

IND. RELATIONS - Workers - Org. Unaffiliated Unions

1985

Ram 8/1/85 (138) (18)

# Senator sought on fired workers

By JEANETTE MINNIE

THE United Mining, Metal and Allied Workers' Union of South Africa (Ummawosa) was yesterday urgently seeking a meeting with visiting United States Senator Edward Kennedy, following the dismissal of almost 500 workers by the controversial US Union Carbide company

The workers were dismissed last month from the Tubatse Ferrochrome plant near Lydenburg, managed directly by Union Carbide (USA) — a signatory of the Sullivan Code

Union Carbide jumped into world headlines late last year after a gas leak from its Bhopal plant in India claimed the lives of at least 2 500 people

Union Carbide USA owns 51% of Tubatse Ferrochrome and holds the management contract, while the South African Gencor mining group owns the remaining 49%

Ummawosa claims the workers were dismissed after meeting before work one morning. They had asked a manager to address them on the findings of an

inquiry into a senior white shift supervisor, who allegedly assaulted a black worker. The company mistakenly assumed they were refusing to work unless the supervisor was fired

Workers requested the meeting after a seven-day deadline for a decision about the supervisor, agreed on by a joint union-management committee, had expired

They were locked out of the plant the next day and met at the gate by a strong security contingent, including South African Police

The plant's management has since terminated the union's recognition agreement and told workers they might apply for re-employment by tomorrow, but would be treated as first-time applicants. This means those re-employed will lose service benefits

Union Carbide's group personnel manager, Mr Cedric Robertson, yesterday claimed the workers had refused to work unless the supervisor was fired and said they were only dismissed after management had invited them to return to work several times

(Reuter)

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**Sacked 150 Spar workers hope to get jobs back**

**Labour Reporter**  
THE 150 workers sacked from eight Spar stores, run by W G Brown and Co, are hoping they will get back their jobs soon, following talks with the management, according to a spokesman for the sacked workers.

Mr Vivian Mwa, branch secretary of the Commercial, Catering and Allied Workers' Union, said yesterday that talks were held between union representatives and the management of W G

Brown to resolve the workers' grievances

'We put forward certain proposals and we are awaiting a response from the management.

'We expect to hear from them any time now,' he said, adding that in the meanwhile the sacked workers were still united and eager to return to their jobs once their grievances have been sorted out.

They met daily and embarked on a fund-raising drive to help keep 'their home fires burning,' he

said  
The workers were dismissed early in December after ignoring repeated appeals to return to work.

The stoppage was in support of their demand for recognition of their trade union and the reinstatement of two of their fellow workers. They also requested a wage increase.

Mr John Limbouris, managing director of W G Brown & Company, was not available for comment yesterday.

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# Legal strike looms in ER

**RALEIGH** Cycles, a British-owned company in Springs, is facing a legal strike following its refusal to negotiate wages in "good faith" at plant level with a black trade union.

The United, Mining, Metal and Allied Workers' Union of South Africa is considering the strike against the company after a deadlock on negotiations this week.

The matter has been referred to the Minister of Manpower for consideration — failure for the Minister to settle the dispute may open doors for a legal strike if the correct procedures are followed in terms of the Labour Relations Act.

In another development Ummawusa has accused the controversial United States company, Union Carbide, a signatory to the Sullivan Code of "unfair labour practice" following the dismissal of about 500 workers

However, Union Carbide has selectively re-employed most of the workers, although the union contends that it wants all its members to be re-instated unilaterally.

The union has accused the companies of not adhering to the European Economic Community (EEC) and the Sullivan Codes and has threatened to take industrial action

"These codes are just shapeless things because the companies do not

adhere to them We shall have to put more pressure on them to fight for our members' rights," Mr Sam Ntuli of Ummawusa said

He said that Raleigh has refused to negotiate with them at plant level and insisted that all negotiations should take place at industrial council level

Mr Peter Nel, Raleigh's personnel director, has confirmed that a deadlock was reached and said that the matter has been referred to the Minister of Manpower

Ummawusa has asserted that the Union Carbide workers were dismissed last December after a meeting They had demanded the findings of an enquiry into a senior white supervisor, who allegedly assaulted a black worker. The company misunderstood the meeting for a strike and dismissed them after a warning

The union's recognition agreement with the company has since been terminated and the workers have been applying for their jobs and were employed selectively.

Union Carbide's group personnel manager, Mr Cedric Robertson, yesterday said that the workers have been reinstated, but could not estimate how many of them have been re-employed

"We have not re-engaged all the workers," he said He added that the workers had gone on strike

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RENE DE WET AND DULCIE HARTWELL

# Trial by polygraph

René de Wet is the personnel director of Pick 'n Pay, a company involved in a dispute with two unions over its use of polygraph machines. He defends his company's position.

Crime against business costs business and the consumer dearly. Companies in SA lose between R100m and R200m annually through crime, excluding indirect insurance and prevention costs.

The largest percentage of crime in business can be attributed to theft by employees, in fact such internal theft far exceeds business losses due to burglary, shoplifting and cheque fraud.

The increasing number of cases of theft by employees has prompted many businesses to use the polygraph in their fight against "shrinkage". As the use of the polygraph has increased in SA, however, so has the controversy surrounding it.

Critics of the polygraph contend that the examinations are an invasion of privacy and a "dehumanising" experience. However, in our experience, the majority of persons who actually undergo polygraph tests do not find them objectionable.

There is no instrument presently in existence that can, in itself, tell when a person lies. "Lie detector" is an inadequate name for the instrument, but because of its emotiveness, the term has remained in use throughout the history of the instrument. In fact the term "truth verifier" would be more apt, as more often than not it has helped prove employees' innocence than establish their guilt.

Pick 'n Pay mainly uses the polygraph in the following two areas:

- Pre-employment testing where it can highlight certain aspects such as drug and alcohol abuse, theft from previous employers and a bad debt history. None of these things would normally be revealed in an application form. It may be argued that a prospective employee's debt problems, for example, are not the concern of the employer. But, in our view, it is beneficial to the employer to be aware of such facts when placing an employee in a position of trust, where control over cash or stock is involved, and
- Specific tests such as when cash or goods are stolen and a number of people are suspects. How can the employer ascertain which members of staff are innocent? The honest employees will want to take the test to confirm their inno-

The use of polygraph, lie detector tests is on the increase and is causing conflict between management and trade unions. Here, a trade unionist and an employer give their views on the issue.

cence and remove the cloud of suspicion. This has certainly proved to be the case at Pick 'n Pay.

It is a popular belief, albeit an erroneous one, that people are just "wired up" for a polygraph test, and a series of questions fired at them. In fact, when a test is carried out, all the questions are reviewed with the employee before the test commences. There are no surprise questions, neither are there trick or personal questions asked.

The most important factor in using a polygraph is the ability of the examiner, as well as his experience and integrity. Hence we use only trained, qualified personnel from an outside agency and only conduct the test with the employee's consent.

Polygraph tests are just another method of reducing stock losses. If used wisely by management, they can be of enormous benefit.

**Dulcie Hartwell, general secretary of the National Union of Distributive and Allied Workers (Nudaw), gives her view on the controversy surrounding the use of polygraph machines for pre-employment screening and security checks.**

The use of lie-detectors by employers in the commercial distributive trade, which recently received publicity because of an incident at Pick 'n Pay's Wynberg branch, appears to be common.

Stuttards, one of the last of the old gracious department stores, and the discount chain Dion, have proudly admitted their use of this instrument to the press.

Calling it by its more technical name, one of Pick 'n Pay's Cape management staff suggested at the Wynberg store to one of Nudaw's organisers that the "polygraph" was different from the lie-detector. However, when asked to describe the difference he was unable to do so.

Since employers, like ourselves (if we are not being too flattering to either party) are no fools, they must know that the results of lie-detector tests are not

acceptable as evidence in court. Why then do they use them?

The purpose, clearly, is to intimidate their employees. The workers do not all know that such tests cannot be used in court and certainly, neither the employer nor Lodge Services — the security firm used by Pick 'n Pay and other stores — tells them that fact. Workers submit to the test because they are afraid they will lose their jobs if they refuse.

The lie-detector registers emotional changes in the subject by, among other factors, measuring the heartbeat and the excretion of sweat. Very often situations arise in which employees know that the employer suspects one or some of them of theft. If an employer suggests using a lie-detector to find the culprit, those who are not willing to undergo the test are made to feel that they are afraid to prove their innocence.

But what has to be appreciated is that the purpose of polygraph tests is to prove *guilt* — not innocence. And the circumstances under which tests are conducted can easily cause emotional changes, such as fear of dismissal, which affect the test results and have nothing to do with guilt.

Since polygraph results are not acceptable in court, one must assume that the whole idea behind them is to humiliate and intimidate workers. Sometimes this treatment is successful in obtaining admissions from workers that they have stolen goods or money. However, in our experience, the extent of the success is extremely limited.

It is of interest to note that one of our organisers has also been told that Lodge Services is paid according to the results it achieves.

This, in itself, is an inducement to make use of traps — we have crossed swords with Lodge Services on that issue before — and of intimidatory methods against workers.

We have been told by Pick 'n Pay's top personnel management that they are "looking into the whole matter" but we do not yet know the result of their investigation.

Kirsh Trading, which owns Dion, is also examining the issue with a view to reaching a decision in respect of its entire group. We are aware that other undertakings in that group are opposed to the use of such humiliating practices.

Nudaw is considering making a request to the authorities to prohibit the use of polygraphs.

# OK workers' jobs cut-back

TODAY hundreds of OK Bazaars employees are to be told when they arrive at work that they are to lose their jobs in major staff cut-backs throughout the country.

The retrenchments, it is believed, will affect all races and all categories of workers in all the group's stores throughout the country. As many as 2 000 workers may lose their jobs.

OK Bazaars has held discussions with the trade unions involved in the retail trade — the Commercial Catering and Allied Workers Union (Ccawusa), and the National Union of Distributive Workers (NUDW), which represents mostly coloured, Indian and white workers.

"All I can tell you is the talks are still continuing with the unions," said Alan Fabig, a spokesman of OK Bazaars.

He refused to elaborate, adding "You can draw your own conclusion."

## Reduce

Neither of the unions was prepared to comment on the impending retrenchments.

However, sources within the group said it had been decided during talks with the unions that OK Bazaars was to reduce its staff by between five and 10 percent. With OK owning close on 200 stores nationwide, it is estimated that about 2 000 people could lose their jobs.

The first-in last-out principle, it is believed, will apply in all the retrenchments.

"It is common knowledge in all the stores — Monday is D-day," a source said.

"Most of the staff know, but they don't know who's going. Each manager has been given a quota of people that he's to let go. They will be told tomorrow."

Shop stewards have been called in and told about the retrenchments. More white, coloured, and Indian workers than African staff, it is understood, will be affected.

Unions have been assured that workers will be paid three months' salary, their pensions will be paid out, but they will continue to enjoy their medical aid benefits.

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# Whites link up with Rawu

**THE newly-formed Retail and Allied Workers Union has grown rapidly and signed on six white members from a large supermarket in the northern Transvaal.**

Mr Donsie Khumalo, the general secretary of the union, said the white members were "happy with the union and have shown their willingness to cooperate with black members"

This was a "historic move" for the union since its formation last year, but he was reluctant to disclose the names of the white members because "a white member who ear-

**By JOSHUA RABOROKO**

lier joined us was victimised and forced to withdraw her membership."

