Mrs Wendy Bard (top left) were among the members of the Salvation Army Band which performed at the event along with the Welsh Male Voice Choir. Dignitaries included the Mayor and Mayoress of Johannesburg, Mr and Mrs Ernie Fabel (top right). Bottom: The crowd stands with lighted candles

Worldwide backing for 'super-union'

The Star Bureau

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'They have a list of 90 youths who may be arrested'

Violence in Leandra after police stay out

STAR 3/12/85

Hours before the Leslie police deadline expired — they had undertaken not to enter, interfere or make any arrests in Leandra township until four unrest victims were buried — a cafe was firebombed and six houses were attacked and extensively damaged.

The cafe owner had allegedly shot dead one of the unrest victims. Three of the damaged houses belonged to policemen and three to councillors.

The incidents happened on Sunday, four hours after the Bishop Saffragan of Johannesburg North, the Rt Rev Simeon Mkoane, stopped youths who marched down the streets carrying an assortment of weapons and chanting that they wanted "to destroy and get rid of all police and informers in the township."

Police letter

A letter dated November 27 from the station commander, Lieutenant A P de Vries to the tribal representative, Mr Chief Maseka read: "This is to certify that in the event of public violence on November 19 in black residential area of Leslie, the station commander undertake not to arrest anybody involved in the above-mentioned incident before December 2."

Mr Maseka said it was regrettable that despite police undertakings not to enter the township or 'interfere with our funeral proceedings, there has been such violence and damage to property."

"There is a list in the police station of about 90 youths who are supposed to be arrested following the incidents."

"The police said if parents agreed, the names would be handed over to them and they would then voluntarily escort the youths to the police station," Mr Maseka said.

"Parents resolved not to heed the police request. We don't know how they got the names or if they were really involved."

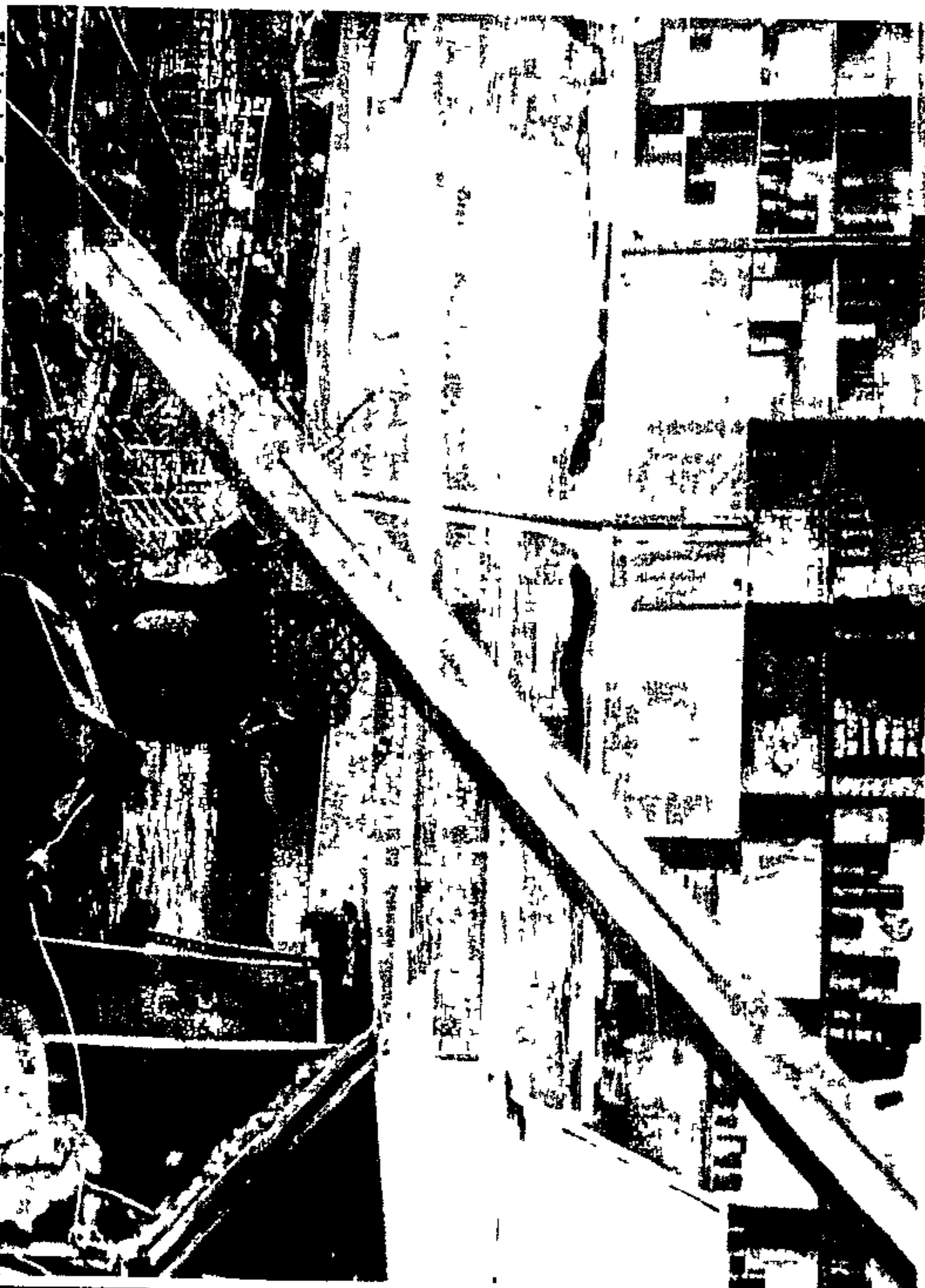
Lieutenant de Vries said he was not prepared to comment about any list "since if there is such a list, it forms part of the police investigations."