"We are willing to take up more membership because of our close cooperation with other race groups. The union is affiliated to the United Democratic Front which is seeking closer unity among organisations," he added

Mr Khumalo said that the union has signed "substantive agreements" with two Pretoria companies covering wages and working conditions and service. "We are hoping to com-

plete many more agreements with other companies late this year," he declared

In one instance, Mr Khumalo mentioned, "we signed an agreement wherein the company — East Sterne, a subsidiary of Plate Glass — agreed that on May 1, which is internationally recognised as Labour Day, workers should work half a day and be paid for the remaining hours

They have also signed "a substantive agreement" with Perl-

modes Clothing store covering maternity leave for women workers. In terms of the agreement the workers will be entitled to eight months' maternity leave and on return they will resume their duties" without any problems "

Mr Khumalo said that the union has been in existence for one year and having gained a membership of over 4 000 and recognition in the three major companies, the union appeared now to have established a solid foothold

The companies have confirmed the agreements

22/1/85

# Miners express

## their doubts

By PHILLIP VAN NIEKERK

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THE predominantly white Underground Officials Association (UOA) has questioned the Chamber of Mines' good faith in pressing for the abolition of job reservation in the mining industry

An editorial in the January edition of "The Underground Official", the union's official mouthpiece, says that even given the problems inherent in the issue "one still doubts the chamber's bona fides"

The editorial was in reference to talks being held between the chamber and 12 mainly-white unions, to reach an agreed formula to present to the Government for the scrapping of job reservation

The colour bar on the mines seems set to be a leading issue this year with the black National Union of Mineworkers (NUM) deciding at their annual congress at the weekend to put job reservation on the bargaining table this year

And the issue is certain to get a full airing at the all-white Mine Workers' Union (MWU) conference next week

Mr Arrie Paulus, general secretary of the MWU, who refused to comment on the NUM's congress decision, said there were a number of resolutions on job reservation for the conference

A chamber spokesman said they were still involved in discussions with the 12 unions and could not comment on the decision of the NUM and the allegations of the UOA



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# 1 051 OK Bazaars workers to lose jobs

By PHILLIP VAN NIEKERK

MORE than 1 000 OK Bazaars workers are to be axed from their jobs this week, but two shop unions have won major concessions in an attempt to soften the blow

The job losses were announced in a joint statement yesterday by OK Bazaars, the Commercial, Catering and Allied Workers' Union (Ccawusa) and the National Union of Distributive and Allied Workers (Nudaw).

The statement signalled the end of two weeks of disputes and negotiations which began when OK informed the two unions of its intention to retrench 2 000 workers, effective from January 21

In terms of the agreement, 1 051 workers out of OK's workforce of 25 500 are to be given notice today instead of the 1 500 originally contemplated by the com-

From Page 1

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## Fate of 949 in the balance

From Page 1

pany  
It is understood there will be a number of retirements and early retirements included in this figure

The company had intended to retrench another 500 in March, and OK and the unions will now have to negotiate the fate of the remaining 949 workers

According to yesterday's statement and a Ccawusa pamphlet distributed to OK workers, which the Rand Daily Mail has obtained a copy of, other features of the innovative and precedent-setting agreement are

- OK has agreed to accept an independent auditor nominated by the unions to verify the company's statements on the need for the retrenchments and to confirm the number of employees affected
- Workers can choose to be "retrenched" or laid off. If they choose to be laid off they would be guaranteed re-employment on August 7. Laid-off workers will receive two weeks wages and will remain members of their medical aids and pension funds
- Retrenched workers will be paid out their own plus the employers' pension fund in full. They will receive severance pay of two weeks for up to two years' service, four weeks for two to three years' service, six weeks for three to four years' service and eight weeks thereafter
- The OK has guaranteed to give preference to employees who are laid off or retrenched when it requires casual, part-time or full-time staff in future

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# 20 workers *D. Disputch* affected by lay-offs 1/2/85

EAST LONDON — Fewer than 20 workers in the Border area are affected by the country-wide layoffs announced this week by OK Bazaars

Miss Dulcie Hartwell, the general secretary of the National Union of Distributive and Allied Workers (NUDAW), said yesterday this figure included retirements and early retirements

In terms of an agreement announced this week by OK, NUDAW and the Commercial, Catering and Allied Workers' Union (CCA-WUSA), 1 051 workers are to lose their jobs with the firm's branches around South Africa

Originally, 1 500 were to lose their jobs—but unions managed to have the number dropped during negotiations

Mr K. Hartshorne, industrial relations controller for the supermarket chain, said there was no area that was affected more than other areas

Job losses were "fairly general across the country," he said

Miss Hartwell said the retrenchments had been implemented according to the "last in first out" (lifo) principle. This means workers with shortest time of service are in line for retrenchment first

The only exception had been where people had special skills, Miss Hartwell said. The company had intended a further 500 retrenchments in March and unions and management will now have to negotiate these — DDR

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# SATS staff to demand higher wages

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PRETORIA — Representatives of the 230 000-strong Federal Council of SATS Staff Associations will meet the Minister of Transport Affairs, Mr Hendrik Schoeman, on February 15 to press demands for 15 per cent pay rises throughout the service.

This is in spite of a government announcement last year that pay increases in the public sector would be frozen during 1985

The president of the federal council, Mr Jimmy Zurich, said in Pretoria yesterday the demand lodged with the minister last November had been backed by solid evidence of living cost rises in excess of 15

per cent since the last increases were granted

Since November, Mr Zurich said, further big increases in living costs had taken place

"There is informed speculation that the inflation rate may reach 20 per cent this year, and the need for relief for railway workers is obvious."

Mr Zurich pointed out that, in co-operation with the 11 railway unions, the administration had slashed staff numbers by about 40 000 in the past two years to 230 000

"In spite of this, efficiency and standards have been maintained throughout the service — and this has been

achieved by the extra effort being made by the staff to compensate for the far smaller establishment"

Senior public servants said if Mr Schoeman agreed to increases for his workers it would trigger off a wave of new demands throughout the public sector

However, according to Pretoria sources, there is little if any chance of the railway workers demands being agreed to. The best they can look forward to, it was suggested, were increases with the rest of the public sector from April 1986 — unless there was a dramatic end to the recession and solid growth in the economy — DDC

RAM 2/2/85

## 2 more unions allowed to recruit

By PHILLIP VAN NIEKERK

THE Chamber of Mines has reached agreement with two more emerging unions, granting them the right to recruit workers on the properties of chamber mines.

The unions are the South African Mineworkers' Union (Samwu), which is affiliated to the South African Allied Workers' Union, and the African Miners' and Allied Workers' Union (Amawu).

In terms of the agreements, announced by the chamber on Thursday, accredited representatives of the two unions may recruit on mine property "subject to conditions that may be determined by individual mine managers".

Samwu — which is based in Johannesburg — was formed in 1983, while Amawu — which operates in the Carletonville/Westonaria area — was formed last year by Mr Vuyani Madolo, a former organiser of the National Union of Mineworkers (NUM).

This brings to seven the number of emerging unions that now have access to recruit on chamber mines.

The Federated Mining Union (FMU) is recognised at several De Beers diamond mines in the Kimberley area, at two gold mines and was recognised at Rustenburg Platinum Mines this week.

The other three unions with access rights are the Black Allied Mining and Tunnel Workers' Union, which is linked to the Black Allied Workers' Union, the Black Allied Mining and Construction Workers' Union, and the Black Mineworkers' Union.

# EMERGING UNIONS fight retrenchments

EMERGING unions are having their work cut out this year trying to minimize the effects of further retrenchments

That was clear from developments last week in which two shop unions won concessions over retrenchments with OK Baazars, and motor unions prepared to negotiate on behalf of the casualties of the Ford-Armcar merger

OK's agreement with the Commercial, Catering and Allied Workers' Union (Ccawusa) and the National Union of Distributive and Allied Workers (Nudaw) broke new ground in several respects

Firstly, OK agreed during negotiations to accept an independent auditor nominated by the

unions to verify the company's statements on the need for retrenchments

The battle over financial disclosure is a major issue confronting the union movement, and the demand that management prove the necessity of their actions is even more important with the prospect of more retrenchments

OK's agreement that workers could choose to be "laid-off" or "retrenched", establishing an important distinction, helped substantially to soften the blow

The laid-off workers have been guaranteed re-employment on August 7, have received two weeks wages and remain members of their medical aid and pension funds. They are thus taking an effective six months unpaid leave

But the OK battle is not yet over. Ccawusa now has to negotiate on behalf of 950 workers, the balance of the 2 000 workers the company originally intended to retrench

# Ccawusa signs major agreement

By JOSHUA RABOROKO

THE COMMERCIAL Catering and Allied Workers' Union has signed a wage agreement with the giant Pick 'n Pay covering over 12 500 workers of all race groups in the country.

According to a spokesman for Ccawusa, the increases, which are backdated to December 1984, are a "result of hard bargaining and the fact that Ccawusa had to declare a dispute with the company."

The agreement was reached after the union had applied for mediation after declaring a dispute with the company when no conclusion could be reached.

In another development Ccawusa has signed a preliminary recognition agreement with a second union and negotiations for fully-fledged recognition are now in progress.

In terms of the agreements the minimum wage for monthly earners is R303 and the minimum weekly wage is R70. No workers will earn less than that amount except during the first three months of probation. During the probation period workers will earn a minimum of R65 per week.

The increase affects all workers earning up to R750 a month, who will receive an across-the-board wage increase of R65. The spokesman said that the agreement covers all workers, even those who are not union members.

"It took us a lot of hard bargaining, and the fact that we had to declare a dispute is indication of the tough times we had during negotiations which started last year," the spokesman said.

"We hope to bargain for more next time," he added.

The Retail and Allied Workers' Union has also concluded a preliminary agreement with Pick 'n Pay for workers in the Northern Transvaal, according to Mr Donsie Khumalo, the union's general secretary yesterday.

A company spokesman, Mr Rene de Wet confirmed the agreement

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# Mwasa to meet on retrenchments

THE Media Workers' Association of South Africa will hold a general meeting of its members at the Orlando DOCC Hall on Sunday, to discuss retrenchments announced by the Argus Company this week.

The meeting, scheduled to start at 10 am, will be a report-back on the outcome of negotiations to be held by Mwasa's national executive members from Cape Town, Durban and Johannesburg with management of the Argus Company

Mr Sam Mabe, regional chairman of Mwasa, yesterday appealed to all members to attend Sunday's meeting

"It will be very crucial for every member to be present to hear for themselves about the future of their jobs, since we shall have met with management to discuss the pending retrenchments," said Mr Mabe

At tomorrow's meeting with management, Mwasa will examine the Argus Company's retrenchment policy and negotiate ways and means of reducing salary and wage costs by means other than retrenchment

In a statement this week, Mr Hal Miller, chairman of the Argus Company, announced that steps taken by the company in recent months to reduce staff had not been sufficient to counter the continuing business recession, a serious drop in the volume of advertising and steadily increasing costs

It was with considerable regret, therefore, that the company now found it necessary to begin to retrench staff. The number involved would vary from centre to centre but would be approximately 10 percent overall

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**Tom Boardman ... hardware boutique chain**

persuaded Barclays to finance them "One man in that bank put his neck on the line. He told us that on paper our plan was horrendous, and that the gearing levels we were looking at were nightmarish. But he was captivated by the concept."

It proved an inspired decision. The new Boardmans has not looked back, and within two years came the approach from Pick 'n Pay which led to that group acquiring a 50% share.

Unlikely as it may seem, Boardmans and Pick 'n Pay have much in common. Both are essentially family businesses, directly controlled and run by their owners. And both are highly consumer-orientated. Indeed, the young Boardman is already showing much of Raymond Ackerman's gutsy style of business management. He is facing legal action from a major SA wholesaler after refusing to accept their markups on an imported range of kitchenware and arranging his own direct supply through an Italian agent operating out of Sicily.

"After mark-ups by the wholesaler and retailer, the range is pushing a 350%-360% premium on the shelves in SA. We were not prepared to take that. With a healthy markup, we are able to retail the same goods for 10% under the wholesale price. If I can get the goods on the free market and sell them cheaper, I am fighting a restrictive practice. I don't care if a court case costs me thousands of rand. I welcome that kind of advertising any day," he says.

Trim and energetic, Boardman has the heady whiff of success in his nostrils and makes no bones about liking the smell. He sees room for at least 20 stores across the

country and, recession or not, talks of nothing but growth. And he has the backing. "What young retailer could ask for better people than Raymond Ackerman, Hugh Herman (Pick 'n Pay's MD) and Chris Hurst (financial director of Pick 'n Pay) on his board?"

## ARRIE PAULUS

### Bowing to history

He has compared blacks to baboons and in turn has been called the supreme South African racist. This he is. But it cannot be denied that Petrus Jacobus Paulus is a loyal man.

The announcement that "Arrie," staunch fighter for white workers' rights, has retired as general secretary of the ultra-rightwing Mineworkers' Union (MWU) after 19 years was made last week at the union's annual congress. For those in the know in the mining industry, the news did not come as a surprise, despite the fact that he is stepping down just when the MWU faces the greatest challenge in its history.

Negotiations to abolish the last remaining job reservation provisions in the industry have been dragging on for some years. But in the last year the Chamber of Mines has stepped up the pressure considerably and although the road to sanity on this highly sensitive issue is by no means obstacle-free, some progress has been made.

It would seem out of character, therefore, for this man who has dedicated his life to defending white workers to bow out at

this crucial time. Nevertheless, it is common knowledge that Paulus planned to retire when he reached 55.

Far less well known is that there have been growing strains within the MWU. It is not clear what the precise nature of the tension is. The *FM* has received unsubstantiated reports that Paulus walked out of the congress last week, although this has been denied by other sources.

But even though this is bound to come out in the wash if it is true, and will prove that he has been stabbed in the back by his cohorts, Paulus won't talk. From his pig farm at Muldersdrift he says he's taken leave until his notice takes effect. Adept at handling the press after a long and controversial career, he refuses to confirm or deny the allegations. In fact, he refuses to say anything about himself or the MWU.

Such loyalty is rare indeed. However, it is characteristic of this man whom many hate for his views but whom many — including his ideological enemies — acknowledge to have been a committed and innovative trade unionist with a high degree of integrity and, surprisingly, a quaint sense of humour.

Paulus, who by all accounts had achieved some distinction as a rock breaker in his days at the rockface, took over the reins at the MWU in 1967. The two major issues he has faced since then have been the five-day working week and job reservation. The former took the MWU to the brink of a major



**Arrie Paulus ... loyal to a fault**

# 75 strikers in court

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ABOUT 75 dismissed striking workers are due to appear in the Sasolburg Magistrate's Court today following their arrest by the Oranje-Vaal police on the Zamdela single men's hostel this week.

The workers, members of the Oranje-Vaal General Workers' Union (OVGWU) are charged with remaining on the hostel premises within 72 hours without permission — they were earlier dismissed following a strike action.

This was confirmed by a spokesman for the union and a Johannesburg firm of lawyers, who said that they will press that the workers be granted bail after their arrest on Monday.

The workers, em-

ployed by the Sasolburg Municipality, were dismissed last week after allegedly staging a strike in support of a colleague who they felt was unfairly fired.

According to one of the workers, all of whom worked in the Sasolburg electricity department, the action was sparked off by the dismissal of a Mr Bangani on January 11, for allegedly being "aggressive and rude" to a municipal manager.

After making representations to the manager concerned but "getting nowhere", the 71 workers decided to take industrial action on January 25, the workers' representatives told The SOWETAN yesterday.

Mr A J Joordan, Sasolburg's town clerk, demed that the dispute had been discussed and said the "strikers did not want to negotiate or talk to management about reasons for the stoppage."

OVGWU spokesman said they then made representations on behalf of the workers, but failed to secure their jobs. The union was considering an industrial court action for the reinstatement of the workers.

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CHRIS STREET  
ALRODE ALBERTON

~~135~~ FM 8/2/85

### TUCSA RESIGNATION?

The Trade Union Council of SA (Tucsa), already hit by the loss of over 140 000 members through disaffiliations in the last 18 months, this week faced the prospect of losing yet another union. This time it is the 29 000-strong SA Society of Bank Officials (Sasbo) that wants out.

The final decision was due to be taken shortly after the FM went to press. In an effort to avert the threatened withdrawal, Tucsa president Robbie Botha was due to address the union's general council.

Sasbo general secretary Ben Smith says the union has already sent a letter to Tucsa announcing its intention to withdraw. However, it had agreed to Botha's request for a hearing.

Smith says Tucsa is essentially a blue-collar organisation and Sasbo (essentially a white-collar grouping) questions any benefits from affiliation. The union has not discussed the possibility of joining another union federation.

trench the incumbent's position by shielding him from recall by rank and file membership, and make him more amenable to the wishes of the executive — to whom he owes his job

At this stage there is no indication of who will replace Paulus MWU assistant general secretary, Peet Ungerer, who is acting as general secretary while Paulus is on leave pending retirement, reportedly does not want the job. Whoever gets it is unlikely to lead the union in a more moderate direction.

Talks are already in progress between the union and the chamber on the industry's wish to change the definition of "scheduled person" in the Mines and Works Act. The definition prevents blacks from qualifying for skilled positions on the mines. In his address to the MWU conference, union president Cor de Jager made it clear that the protection of the white mineworker would remain a priority item on the agenda. Changes to the Act which would admit blacks to more skilled positions are likely to be resisted to the bitter end.

Meanwhile, the MWU enjoys growing success in its efforts to recruit members outside the mining industry. The campaign to extend its influence to other sectors is based almost entirely on its reputation as the pre-eminent fighter for white worker privilege.

The MWU recently had its registered scope extended to include large groups of workers at Iscor in Pretoria and Vanderbijlpark, Highveld Steel in Witbank, AECI at Modderfontein and a number of other plants.

There are also hints that the MWU may begin to take a more active political role. It has always had informal links with right-wing political organisations but has stopped short of allying itself to any particular group.

In a major departure from this stance, De Jager last week called on members to join the Afrikaner Volkswag.

Whoever steps into Paulus's shoes will have a tough job on his hands. To sustain the union's growth, it will be necessary to translate slogans into reality and conserve the racist measures which are unpopular in almost all other sections of SA society.

## WHITE MINEWORKERS

### As Paulus goes

FM 8/1/85

(38)

The announcement that Arrie Paulus, the hard-line general secretary of the Mineworkers' Union (MWU), is to retire after 18 years came just as his union was preparing for its decisive battle to preserve white worker privilege.

The MWU is facing immense pressure from the Chamber of Mines, the black National Union of Mineworkers, government and public opinion to abandon the fight to maintain job reservation in the industry. There are also indications of internal strife in the union.

An unconfirmed report has it that Paulus walked out of the MWU conference last week in protest against a proposal that the general secretary should henceforth be appointed by the union executive rather than elected by members. This could both en-

# OK workers down tools as five whites are hired

By PHILLIP VAN NIEKERK

could go on strike and the company was urging them to return

MORE than 350 workers at OK Bazaars in Pretoria stopped work yesterday in protest against the alleged hiring of five workers in the wake of retrenchments last week

Mrs Emma Mashini, general secretary of the Commercial, Catering and Allied Workers' Union (Ccaawusa), said workers at the Van der Waal Street store were angry that five white employees were hired yesterday

She said 15 workers were retrenched from the same store last week as part of the OK's nationwide retrenchment scheme, and in terms of an agreement with Ccaawusa,

She said the workers had stopped work and congregated in the canteen yesterday morning after they discovered about the hirings, and were demanding that the newly-hired workers be fired

A spokesman for OK Bazaars said they were "investigating to determine the accuracy" of the workers' complaints which included a number of minor grievances

He said they were reminding the workers that in terms of their agreement with the union there were a number of procedures to be followed before the workers

138  
9/2/85  
R.M.

10/2/85 (138) (139) (140)  
**'What  
about  
us?'**

C.P. vs  
THE Federal Council of  
the 230 000-strong SA  
Transport Services Staff  
Association came under  
heavy fire this week over  
its meeting for pay in-  
creases with Transport  
Minister Hendrick Schoe-  
man next week

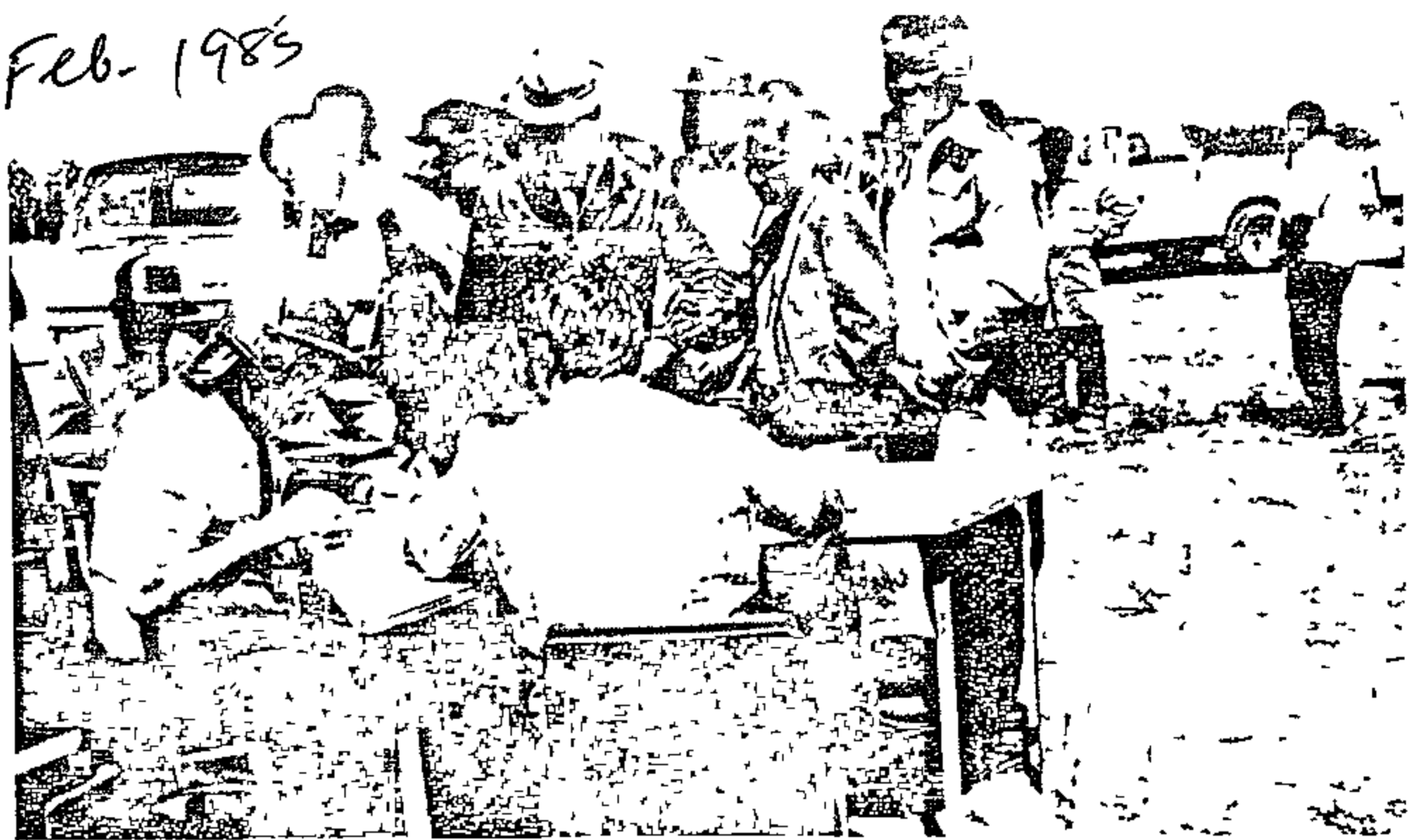
"These people ap-  
proaching Minister  
Schoeman are the electo-  
rate," said General and  
Allied Workers' Union  
president Samson Ndou.  
"The Government will  
try to satisfy them at the  
expense of blacks."