About the damage of houses and the burning down of the shop, Mr Maseka said he did not make any guarantee that if police kept away from the township, there would be no violence.

"It could be that we avoided more deaths because the police kept a low profile. What we have seen was damage to property. It is better than loss of life," he said.



One of the houses in Leandra which was attacked on Sunday



The interior of a cafe which was attacked and extensively damaged on Sunday night after the funeral of four victims of unrest.

● Pictures by Hebert Mobergo

The Star Tuesday

Racing yac bypass Cap

CAPE TOWN — Mr Samuel Whitbread, chairman of the company sponsoring the 1985/6 round-the-world race, implied in an interview yesterday that Cape Town might have to be dropped as a stopover port in any further global race if South Africa's internal situation deteriorated.

"It's for South Africa to decide whether or not we call here again," he said.

"We have always been well received in Cape Town and we would like to continue calling here. But we will obviously have to look at the situation when a decision is taken on the next race, and on whether we will continue as sponsor of this unique event with which we are proud to be associated."

Mr Whitbread, the fourth-generation chairman of his com-

City centenary boycott planned

The Congress of South African Trade Unions (Cosatu) is to organise a boycott of Johannesburg's centenary celebrations next year.

The decision was one of the resolutions adopted by about 900 delegates to Cosatu's inaugural congress, which ended in Durban yesterday.

The congress resolved that the celebrations be shunned because they were planned without consulting "the workers who have built Johannesburg, the gold mines and the industrial complexes" in the country.

It condemned the authorities for spending millions of rand on the celebrations.

All unions under Cosatu would organise an alternative programme to highlight "100 years of exploitation and oppression in Johannesburg".

● See Page 25.

W. Mail

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Cosatu: After the rhetoric, the obstacles

(140A)

The Congress of South African Trade Unions (Cosatu) has ushered in a new era in South African politics — but the bottom line remains as before, shop floor organisation

Only a strong and democratic base in the workplace will ensure that Cosatu becomes the potent political weapon which its founders have envisaged

The formation of one united trade union body has given impetus to working class politics, uniting the unions as a political force and putting socialism prominently on the agenda

Not that the unions have shied away from politics — the trend since the successful November 1984 stayaway has been one of increasing union involvement with community organisations at the local level

But Cosatu sees its main task as gaining for workers a leading role in the liberation struggle, thus breaking entirely new political ground

But, as National Union of Mineworkers general secretary Cyril Ramaphosa stressed in his opening address, without strong shopfloor organisation the political rhetoric will boil down to empty sloganising

For that reason, perhaps the key task at hand now is to meet the six-month deadline for merging the 33 founder affiliates of Cosatu into 12 industrial unions

The major obstacle to this will be the incompatibility between the general unions and the industrial unions and the unwillingness of some general unions to submerge their political identity

At the same time, there are still a number of important unions outside the federation preventing Cosatu from becoming truly representative. This week the African National Congress made a plea to the Council of Unions of SA (Cusa) and the Azanian Confederation of Trade Unions

Now that the launch euphoria has faded, the new superunion Cosatu will have to prove that it has the muscle and the organising ability to live up to its claims
By PHILLIP VAN NIEKERK

(Azactu) to go into Cosatu and the federation has stressed that its door is still open to those outside

Significant mergers are already on the cards in the metal, food and transport sectors which will see the emergence of three new giant unions

Perhaps the most important of these will be the new union forged in the metal and automobile industry chiefly between the Metal and Allied Workers Union and the National Automobile and Allied Workers Union and a former Tucsua union, the Motor Industry Combined Workers Union not yet affiliated to Cosatu

Smaller Cosatu unions including Mawu breakaway Ummawosa and Njawu breakaway the Port Elizabeth based Motor Assembly and Component Workers Union as well as the metal component of the General Workers Union will be included

The result is likely to be a union of more than 100 000 workers, potentially one of the strongest in the country

In the food and drink sector, talks between the 26 000-strong Food and Canning Workers Union and the 20 000-strong Sweet, Food and Allied Workers Union are already at an advanced stage

But the new food union will feel the absence of two Cusa affiliates, the Food Beverage Workers Union and the National Union of Wine, Spirits and Allied Workers

In the textile and clothing industry, the predominating union is the 23 240 strong National Union of Textile Workers

More problematic in this industry is



"One Country One Federation" — singing workers at the start of the Cosatu launch

the large number of workers outside the federation, organised chiefly through the closed shop into affiliates of the Trade Union Council of SA. The Paper, Wood and Allied Workers Union, with 12 000 members, is the only Cosatu union well-organised in the paper, wood and printing industry

In the strategically important mining industry, the National Union of Mineworkers predominates both inside and outside Cosatu

The Chemical Workers Industrial Union, with 20 700 members, is the only serious Cosatu presence in the chemical industry. But Cusa's most

important affiliate, the SA Chemical Workers Union, is excluded.

In the commercial and catering sector, Ccawusa, with 50 000 members, is by far the most important union inside and outside Cosatu

Two small but important independent unions — the National Union of Distributive and Allied Workers and a Ccawusa breakaway, the Federal Council of Retail and Allied Workers, are at present out.

In transport the 10 000-strong General Workers Union, representing the country's dockers, and the Transport and General Workers Union are close to merging. Three smaller unions will have to join them.