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FM

Feb. 1983



Sasol workers getting paid off some will not be rehired

### 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

(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

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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

MANAGEMENT at OK Bazaars in Pretoria, the scene of a stoppage on Friday over the hiring of white workers after the company had retrenched 15 black workers the previous week, have dismissed three of the newly-hired workers

Mrs Emma Mashinini, the general secretary of the Commercial, Catering and Allied Workers' Union (Ccawusa) said the workers had agreed to return after management admitted they had "erred" over the hirings

But several hundred more OK Bazaars workers at Gezins went on

workers leave pay, but it is just a matter of settling a date for implementing the new system," he said

strike yesterday over the same issue at their store, and management was negotiating with the union



(138) 0 Asfalt  
12/2/85

# Railway unions to demand pay hikes

PRETORIA — The Federal Council of Sats Staff Associations will meet the Minister of Transport Affairs, Mr Hendrik Schoeman, in Cape Town today to press demands for 15 per cent pay hikes for 230 000 railway workers

The railway unions have ignored the government's freeze on the earnings of the public sector during the 1985-86 financial year

If the demand is agreed to it will cost the administration nearly R300 million

The president of the council, Mr Jimmy Zurich, said yesterday that the original 15 per cent demand was made in November last year, supported by solid evidence of living-cost increases exceeding 15 per cent

Since then, he said,

there had been a vicious acceleration in living costs. Since the beginning of the year electricity tariffs had been raised, the fuel price had been increased by a record 40 per cent, and passenger and air fares had gone up

And if railway goods tariffs were to be increased in the railway budget next week, another inflation shock wave would hit the economy

"And it's not going to stop there. The price of maize and maize products are expected to rise from May and there is likely to be an upward adjustment in the bread price"

Mr Zurich said that in co-operation with the "railway unions, the administration had been able to reduce staff num-

bers drastically by about 40 000 in the last two years

"In spite of this, efficiency standards have been maintained throughout the service — and has been achieved by the extra effort of the staff to compensate for a smaller establishment"

Sources here said railway workers had virtually no hope of salary adjustments. But if they were agreed to, there would be an immediate demand from state department workers for comparable compensation

The public service, the sources said, would have to wait until April next year at the earliest for pay hikes — and if the economy by then was still in the doldrums an extension of the freeze was certain — DDC

DEISUIA  
13/2/85 (138)

# All's OK as OK strikers return

By PHILLIP VAN NIEKERK  
BRANCHES of the OK Bazaars in Van der Walt Street, Pretoria, Gezina and Valhalla, where workers have gone on strike in the past few days over the alleged hiring of employees after the company's retrenchment exercise began, were back to normal by yesterday morning

A spokesman for the company said the workers had returned after it was pointed out to the Commercial, Catering and Allied Workers' Union (CCAWUSA) that the grievances would only be heard once the workers were all back

He confirmed that three newly-hired workers at the Van der Walt Street store had had to be dismissed, but would not comment on whether any disciplinary action had been taken against the manager who erred in hiring them

Swet 19/2/85  
247  
138  
335

## Mwasa meeting

THE Media Workers' Association of South Africa will hold an urgent report-back meeting on proposed retrenchments announced by the Argus Printing and Publishing Company — the meeting takes place at 6pm at the DOCC today.

Mwasa had asked its auditors to look into the Argus company's books to see if there is a need to retrench staff and the union will report to its members on the latest developments, according to Mr Sam Mabe, the union's Southern Transvaal chairman

# TWO unions declare disputes

By JOSHUA  
RABOROKO

TWO BLACK trade unions have declared disputes with managements over recognition, victimisation of members and fighting the closed shop system.

The Retail and Allied Workers' Union (RAWU) and the South African Black Municipal and Allied Workers' Union (Sabmawu) have also threatened to take legal action against Motani Furniture near Pretoria and Potchefstroom Municipality respectively.

RAWU's president, Mr Donsie Khumalo, said Motani management had refused to negotiate with them and had threatened to dismiss their members. Management has a closed shop agreement with an "older trade union", which he declined to name.

Sabmawu's Phillip Dlamini said the Potchefstroom Municipality has a closed shop agreement with the South African Association of Municipal Workers and has refused to negotiate "in good faith" with them.

Their members have been "victimised", while some have fallen victims of retrenchments.

A municipal spokesman said that their doors were always open to discussions with any union.

In another development the Food and Beverage Workers' Union has called off the community-based boycott of Dairy Maid products after the company had agreed to reinstate 80 workers and pay them out R70 000.

Sweeter 20/2/85

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29/2/85

# Union clinches deal

THE Commercial Catering and Allied Workers' Union of South Africa has negotiated a "maternity agreement" with Metro Cash 'n Carry.

According to a spokesman, the agreement breaks new ground in the struggle against oppression of women because it provides a wide range of protective measures and rights for working women.

It entrenches the right of women to have children and lead a normal life while working without the welfare of themselves or their children being detrimentally affected.

The following are some of the aspects to the agreement.

All permanent female employees are entitled to a maximum of 12 months maternity leave with a guaranteed right to return to work.

Contributions to the medical aid scheme will be carried in full by the company for the period of leave and

It will be the choice of pregnant women when to take maternity leave provided this is not sooner than four months before the expected date of birth and provided she returns not later than eight months after confinement.

Sawyer  
13/85  
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ASSA

*Hansard*  
 Properties of employees  
 Q. 601-375 4/3/85  
 346 Mr G B D McINTOSH asked the  
 Minister of Transport Affairs:

- (1) (a) How many properties are owned at present by the South African Transport Services employees through the (i) House Ownership Scheme, (ii) Assisted Building Society Housing Scheme and (iii) House Ownership Scheme and Pension Fund Assistance and (b) how many of these houses are owned by (i) Whites, (ii) Coloureds, (iii) Indians and (iv) Blacks,

- (2) in respect of what date is this information furnished?

The MINISTER OF TRANSPORT AFFAIRS

- (1) (a) (i) 24 344  
 (ii) 5 136  
 (iii) 20 759  
 (b) (i) 46 461  
 (ii) 1 428  
 (iii) 456  
 (iv) 1 894

The differences in numbers can be attributed to the fact that house ownership schemes for Whites, Coloureds, Indians and Blacks were introduced at different dates, viz 1938, 1973, 1977 and 1984 respectively

- (2) 20 February 1985

Pelagic fish

360 Mr R R HULLEY asked the Minister of Environment Affairs and Tourism

- What was the total catch of pelagic fish in the 1984 calendar year?

Commissions/departamental committees  
 415 Mr K M ANDREW asked the Minister of Water Affairs

- (1) How many (a) commissions and (b) departamental committees of inquiry were appointed in respect of his Department in 1984,

- (2) whether any of the reports of such commissions and committees have been completed, if so, (a) how many and (b) of which commissions and committees,

- (3) whether any of the reports of such commissions and committees have been made public, if so, (a) how many and (b) of which commissions and committees,

- (4) what is the total estimated cost relating to each of these commissions and committees?

The MINISTER OF WATER AFFAIRS

- (1) (a) One  
 (b) None  
 (2) No  
 (a) and (b) and (3) Fall away  
 (4) R13 000

*Hansard*  
 Internal Security Act  
 Q. 601-377 4/3/85  
 444 Mrs H SUZMAN asked the Minister of Law and Order

- (1) Whether any notices in terms of section 5(1)(e) of the Internal Security Act, No 74 of 1982, (a) were issued, (b) were withdrawn and (c) expired

in 1984, if so, (i) how many in each case and (ii) how many such notices were of effect as at 31 December 1984,

- (2) whether any notices which expired were renewed, if so, how many?

The MINISTER OF LAW AND ORDER

- (1) (a), (b) and (c) No  
 (2) Falls away

*(138) Hansard*  
 Trade unions: registration  
 Q. 601-378 4/3/85  
 456 Dr A L BORAINÉ asked the Minister of Manpower

How many trade unions applied between 1 January and 31 December 1984 for registration in respect of (a) Black employees only, (b) White employees only (c) Coloured employees only and (d) employees of more than one population group?

The MINISTER OF MANPOWER

- (a) One  
 (b) One  
 (c) None  
 (d) One

*Hansard* Q. 601-378  
 Apprenticeship contracts  
 4/3/85  
 460 Dr A L BORAINÉ asked the Minister of Manpower

How many new apprenticeship contracts were registered in each trade in 1984 in respect of (a) White, (b) Coloured, (c) Asian and (d) Black persons?



**Barclays' Ball ... calling for a more just society**

gard we look forward to the repeal of unnecessary legislation such as the Mixed Marriages Act

"The need for a rational and positive urbanisation strategy, coupled with a dynamic rural development programme, to replace the complex web of urban influx control is equally important.

"Our security legislation needs to be applied with less of a sense of authoritarianism, pending its urgent review. The supremacy of the law must once again be recognised as a cornerstone of our society.

"It is our conviction that an acceptable resolution of the citizenship issue lies at the very heart of the development of common loyalty. This and education are prime emotive areas for action."

Hersov and Ball say they would like to see more direct co-operation between government and the private sector in addressing the issues and solutions. Overall goals and strategies developed by the most skilful resources available are needed. These must be discussed widely so that the communities can participate in problem solving.

The private sector, they say, is more directly involved than ever in the processes of change. "We believe in the value of its role and the need for it to avail itself of every opportunity to influence both the extent and the pace at which the reform process takes place. It makes a particular contribution in stimulating the necessary flexibility in the perceptions of people in the community for the reform process to bear fruit."

On the disinvestment debate, Hersov and Ball say SA will have an even more important role in the economic development of

southern Africa in the future and the self-interest of the West will require greater rather than less direct involvement in SA's economic community.

"Our plea is that censure processes directed at accelerating the pace of change in this country should not become self-defeating of the long-term interests of the censors. Nor should they be disruptive of the economic machinery which will be fundamental to the future development of the region. The economic health and growth of our society is essential if there is to be stability during the adjustment period."

The review concludes: "We are confident that changes are taking place that — if followed through with courage and resolution and the right blend of consultation and communication — will bring about a new climate of equal opportunity for all South Africans."

## DISPUTES

### No bank holiday

It is highly unlikely that there will be a bank strike. Despite the outrage of staff at Barclays and Standard over discontinuation of the traditional Wednesday half-day, they show no signs of having the cohesiveness and determination to turn it into a strike issue.

What is more likely is that they will apply to the Industrial Court to have the alteration in their working hours declared an unfair labour practice.

Barclays did away with the traditional Wednesday half-day on February 20. Standard will do the same on March 6. The highly competitive banking market makes it almost certain the other banks will follow suit. Trust Bank has never observed the Wednesday tradition.

The outrage of banking staff galvanised the normally low profile 30 000-strong SA Society of Bank Officials (Sasbo), which recently disaffiliated from the Trade Union Council of SA, into action. Two weeks ago Standard and Barclays' employees held a mass meeting in Durban to condemn the change and a Sasbo spokesman says that more meetings will be held throughout the country in the coming weeks.

Barclays is the union's main target. Sasbo charges that Barclays implemented the change unilaterally without consulting it. Barclays denies this.

The *FM* went to press just as the deadline Sasbo gave the bank to respond to its threat of Industrial Court action was due to expire. The union warned Barclays that unless it reverted to the old system and undertook to negotiate the issue in good faith, it would apply to the court for an order forcing a return to the status quo ante. It also intended asking the Minister of Manpower to appoint a conciliation board to consider the dispute on the grounds that Barclays' action constitutes an unfair la-

bour practice.

Sasbo also threatens to ask the Minister to withdraw the bank's long-standing exemption from working hours provisions of the Basic Conditions of Employment Act.

The issue is complicated by the fact that Barclays informed two union officials of its intentions — but swore them to secrecy. A Sasbo spokesman says Barclays outlined a number of proposals to compensate banking staff.

He says the most acceptable of these would give bank workers one Saturday off every three weeks and four hours off during those weeks when they work on Saturdays. But, he adds, Barclays had not asked for negotiations on the issue.

"There was no negotiation," says Sasbo. "They just sought our view on a *quid pro quo* for our members." Barclays confirms that the meeting took place and claims that it constituted consultation with the union.

Despite their differences, Sasbo has written to Barclays asking if the bank is prepared to negotiate. The spokesman says Barclays has replied saying it is prepared to meet for "formal discussions."

Says the Sasbo spokesman "We will not quibble on whether they want to discuss or negotiate. If what Barclays says forms the basis for a firm agreement between us and them we would recommend that our members accept it. It is up to the bank to come back to us. We are an extremely conservative and responsible union and will go to any lengths to settle this matter amicably. But we will take action if we are forced into it."

If Standard Bank goes ahead with Wednesday afternoon work, Sasbo will adopt a similar stance.

Nedbank and Volkskas have not yet announced an intention to open on Wednesday afternoons but their unions expect them to do so. Even though anti-Wednesday sentiment is running strongly among bank staff the unions concerned appear to be hamstrung.

A spokesman for Nedbank's in-house union, the Nedbank Staff Society, says it is at a disadvantage.

The Volkskas Amptenarevereniging told the *FM* it has submitted proposals on the issue to Volkskas management but says the union must be in a position to compete with other banks.

## TRIALS

### Staying away

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

THE first Congress of the Insurance Assurance Workers Union of South Africa was told yesterday that of the three million people presently unemployed in the country, most of them were blacks

The Rev Joe Seoka, Iawusa's president, was speaking at St Hilda's Anglican Church in Senaoane, Soweto

He said many people were concerned why the unemployment figures swell so fast in spite of the trade union organisations. He put the blame on the shoulders of the industries and

# <sup>Seoka</sup> More jobs will go — union told

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~~138~~

gave figures supplied by the Department of Manpower on unemployment from June to August last year

try He said the new technology is going to cost many people their jobs

He reminded the congress that the result of unemployment is poverty. He said the worst hit people are the poor and least powerful in the labour force and in the black community

"The painful thing about unemployment is that those affected are ashamed as if it is their fault. It is therefore the duty of trade unions to absorb these people's feelings and respond to them," he said

Mr Seoka also echoed concern at the new technology that is fast being introduced in the insurance and finance indus-



March  
1985

# Bonus cuts: 400 Municipal SATS workers ~~workers~~ workers slam Cabinet 138 reject cut

Star Pretoria Bureau 265 270

About 400 South African Transport Services (SATS) workers unanimously passed a vote of no confidence in the Cabinet last night as a protest against the loss of a third of their annual bonus payments

The meeting in Pretoria was addressed by the general secretary of the Artisans Staff Association (ASA), Mr Wilhe van der Merwe.

The action taken by the State President, Mr P W Botha, and the Cabinet in deciding to cut civil servants' bonus cheques was "dictatorial" and made without any consultations with the trade unions concerned, said Mr van der Merwe

He said the service bonus was entrenched as a condition of service and could not be arbitrarily removed

"The action taken by this Government was unlawful," said Mr van der Merwe

He said that the union was not interested in party politics

"Our politics are bread and butter politics," he said

Mr van der Merwe was not impressed by the State President and Government's call for greater productivity on the part of civil servants and other workers

"They sit there in their green leather chairs. I wonder if they can increase their productivity by 10 percent

"Where is this country heading to — dictatorship?" Mr van der Merwe asked

More than 45 000 of the country's municipal employees have rejected a Government request for a pay cut similar to that imposed on other State employees last week, a union spokesman said

The acting general secretary of the South African Association of Municipal Workers, Mr Lem Claassens, said yesterday the 46 000-member union refused the suggestion of a third cut in holiday bonuses because municipalities had consistently made financial sacrifices in the past

And although the service load on municipalities had been gradually increased, there had been no accompanying rise in personnel

The union added that it would be counter-productive to reduce wage packages at a time when employees were expected to be increasingly productive — Sapa

# P W UNVEILS PLAN

# TO SAVE R500-M

By David Braun,  
Political Correspondent

PARLIAMENT — President P W Botha today announced a six-point plan to slash Government staff expenditure by close on R500 million in the coming year.

He told Parliament this afternoon that the decision had not been made lightly and that civil servants could be assured that the Government had been compelled to act in the na-

## Railwaymen protest at plan to cut their bonus

By Colleen Ryan,  
Pretoria Bureau

More than 1 000 angry railway workers gathered in Pretoria yesterday to protest against the proposed bonus cuts.

Members of the Federation of SA Transport Workers overwhelmingly supported a resolution calling on President Botha and the Cabinet to think again about the cuts.

The resolution warned that the measures would lead to "widespread labour unrest and dissatisfaction", and said transport workers were not responsible for the financial crisis.

The South African Airways Engineers' Association will hold a similar protest meeting later in the week.

Transport union officials met the Government last week to discuss the pay cuts and voiced their strong disapproval, the president of the federation, Mr Jimmy Zurich, told the meeting yesterday.

He said SA Transport Services workers had made many sacrifices in recent years and improved productivity so the Government's plans now were "a great injustice".

The Public Servants' Association says it has not yet been notified officially of any cuts, but there is growing dissatisfaction about the Government's austerity programme to reduce costs by eight percent.

Vacant positions were not filled and some employees, such as hospital staff, have to work longer hours.

Teachers are anxiously awaiting the outcome of talks between the Federal Council of Teachers' Associations and the Government.

The leader of the Progressive Federal Party in the Provincial Council, Mr Douglas Gibson, said that if teachers were not given the back-pay promised by the State President last year it would be a "serious breach of faith".

"For the first time in memory teachers are being paid a respectable salary. As a result the Transvaal Education Department has been overrun by young people wanting to enter the profession."

national interest.  
The six-point plan will be introduced into effect from April 1, 1985.

- Measures to increase productivity which are expected to save R231 million on staff costs.

- Cutting of service bonuses (often referred to as 13th cheques) in the coming financial year from 8,3 percent of annual salary to 5,5 percent (a saving of 2,8 percent on the wage bill). This measure will not apply to those earning R6 000 a year or less. It is expected to save R225 million this year.

- The scrapping of an average 50 percent of the civil service posts which are now vacant.

- Staff who make regular use of free official transport between their homes and places of work will now have to pay for this service.

### Expansion curtailed

- The immediate suspension of all further expansion in the civil service establishment, except where personally approved by Cabinet Ministers or Administrators as necessary.

- The adjustment of the system of merit awards to apply to a maximum of 10 percent of the staff as against the current 25 percent.

These last four steps will contribute a further saving of R35 million in the current year.

Mr Botha said that all institutions which paid staff costs out of revenue funds would be subject to the savings measures.

This included the provincial administrations and a variety of boards and other institutions.

Discussions were being held with the national states to implement similar measures in those administrations.

Mr Botha said it was essential that all public institutions in these difficult times reduced their expenditure and their claims indirectly or directly on the public's money.

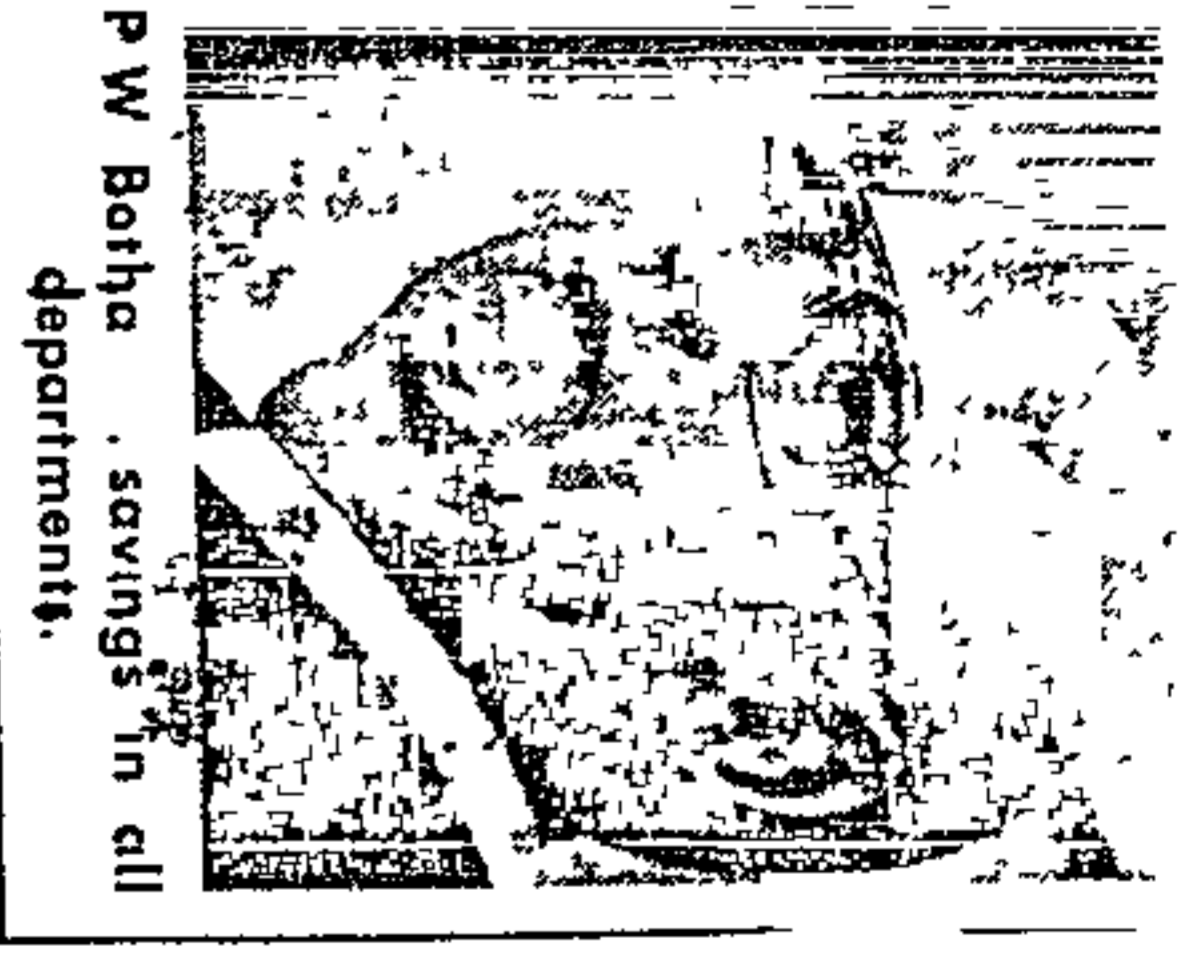
With regard to the SA Transport Services, Mr Botha said a programme to reduce expenditure had been started two years ago. In that time the number of employees had been reduced by 45 000 or 16 percent, making a relative saving on labour costs of more than 10 percent.