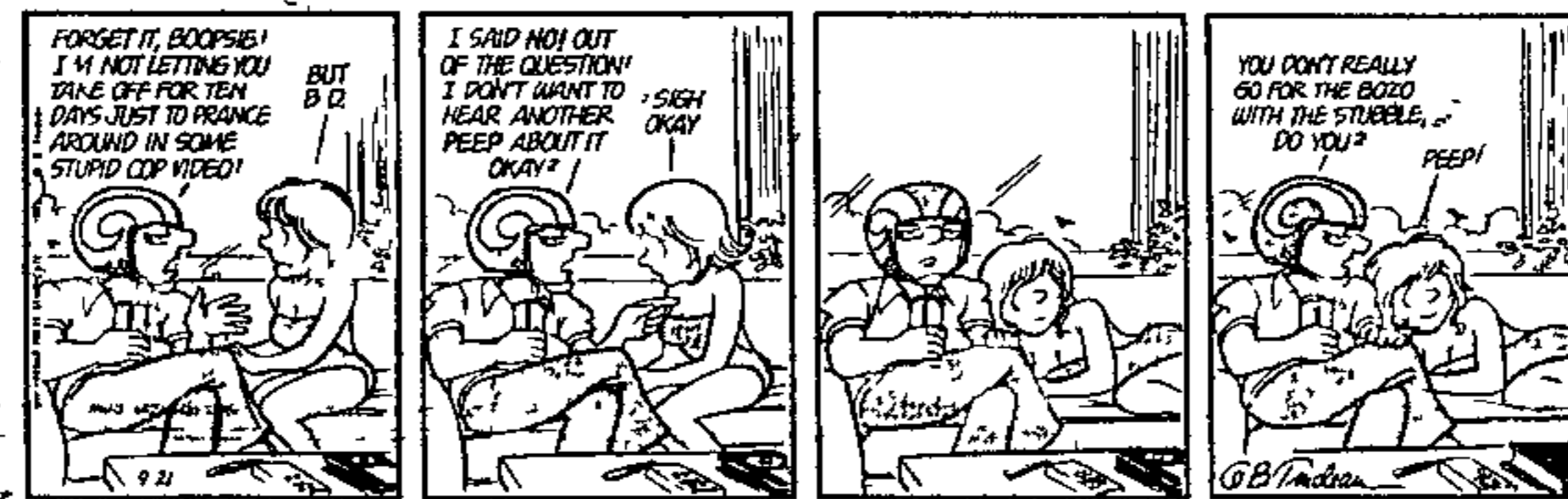
A major absence from Cosatu is Cusa's Transport and Allied Workers Union while the task of organising the SA Transport Services, the largest employer in this sector, has hardly begun

In the largely unionised public sector the only real force is the 11 000-strong Cape Town Municipal Workers Association.

The organisation of domestic workers, farm workers and construction workers is still at a very early stage but will be given impetus by the formation of Cosatu.

Doonesbury

BY GARRY TRUDEAU



STAR 4/12/85
140A (14) 152 (15)

Attempts to resolve wage dispute continue

Efforts to resolve a wage dispute between CNA (Gallo) and the Commercial Catering and Allied Workers' Union resume today.

A conciliation board established by the Minister of Manpower to settle the dispute sat for the first time on Monday and talks were adjourned until today.

A strike scheduled for last Saturday by 700 CNA shop assistants and helpers was suspended pending the outcome of the conciliation board hearing.

Mawu lashes out at Govt

140A

By Sheryl Raine

STAR 5/12/85

The Metal and Allied Workers Union has lashed out at the Government, condemning its refusal of a passport to the union's Transvaal branch secretary. This is the second time that the branch secretary, Mr Moses Mayekiso, has been refused a passport. He applied for a passport recently because he was invited to speak at a meeting of the Labour Research Association in New York this month.

Two alternative delegates from Mawu have now been proposed as delegates to the meeting.

Mr Maxwell Xulu, who is treasurer of the new Congress of South African Trade Unions and also vice-president of Mawu, will attend. He already holds a passport.

Mawu has protested against the delay in issuing Mr E Mabaso with a passport to attend the meeting.

"He applied for a passport two weeks ago and now the Department of Home Affairs wants to see his invitation to the meeting," a union spokesman said.

"Businessmen obtain passports with no trouble. It is clear that there is one law for Gavin Relly and Zac de Beer and another for workers' leaders," he said.

The bold political stand taken by the Congress of South African Trade Unions (Cosatu) at its inaugural congress in Durban has prompted suggestions that South Africa could be seeing the beginnings of the first independent workers' political party

In fact, some of Cosatu's critics go even further — accusing it of being merely a logical extension of an orchestrated political campaign to render South Africa ungovernable

One of the first to criticise the formation of the organisation was Chief Mangosuthu Buthelezi, leader of the Inkatha movement and the kwaZulu homeland Cosatu, Chief Buthelezi said, was a front for the banned African National Congress

But how valid can such criticism be?