The Post Office also made substantial contributions to increased productivity and strong financial discipline.

Nonetheless the Government had decided that employees of the SATS and the Post Office would also have to take a cut in service bonuses from April.

Pensioners would not be affected, said Mr Botha.

He said it was necessary to prune staff costs even after all possible savings had been made. This had been a difficult and a sensitive task.



P W Botha . savings in all departments.

# Bonus cut immoral SATS workers

6/3/35  
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The cut in the annual bonus cheques to South African Transport Services employees was last night described as diabolical, immoral and unacceptable

Emotions ran high as about 1 000 SATS workers attended a protest meeting in Johannesburg

Workers strongly condemned the Government's decision to cut bonuses by 33 percent

A motion expressing their shock and dissatisfaction was accepted unanimously and will be sent to the State President in a telegram

"The workers are not responsible for the financial crisis being experienced by the country and the SATS," the motion said. Their sacrifices had made it possible for SATS to reduce staff by 43 000 — and they deserved a better deal

## STAND TOGETHER

Employees roared, clapped their hands and stamped their feet when their president, Mr Jimmy Zurich, said they should stand together and let the Government know what they thought of this "diabolical, immoral deed"

The association's general secretary, Mr Willie van der Merwe, said many workers had already bought on credit during January and February in anticipation of receiving the bonuses

"And how are they going to pay now?" he asked, to which several members of the audience shouted "We will have to steal money."

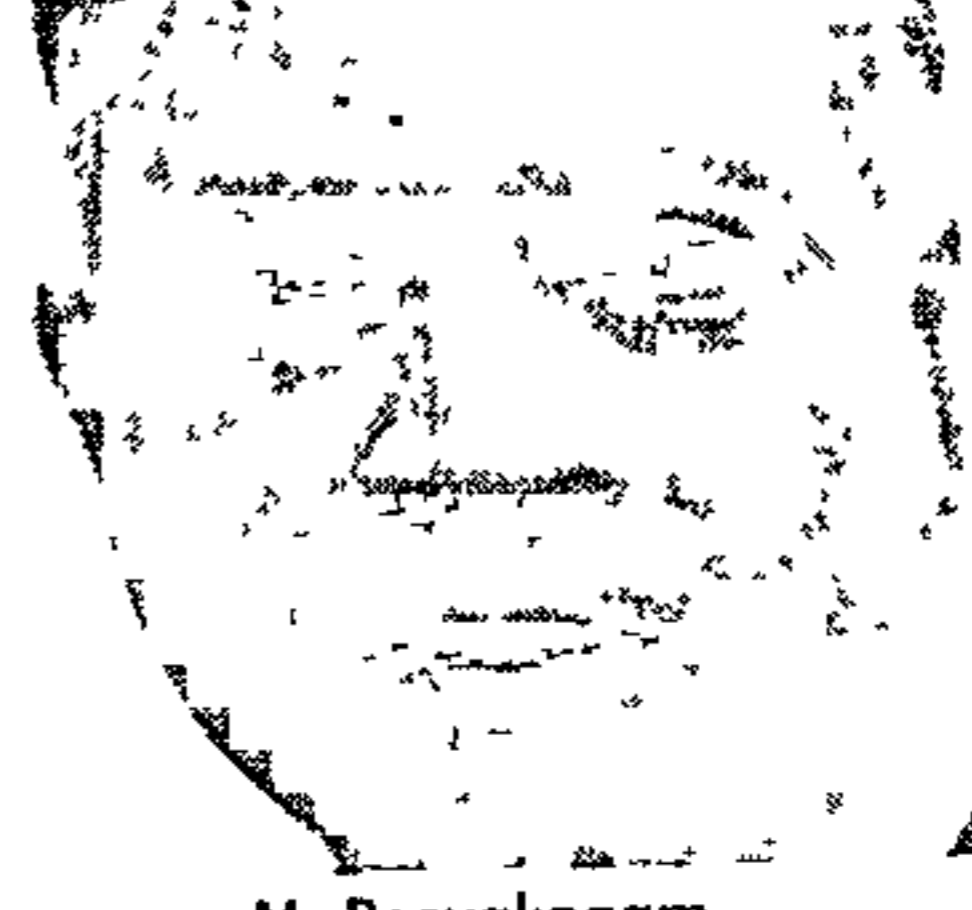
## POLITICAL REPORT



Mr Botha



Mr Schoeman



Mr Poovalingam

# Schoeman 'unaware of pay plans'

PARLIAMENT

*Political Staff Stan 6/3/85*  
The Minister of Transport Affairs, Mr Hendrik Schoeman, did not know that railway workers would have their wages cut when he drew up his budget

Mr Schoeman was replying to an across-the-floor question from Mr SP Barnard (CP, Langlaagte) during the committee-stage debate on the Transport Services Appropriation Bill

Conservative Party members condemned the proposed 33 percent cut in annual bonuses for public servants

Mr Barnard accused the Government of making ad hoc decisions when the economy was in chaos "The State President has taken millions away from the railway workers without even telling the Minister (of Transport)

"To take money away from a man earning R7 000 a year, with five children is robbery. In April, when you have already taxed him, then you also take away the bonus he has earned," he said

CP members said they appreciated what Mr Schoeman had done for the railway workers, but said Mr Botha's announcements of the cuts were

tragic as many earned less than R500 a month. Dr FAH van Staden (CP, Koedoespoort), in whose constituency many railway workers live, appealed to Mr Schoeman to "stand up and fight for your people"

Mr WL van der Merwe (CP, Meyerton) said the South African Transport Services was the "artery" of the country's economy, which would come to a standstill if SATS stopped operating

Mr Koos Lloyd (NP, Roodéplaas) challenged the private sector to create more jobs to make up for the 40 000 to 50 000 posts being lost in the civil service because of Government cutbacks

Replying to the debate, Mr Schoeman said the 33 percent cut in bonuses was a "very serious affair". He had appealed to the railway unions to understand that he was "part of a team" and although he was sympathetic to their position, one section of the public service could not be excluded from the country wide attempt to save money

"If we do that, then other Ministers are going to say that workers in their departments have also been hard workers who have put in long hours." Everyone had to take note of the recession the country was going through, he said

Union totally

opposed to

a wage freeze

Labour Reporter

THE National Union of Distributive and Allied Workers, representing thousands of employees of all race groups in the distributive trade, is totally opposed to a freeze on wages

The union says in its latest news bulletin, New Era, that one of the reasons for South Africa's present economic problems — depression, the inflation rate, and rising unemployment — was that prices were too high for the vast majority of consumers to be able to buy goods on their present wages

A freeze on wages, while food prices remained high would not solve the problems of the working masses, who are struggling to make ends meet with their low wages.

The union suggested that the owners and shareholders of businesses should learn to accept lower profits and lower dividends in the current economic climate

Surely none of the company directors or shareholders would have to do without clothing, shelter or food.

The union was responding to a recent reported statement by Mr Harry Schwarz, the PFP's finance spokesman, who

called on the Government to take steps to introduce involuntary wage and price controls in negotiations with commerce and industry

'It is a pity that the PFP projects an image on these issues of being among those who always call on the workers to tighten their belts even when there is no room left.'

# Railmen demand end to pay cut move

Post Reporter

AMID calls for strike action, more than 700 East Cape railwaymen last night demanded the withdrawal of the move to cut their bonus pay and gave the Cabinet a week to respond

They also pledged to continue holding protest meetings in greater numbers to pressurise the Government

The packed Despatch Town Hall rang with anti-Government and anti-private sector slogans as the meeting resolved to mandate Mr Jimmy Zurich, chairman of South African Transport Services Artisan Staff Association, to demand an "immediate" meeting with the State President, Mr P W Botha

During a fiery address which drew thunderous applause, Mr Zurich

- Blamed pressure on the Government from the private sector for the cuts
- Said the Federation of Railwaymen's Unions rejected the cuts when informed by Minister of Transport Hendrik Schoeman on February 25
- Said the money taken off paychecks had "already been earned"
- Said living standards for railwaymen had dropped by 13% and the standard would never be regained
- Said over a 10-year period railway workers had made many sacrifices
- Said railwaymen continued to curse the "J W Jagger cuts" to their pay made in 1925 and would do the same for "the P W Botha cuts"
- Said railwaymen were not responsible for the economic mess in South Africa, nor for problems experienced by SATS
- Said he had been stopped at the H F Verwoerd Airport before the meeting by "top SATS officials" to express their concern about the issue.
- Told the meeting he would not lead a strike because it was illegal, but said the workers should meet in a week when "different resolutions will be presented"

Mr Zurich said the Minister had told him he was unhappy about the cuts but the decision had been made by the full Cabinet

vic

# Sats police accept bonus cheque cuts

EAST LONDON — Members of the 6 000-strong Sats police staff association have reluctantly accepted the announcement that their annual bonus cheques are to be cut considerably — like all other civil servants — but have given the Minister of Transport, Mr Hendrik Schoeman, notice of their disappointment

This was disclosed here yesterday by the national president of the association, Captain D F Venter, who together with the full-time secretary of the body, Mr B J Reinecke, is visiting all major centres

Captain Venter said that railway and harbours police, who patrol and ensure the safety of Sats's R13 000 million worth of property and installations, have been asked to accept the announcement in the spirit in which it was made

"We realise the country is in financial difficulties and everyone is being asked to pull in their belts and assist where possible," he said

"Needless to say, we are all upset because we believe we earn the 13th cheque bonus by work done throughout the rest of the year," he said "but if it is to help the state overcome the difficulties of the existing economic climate we will have to accept it"

Captain Venter said members of his association, which is no longer affiliated to the Federal Council of Staff Associations of Sats, will not take part in any protest action and has assured the government of its full support.

The head of the railway police staff association explained that the body had withdrawn from the Sats's Federal Council of Staff Associations earlier this year because the body was a signatory of the World Conference of Labour

"We believe the Brussels-based body support political attacks on South Africa and as police officers we are not allowed to be connected in anyway with such an organisation," he said — DDC

# Post workers join pay-cut protest

138 Pretoria Bureau

Star 7/3/85  
Servants' Association will meet in Pretoria tonight.

Opposition to the Government pay and job cuts continues to grow, and postal workers have joined the call for the measures to be reconsidered.

The Postal and Telegraph Association said in a statement today that the Government should reconsider its intention to cut bonuses by a third because postal workers had already made a big contribution to improving productivity.

"Since 1971, members of the association have worked an extra two hours a week without pay," it said.

The association is seeking an urgent meeting with the Minister of Communications and Public Works, Dr L A P A Munnik. Two branches of the Public

The decision to meet is an indication of the dissatisfaction of many public servants, who are apparently not prepared to accept the measures without a fight.

After the planned cuts, a worker earning R800 a month, who is entitled to a bonus of R796, will receive R528. One in the R1 200-a-month category will receive R792, and one in the R1 500-a-month bracket R990.

South African Railways and Harbours Salaried Staff Association, (Salstaff) has added its voice to the protest against cuts in transport employees' bonuses by sending a telegram to President Botha.



20M 8/3/85 (138)

# Low pay row rages

By PHILLIP VAN NIEKERK

MR IKE VAN DER WATT, general secretary of the SA Boilermakers' Society, said yesterday that recent calls for the scrapping of minimum wages would mean that wages would sink to an "abysmal level"

Reacting to a speech last week by Dr Zac de Beer, a director of Anglo American, Mr Van der Watt said Dr De Beer's attitude was one which was becoming "distressingly prevalent" among people who did not have to exist on minimum wages

He said calls by employers to pay people any wage, no matter how low, that they were prepared to accept, was complementary to em-

ployers paying as little as they liked

"What Dr De Beer misses entirely is the fact that by allowing wages to deteriorate rapidly you also destroy the market for local goods and with it the chances of the development of an economy which creates jobs and provides the goods needed for the economic upliftment of the population," Mr Van der Watt added

# TRANSFERS TO BLOEMFONTEIN

138 E. Post 9/3/85  
By KEITH ROSS

**EAST LONDON —** A meeting of nearly 1 000 transport workers in East London last night passed a vote of no confidence in the Government in a bitter response to the State's decision to cut their bonus cheques by a third.

And in Bloemfontein late yesterday afternoon, Free State railway workers, also passing a vote of no confidence, angrily threatened to strike

Sapa reports that in Bloemfontein, the motion of no confidence in the Government was passed unanimously

Both meetings followed hard on the heels of Wednesday night's meeting in Despatch, when 700 railwaymen demanded the withdrawal of the bonus cuts and gave Mr Jimmy Zurich, chairman of the South African Transport Services Artisan Staff Association, a mandate to demand an immediate meeting with the State President, Mr P W Botha

Last night's East London meeting did not vote on the motion but thunderous applause indicated a near unanimous decision

Speakers received loud applause when they berated the Government for its mistakes and its "heartless" treatment of its workers

In a statement issued by the meeting, the workers expressed their lack of confidence in the Government for its handling of recent events

They said it was apparently the worker who was always sacrificed for the mistakes of others

The workers asked for an assurance from the Government that the other third of their bonus cheques would be paid as soon as the economy allowed

They called on the Government to do more to ensure that the private sector kept prices down

In addition, they stressed that any increases in taxes at this stage would not only be unacceptable but could lead to further confrontation

Sapa reports that in Bloemfontein, the motion of no confidence in the Government was passed unanimously

The rowdy meeting, called to protest against the one-third cut in the soon-to-be-paid bonus cheques, was punctuated by cries of "We must strike We must strike"

Some of the workers carried placards reading "We made big sacrifices This is the thanks we get"

Mr Zurich told the meeting that when pay increases were given, SATS workers were not considered part of the civil service

But when it came to bonus cuts then they were

for memo 9/13/85

# Unions rage over shopping hours

(138)

## Labour Reporter

TRADE union leaders in Durban yesterday reacted with anger over the extended shopping hours to come into effect during Expo 85 later this year

Mr Vivian Mtwana, branch secretary of the Commercial, Catering and Allied Workers' Union, said yesterday that the union was shocked that the Province had approved the late-night shopping from October to January without consulting the trade unions

'We are totally opposed to extended shopping hours. It is unfair for workers who are already working long hours and the further extension of shopping hours is only going to add to their misery,' he said

Mr Vincent Naidoo, secretary of the National Union of Distributive and Allied Workers, said the union's executive would meet on Monday to decide what action to take to stop the late-night shopping

'The extended shopping hours are going to pose a lot of problems for workers. We would like to know how many hours of work our members will have to put in, whether they will be provided with transport back home after the late shift, and the payment of night allowance,' he said

For Sunday work they must be paid double the rate, he said, adding that he wondered whether it would be profitable for the stores to remain open after normal trading hours

SAL  
staff <sup>(138)</sup>  
protest  
to P. W.

9/13/85  
EAST LONDON - Seven resolutions taken by South African Transport Services employees will be forwarded to the State President Mr P W Botha

The resolutions state the employees' grievances following the government announcement of a one third cut in the Sats 13th pay cheque

This was decided by approximately 500 members of the South African Transport Services who attended an emotionally charged meeting at the city hall here yesterday afternoon

The meeting was held to protest against the third cut in their 13th cheque which members regarded as part of their condition of employment, Mr Paul Koeke-moer, area executive for the Eastern Cape region, said

The motions were

1 No confidence in the government's handling of matters in the past and present was accepted unanimously

2 Shock at the fact that it was always the worker who had to suffer due to other people's mistakes

3 That the government undertake to reimburse the third of the bonus taken away as soon as the country improved economically

4 That because everyone was calling on everyone else to be patriotic and make sacrifices, the government must freeze all prices in the private sector

5 That an increase in GST and income tax at present would be inappropriate and unacceptable and if an increase did take place it could lead to further confrontation

6 That the government not only be representative, but that it should act responsibly

7 Seeing that KwaZulu's government had cut parliamentary salaries by 36 per cent, the South African Government should do likewise —  
DDR

2004 11/3/85 □□□ (345) (138)

A NEW word on the debate over minimum wages, opened up recently by Dr Zac de Beer, a director of Anglo American, came last week from Mr Ike van der Watt, general secretary of the SA Boilermakers' Society

Mr Van der Watt, who addressed members of the Cape Chamber of Industries in Cape Town, described Dr De Beer's call for the abolition of minimum wages highly irresponsible and dangerous

He was particularly peeved at a statement by Dr De Beer that SA used to be "tolerably prosperous and stable, though black wages were pathetically low and the wage gap was disgracefully wide"

Mr Van der Watt replied "If you can tell me how any country can be even tolerably prosperous while the wages of the majority of the working force are pathetically low and a disgraceful wage gap existed I would be thankful

"It appears that Dr De Beer has a very limited definition of the country and its prosperity"

# Bonus cuts 'a breach of contract'

# Sats staff

# may go to

# court on cuts

RAM 11/3/85 (138) ~~2/15~~  
By GERALD REILLY

**THE Railways Salaried Staff Association (Salstaf) may take legal action to prevent the Government from cutting the service bonuses of its 14 000 members by a third.**

The president of Salstaf, Mr Brian Currie, said in Pretoria yesterday if there was no favourable response to a telegram sent to the State President at the weekend then a probable move would be to apply to the courts for an interdict restraining the Government from cutting service bonuses by a third.

Salstaf's action comes against a background of the furious reaction throughout the public sector to the announcement that bonuses were to be cut.

The move was understandable and the Government had brought it upon its own head, Dr Alex Boraine, PFP spokesman on Manpower, said yesterday.

"It's one thing to freeze wages or withhold increases but quite another to cut wages or bonuses already granted.

"Furthermore, it is particularly hard on railways personnel who have increased productivity to a remarkable degree over the past year," he said.

"It is therefore understandable that staff associations would feel they are being penalised for the Government's mismanagement of the economy," said Dr Boraine.

Mr Currie said a 15th cheque was part of the service conditions of railway workers and to cancel or reduce it was a breach of contract.

Last week rowdy meetings of members of the Artisan Staff Association in Johannesburg, Pretoria, Cape Town, Durban, Bloemfontein and in the Eastern Cape, condemned the move.

There was talk of strikes and go-slow action unless the intention to cut bonuses was dropped.

Angry protests also came from the Public Service Association, the Federal Council of Teachers' Associations and Postal Staff Associations.

Pretoria sources said the furious reaction to the move has alarmed the Cabinet. The feeling was that the announced 3% cut in the earnings of politicians would defuse some of the angry response.

However, the politicians' "sacrifice" has been dismissed by senior public servants as inadequate and not comparable with the sacrifice being thrust on public sector workers.

It has been calculated that the State President will "sacrifice" about R220 a month of his R7 000 a month earnings.

Mr Currie said in an earlier telegram Salstaf had said if sacrifices had to be made they should be spread over the entire population, for instance by a tax levy.

Railwaymen and public servants should not have been singled out as the victims.

In his reply which reached Salstaf executive during an urgent meeting to discuss the issue in Durban at the weekend, the State President indicated that the small contribution to the country's economic welfare was decided by the Cabinet.

Without this the country's economic problems would become even more serious. He indicated this could lead to unemployment and the threat of unrest.

"He called on us together with the Government to put our shoulders to the wheel and set an example in responsibility and patriotism," Mr Currie said.

● The Trade Union Council of South Africa has issued a statement deploring bonus reductions for public servants and the Government's call on commerce to follow suit, reports Sapa.

The statement, issued yesterday after a two-day meeting of the TUCSA national executive, said the reasons for the nation's economic plight was "the Government's maladministration" and not the fault of the workers.

The action was "dictatorial".

# Pressure on to boycott Spar stores

*Sweeten*  
11/3/85 (138)  
~~11/3/85~~

**INTERNATIONAL and local organisations are putting pressure on the W G Brown group, sole owners of the Spar franchise in South Africa, to reinstate 143 workers dismissed from Spar supermarkets in Durban and Pietermaritzburg four months ago.**

The workers went on strike in December last year in support of demands for union recognition and higher wages. Talks between the Spar and the Commercial, Catering and Allied Workers' Union (CCAWUSA) broke down and the workers were summarily dismissed.

CCAWUSA has called for a boycott of all Spar outlets and other subsidiaries of the Brown Group throughout South Africa and the dismissed workers have been mounting pickets at Spar supermarkets since December.

Knowles outlets and Pichdens in Hillcrest are not affected by the boycott.

Union members have been visiting W G Brown's customers, especially shopkeepers in the townships, urging them to cut ties with the group until the dispute is settled to the satisfaction of the dismissed workers.

The workers have also taken their plight to churches, appealing for support from congregations at services.

Thousands of stickers and pamphlets are also being distributed by the union at bus ranks and meetings. Various political, sport and community organisations have pledged their support for the workers.

The company has countered by issuing pamphlets

to customers telling them about the "true facts" behind the strike.

The general secretary of the International Union of Food and Allied Workers' Association (IUF), Dan Gallin, said in a letter to Mr A R MacLean, W G Brown's executive director, this week that it was disappointing that relations between W G Brown and CCAWUSA had deteriorated.

"Calling in police who harass pickets is not conducive to building good industrial relations. No union can accept 'selective employment' of members fired in reprisal for exercising the internationally-recognised right to withhold labour in support of a grievance," Mr Gallin said.

"We urge you to meet the union and initiate a process of bargaining seriously and in good faith on recognition and other issues in dispute."

Mr MacLean complained to Mr Gallin that, in spite of "repeated requests" by his company, CCAWUSA had failed to produce an authenticated copy of their constitution indicating that membership "was open to African 'coloureds' and Indians."

"They have also failed to verify union membership among our employees," Mr MacLean said.