Observers say that given the as yet extremely short period of Cosatu's existence, its political significance can now be measured only in terms of what is embodied in its constitution and its leaders' utterances. They point out that the roots of Cosatu's political stance are to be found in the activities of the emergent labour movement in the past two years or so

Priority

While the organisation has said it would not shy away from political issues, its leaders have made it abundantly clear that its priority was to look after the interests of workers

When asked how political Cosatu would be, first vice-president Mr Chris Dlamini said the political struggle remained the primary task of "the recognised political organisations of the people"

While the organisation is committed to working with other organisations, it said this would be on its own terms. And it will not align itself with any political grouping

The view that Cosatu is part of a plan to make the country ungovernable and to attack homeland leaders has also been rejected by labour observers, who point out that emergent trade unions got involved directly in politics long before Cosatu was formed

They cite the anti-tricameral election campaign launched by the Federation of South African Trade Unions (now absorbed into Cosatu) and the three-day Transvaal work

Cosatu: a political force, but champion of the workers

STAR 5/12/85

140A

The biggest black trade union, the Congress of South African Trade Unions (Cosatu), was launched in Durban this week. The inauguration was attended by thousands of workers and about 900 delegates from around the country. Cosatu was formed after nearly five years of negotiations among the emergent unions. Reporter MIKE SILUMA looks at the likely political role of the 500 000-strong labour giant.



The president of the Congress of South African Trade Unions (Cosatu), Mr Elijah Barayi. Among the first demands made by Mr Barayi after being elected was to call for the release of Nelson Mandela, the abolition of influx control and the resignation of President Botha — underlining the worker organisation's commitment to the struggle against apartheid. Mr Barayi also called for equal pay for equal work and the nationalisation of mines and other big concerns.

stay-away supported by the Fosatu and the Council of Unions of South Africa as examples

The politicisation of an increasingly stronger trade union movement, say observers, is the result of a contradiction in the Government's labour reform process

They argue that the "liberalisation" of industrial relations — with the aim of preventing the politicisation of black trade unions — had led to the emergence of stronger unions

for black workers than had been the case before

But at the same time blacks continued to be excluded from the political process, resulting in the rise in resistance in the townships

A stronger working-class movement then had to, in the light of the suppression of credible black political organisations, assume a more political role

Cosatu's willingness to take up political issues and its commitment to non-racialism have tempted some

to compare it with the underground South African Congress of Trade Unions (Sactu)

Similarities do exist, as do differences

Both Cosatu and Sactu subscribe to non-racialism. And like Sactu, Cosatu believes it has the right, indeed the duty, to take up political issues on behalf of its mainly unfranchised membership

And there the similarities seem to end

For while Sactu was part of the

Congress Alliance, together with the African National Congress, Cosatu is pledged to political non-affiliation

Observers warn that at the moment the two main traditions of unionism can be found within Cosatu — one class-based and the other in favour of links with the national liberation movement

How Cosatu will take up political issues will be determined by debate within Cosatu and nature of the problems

140 A (2/3) (1/2) STAR 7/12/85

Newsmen quit over 'biased' coverage

CAPE TOWN — Three reporters at the Durban-based afternoon newspaper, *The Daily News*, have resigned because of dissatisfaction with the newspaper's handling of the launch of the Congress of South African Trade Unions (Cosatu)

The three reporters — political and parliamentary reporter Mike Robinson, political report-

er Roger Smith and labour reporter Billy Paddock — handed in their resignations on Tuesday and were told to clear their desks the following day

Mr Robinson said certain articles had been judged according to the editor's bias and not on their merits and he criticised the "uncritical" handling of statements by the Chief Minister of KwaZulu, Chief Mangosuthu Buthelezi

Before Cosatu's launch, the reporters had made extensive arrangements for coverage, including colour pictures of the launch, obtaining an exclusive interview with the federation's general secretary, Mr Joey Naidoo, and getting a response by Cosatu's president, Mr Ehjah Barayi, to an attack on it by Chief Buthelezi

It had been agreed by the chief sub-editor and the pictures editor that pictures of the launch would be used on the front page

When the paper appeared on Monday, a "girlie" picture had been used instead

Mr Barayi's response had not been published and the interview with Mr Naidoo was used after the three had resigned, Robinson said

The editor of *The Daily News*, Mr Michael Green, confirmed that he had accepted the resignation of the three reporters

"I am satisfied that we have given accurate and adequate coverage of the Cosatu launch"

"In the space of three days we have published a lengthy interview with Cosatu's general-secretary which appeared on the leader page after the resignation of the three reporters

"Like all editors, I often get complaints from various political groupings. Politicians are extremely hard to please," Mr Green said — Sapa

7404 (1/15/85) 9/1/85
Mwasa supports Ilanga sit-in

The Media Workers Association of South Africa (Mwasa) yesterday pledged its solidarity with journalists on the *Ilanga* newspaper in Durban, who have been on a sit-in since Thursday to protest against the newspaper's alleged bias towards the Inkatha movement.

The managing director of Natal Newspapers, Mr J G Featherstone, said the editor of *Ilanga* would be meeting the newspaper's staff today.

"There is no intended bias in the part of *Ilanga* towards Inkatha or any other political group," he said — Sapa.

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Extended
STAR 12/12/85
shop hours
opposed 14/14

Two trade unions in the retail industry have voiced opposition to the extension of Saturday shopping hours over the Christmas season

Many major retailers and some smaller traders in the Transvaal are to stay open until 5 pm on the next two Saturdays. This has been made possible by an amendment in the provincial Shop Hours Ordinance.

The president of the Commercial Catering and Allied Workers' Union, Mr Makhulu Ledwaba, said the union was opposed to any extension in shopping hours as this went against the union's campaign for a 40-hour working week.

The general secretary of the Retail and Allied Workers' Union, which represents retail workers mainly in the Northern Transvaal, Mr Donsie Kumalo said his union had not been approached by employers on the issue. It would certainly oppose the move, he said.

12/12/85 STAR
British unions
could act on
dismissal of
140A
Natal workers

The Star Bureau

LONDON — British trade unionists may take action in support of the 970 workers dismissed by Sarmcol in Natal, a subsidiary of BTR Industries based here

The workers were dismissed about nine months ago after striking legally for two days

Now representatives from South Africa's Metal and Allied Workers' Union (Mawu), who are visiting Britain, will be meeting union officials from BTR

They want union members at the company's British operation to take action in support of the 970 workers in Howick

Mawu treasurer Mr Maxwell Xulu told a British Trades Unions Congress Press conference yesterday "We will be calling for all kinds of support

"It is difficult for us to say what kind of support local unions will be able to provide, but we will have talks with BTR union representatives and proposals will be worked out then

PASSPORT REFUSED

"Our feeling is that BTR should withdraw from South Africa if the 970 are not reinstated — but they must leave their assets"

● The Mawu delegation will have talks with union representatives in Britain, Europe and America before returning home shortly before Christmas

Another MAWU executive member, Mr Moses Mayekiso, was to have joined the tour, but was refused a passport. This is the second time his passport has been refused for travel abroad on union business

TUC general secretary Norman Willis attacked South African authorities for refusing Mr Mayekiso's passport

"These are serious unions seeking to deal seriously with their problems and I find it extremely unwise and wrong for this kind of action to be taken," he said

STAR 12/12/85
'Company assets
belong in SA'

The Star Bureau

LONDON — Disinvestment is unacceptable if it means multinationals will withdraw all company assets, visiting South African trade unionists have told their British colleagues

A delegation from the Metal and Allied Workers Union (Mawu), and representing the newly-formed Cosatu federation, said the assets of foreign-based companies belonged to the workers

Mawu's treasurer, Mr Maxwell Xulu, told Britain's Trades Unions Congress (TUC) "We strongly support any pressure but we would not accept multinationals pulling out their assets, because these belong to the workers. The assets are the product of the workers of South Africa"

But he said workers fully supported the British trade union campaign to persuade firms in the United Kingdom to ban South African goods

Mr Xulu is accompanied by Mawu executive member Mr Jeffrey Vilane and national organiser Mr Bernie Fanaroff

They welcomed TUC general secretary Mr Norman Willis's announcement at a Press conference yesterday that more firms were supporting the boycott

The list so far includes Littlewoods, Argos, British Home Stores, Next, the Co-op group and

Harris Queensway

Tesco and Sainsbury stores have told the TUC they will cut their range of South African goods and find alternative supplies where possible

Mr Willis said other firms had joined the boycott, but had not announced their stand

The delegation urged more companies to join and rejected the view it would ultimately make conditions worse for blacks

"That is the argument put forward by the multinationals, but when they introduced new technology and machinery, they left thousands unemployed — but this they never considered"

The South African delegation was told people in Britain "recognise the horrors of apartheid and are prepared to show it in a practical way"

Mr Willis told them "There is still a long way to go before we have a complete or effective boycott, but the pressure is building up and we are doing all we can to make sure that retailers are fully aware of public feeling

"Apartheid is bad business. Shoppers don't want so-called bargains paid for by the suffering of innocent black South Africans"

● Mawu representatives were given a china plate commemorating the 1381 peasant's revolt in London — a gift from the TUC "to the youngest national trade union organisation"

Strangler of woman (75) may have struck twice, say police

By Don Holliday, Crime Reporter

There was "a very strong possibility" that the fugitive who strangled a 75-year-old woman and assaulted her husband on an isolated farm in the Eastern Transvaal on Monday night may have been involved in another attack on an elderly couple at a neighbouring farm three weeks ago, police said yesterday.

The man, who is probably wounded, is still at large in the rugged district of Roosenekal

Mrs Johanna Jacoba Margrieta Botha, of Dreyershof farm, was strangled and her husband Mr Lukas Martinus Botha (79), was

16 yachts enter Australian race

PERTH — The largest 12-metre yacht field assembled since World War 2 will take part in next February's World Championship off the West Australia coast, the Royal Perth Yacht Club said yesterday

The club said 16 yachts from six countries, the largest field for 40 years, had entered the championship. It will be staged on the same course as America's Cup in early 1987

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STAR 18/12/83

Labour MPs back Cosatu's influx control ultimatum

The Star Bureau

LONDON — At least 50 British Labour Party MPs are supporting Cosatu's ultimatum to President Botha to abolish influx control within six months or workers will burn their passes.

Their campaign may coincide with that of the Commonwealth Eminent Persons Group, but in an interview yesterday Mr Dave Nellist, MP for Coventry South East, who has tabled a motion in the House of Commons welcoming the formation of Cosatu and supporting the pass-burning campaign, said Cosatu had "teeth", but the Commonwealth group was "a dog with rubber teeth".

Once Cosatu had set a date for burning passes,

"we will take political and industrial action to support them", Mr Nellist said.

He added: "That so many MPs have put their names to the motion, in such a short time, is a telegram to the workers of South Africa that they have support in the Labour movement," Mr Nellist said.

The campaign would be supported especially by the 12 000-strong Labour Young Socialists group.

SANCTIONS

His motion has little chance of being debated in the House of Commons because of the preponderance of Government business, but it allows MPs to express support and is an indication to business

managers of the parties what MPs would like to discuss.

"British trade unionists have a special responsibility because 40 percent of foreign investment in South Africa is British. Over 400 British firms have subsidiaries or partnerships in South African firms and many Tory MPs are directors of those companies."

He put down reports that Mrs Thatcher would not impose sanctions because 120 000 British jobs were at stake.

"Totally false. The 3-million unemployed in Britain have been used as a weapon in an attempt to crush organised trade unions into accepting lower wages and conditions of work."