"Important concessions made by us in good faith were withdrawn in August 1984 following the union's continued unwillingness to meet our reasonable requests."

Mr MacLean said they were prepared to discuss selective employment with CCAWUSA if the union would accede to the company's "reasonable request."

~~170~~ (138) Star 11/3/85  
**SATS staff threatens legal  
action over bonus cut issue**

The SA Transport Services salaried staff has informed the State President, Mr P W Botha, that it will take legal action unless the bonus cut issue is resolved to its satisfaction

In a telegram to Mr Botha last Friday, the executive committee of the SAR and Harbours Salaried Staff Association expressed disappointment at the State President's response to a previous message, sent on Wednesday, requesting that the bonus cuts be reconsidered

Two days later Mr Botha responded with a telegram

telling the association that everybody must contribute to efforts to bring down the rate of inflation "Labour unrest will improve nothing

His position was rejected in the Staff Association's second telegram, signed by its president, Mr B L Currie'

It stated that, according to legal advice already obtained, the bonus cut was tantamount to a breach of contract "It is the intention of this association, unless this matter is resolved satisfactorily, to proceed with legal action," the association's second telegram to Mr Botha said — Sapa



# Railway workers stand firm on pay cuts

Pretoria Bureau

Militant white railway workers are remaining firmly opposed to Government pay cuts and will hold a new round of protest meetings this week to back their demands

The SATS Artisans Staff Association (ASA) will hold protest meetings in Pretoria and Cape Town tonight and Johannesburg tomorrow

Yesterday ASA demanded that the Government agree to repay lost bonus money within two years

The SATS Salaried Staff Association (Salstaff) has also taken a hard line and is threatening to take the State President, Mr P W Botha, to court unless the bonus cut issue is resolved to its satisfaction

## ELECTRIC

"The atmosphere is electric at the moment. We will not let this matter lie," said ASA's chief secretary, Mr Wilhe van der Merwe

The two associations have sent telegrams to Mr Botha asking that the one-third cut in 13th cheques be reconsidered. Mr Botha has replied by saying that all South Africans must contribute in times of economic crisis

Salstaff's general secretary, Mr Piet Pieterse, said the bonus cuts were particularly unfair to SATS workers as the 13th cheques had already been earned

Ironically, in the midst of the pay crisis, several top transport union leaders have left for an overseas congress. They include ASA's president, Salstaff's president and SATS Federation of Unions' chairman

thousands of transport workers seem unconvinced of the need for pay cuts, most of the public sector appears to have accepted the Government's decision

The Nursing Association of South Africa and the Post and Telegraph Association expressed disappointment at the cuts but accepted them as inevitable

The Public Servants' Association executive is meeting on March 21 to discuss the cuts but the vice-president, Mr Stan Davis, has ruled out the possibility of strikes or court action

The Committee of Technikon Principals said yesterday it accepted the bonus cuts

It said most staff members realised the economy measures were necessary because of the country's serious financial plight

## FIRMLY

The Federal Council of Teachers' Associations remains firmly opposed to the pay cuts as it believes it is a step back for underpaid teachers. It has asked for a meeting with Mr Botha to offer alternative economy measures

A labour law expert, Professor Dawie de Villiers, head of the Institute of Labour Relations at Unisa's School of Business Leadership, said if railway workers carried out their threat to strike it would be a case of "the State versus the nation"

"If the railway workers went on strike it would be a Catch-22 situation. The principle of organised labour is that it is a test of strength between labour and the owner of the business — not the management. As all civil servants are employees, if they were to strike against the State President, they would in effect be striking against themselves," he said

If bonus payments were part of civil servants' conditions of employment, they would probably succeed in obtaining a status quo order from the Industrial Court.

K OYM 13/3/85 (15/1)

# 3 strikes at cycle company

Mail Reporter

ABOUT 380 workers employed by Raleigh Cycles in Springs have staged three stoppages in the past week in protest against the company's refusal to bargain about wages and working conditions at the factory.

The plant falls under the industrial council for the metal industry and the company has refused to negotiate wages over and above those laid down by the council.

Negotiations between the company and the United Mining, Metal and Allied Workers of South Africa (UMMAWOSA) deadlocked last year, and the union held a strike ballot on March 1 in which most workers voted for industrial action.

Workers staged two legal stoppages last week and stopped work again yesterday.

The Rand Daily Mail was unable to get managerial comment yesterday.

# GWUSA GO ON STRIKE

MEMBERS of the General Workers' Union of South Africa employed at the Pack Shur Plastic Manufacturing Factory in Pretoria West this week went on strike over pay demands and recognition for their union.

According to Mr Joseph Oliphant, organiser for Gwusa, his organisation represented more than 60 percent of the workers who he claimed earned an average weekly wage of R28,00 for a 12-hour day.

He added that trouble at the factory started on Monday morning as management refused to talk to Gwusa officials. He said, however, they eventually managed to draw company officials to a meeting where it

was agreed that all the striking employees be allowed to go on with their work while negotiations continued. But, according to Mr Oliphant, that could not materialise as management wanted to select employees when they returned to work.

"The act was unacceptable to us and we felt

that all the people be left out until an agreement has been reached. We intend holding further talks with the company later on Tuesday," he said.

The director of the company, Mr T G Hutt, was said to have been engaged in a meeting when The SOWETAN contacted his office.

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13/3/85  
Sowetan

# Municipal workers join bonus protest

Argus Correspondent

PRETORIA — White municipal workers have joined the protest against the Government's intended bonus cuts

The general executive council of the South African Association of Municipal Workers (Saame) met Mr Chris Heunis, Minister of Constitutional Development and Planning, here yesterday to discuss the effect of the bonus cuts on its 42 000 workers

In a statement issued by Mr JDL Claassens, acting secretary of Saame, the association rejected Mr Heunis's request that municipal workers fall in with the proposed bonus cuts

Among the reasons were that

● Over the years municipal workers had made many financial sacrifices in the interest of the country's economic situation,

● The functions of local authorities were being increased by the new constitution and they could not reduce staff, and

● A reduction of existing pay could have a negative effect on the increasing productivity levels being achieved by municipal workers

The statement also rejected previous announcements by local authorities and other municipal bodies that the country's municipal workers would fall in with the Government's intended bonus cuts, and said this was not the viewpoint of Saame

A statement from the Federation of Municipal Trade Unions, which represents about 18 000 white municipal workers, is expected soon

● Angry railway workers last night unanimously rejected Government cuts in their bonus payments

They passed a motion of no confidence in the Cabinet and

asked the State President to defuse growing unrest among workers

About 400 members of the Western Cape branch of the Artisans Staff Association heard Mr Hugo van Dyk, vice-president of the association, charge that the move to cut bonuses was an arbitrary decision taken without consultation

## Chaos

He said the artisans were not responsible for the economic situation and if the proposed measures were implemented there would be chaos

The workers were not paid out of State coffers. The truth was that salaries came from Sats profits

The bonus had been worked for in 1984 and was owed to the workers in January; even though it was only due to be paid in April Provision had been made in the Budget for full payment

# Labour reforms are powder-keg

By Sue Leeman, Pretoria Bureau

White tradesmen have uttered a resounding "no" to labour reforms of the Wiehahn Commission. These include the scrapping of job reservation, the same pay for the same work, and equal opportunities for advancement and training for all races.

The hardline attitude of 603 white artisans and technicians polled by the Human Sciences Research Council in the Pretoria-Brits area has indicated that Government, in trying to bring about reforms, could be sitting on a powderkeg which is waiting to explode.

More than 40 percent of the blue-collar workers polled indicated that they would resort to strike action to save their jobs from black encroachment, and a staggering three-quarters said they would rather resign from their jobs than work on an equal footing with blacks.

Nearly 90 percent warned that white workers would stand together on this, and said they saw (exclusively) white unions being called on to play an increasing role in protecting members.

Most (82 percent) said they felt the changes left the door open for black domination in the workplace.

## LIVING STANDARDS

Another 17 percent said they felt the economy would suffer because of the poor quality of work done by blacks.

Most respondents took a strong stand against all reforms, with nearly 72 percent indicating opposition to equal training, 66 percent opposing equal promotion opportunities, and nearly 44 percent indicating that they were against equal pay for equal work.

An overwhelming 80 percent called for the reservation of certain work for whites.

Nearly 61 percent predicted that increases in the number of black artisans would lead to lower salaries and living standards for whites.

## Supervisors inadequately trained — HSRC study

Pretoria Bureau

Supervisors employed by many South African companies are inadequately trained in staff management and therefore failing to deal effectively with conflict in the workplace, according to an HSRC study released yesterday.

Researchers said that although management did not usually regard supervisors as part of management, they were of crucial importance for sound labour relations because they were at the place "where white meets black".

However, after questioning the personnel managers of 44 companies, researchers found 73 percent were dissatisfied with the way their supervisors handled prickly situations of conflict and discipline.

A total of 64 percent said their supervisors were not up to scratch when it came to dealing and communicating with black workers.

Researchers note that many supervisors have only a superficial training, with only 48 percent of those who took part in the survey having attended management or supervisory courses of any kind.

## Face reality, prof tells white artisans

Pretoria Bureau

An HSRC poll showing white blue-collar workers to be strongly opposed to labour reforms had "brought out into the open just how far removed from reality these people are", according to the head of the industrial relations unit at the University of Port Elizabeth, Professor Roux van der Merwe.

He called on employers to "look beyond the rhetoric" at the reality, which was that black artisans would become increasingly commonplace.

But white workers had no reason to feel threatened, he said. Their experience and superior education made them quite able to hold their own in the market place.

He said white workers had been protected from competition for too long and it was time that they stood on their own feet.

CAPE Times 14/3/65

(138) (138)

# Two men fined for incitement

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PRETORIA — Two Ver-  
 eeniging men who  
 played a leading role in  
 encouraging people to  
 stay away from work and  
 not to pay rent and other  
 tariffs last November  
 were fined a total of  
 R1 300 after being con-  
 victed in the Pretoria Re-  
 gional Court yesterday.

The secretary of the  
 Commercial, Catering  
 and Allied Workers  
 Union of South Africa,  
 Mongezi Joseph Radebe,  
 27, was fined R800 (or  
 eight months), plus a fur-  
 ther nine months jail  
 conditionally suspended  
 for five years.

Paulus Motsoso Rama-  
 kau, 30, was fined R500  
 (or five months).

The court found that  
 they incited and encour-

aged different ethnic  
 groups in Sharpeville on  
 November 5 and 6 last  
 year not to go to work, not  
 to pay rents, water or and  
 electricity tariffs.

They were also  
 charged with engender-  
 ing racial hostility be-  
 tween the black ethnic  
 groups and white popu-  
 lation groups of Ver-  
 eeniging, Vanderbijl-  
 park and Meyerton.

The two men, both of  
 Sharpeville, pleaded  
 guilty to the charges.

They were acquitted  
 on the main charge of  
 sabotage.

The magistrate said  
 every individual should  
 be discouraged from in-  
 citing, encouraging and  
 fomenting racial hostil-  
 ity — Sapa

CAC Trip  
14/3/85

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## SASJ appeals to industry chiefs

JOHANNESBURG — Africa, there is a great need not only for the appearance of a free press, but for the practice of it, so that information about South Africa may be accurately interpreted by both the citizens and those abroad with an interest in the country”

The Southern African Society of Journalists was “deeply concerned” about the current deliberations at South African Associated Newspapers, the SASJ president, Ms Pat Sidley, said yesterday

“Before final decisions are taken, the SASJ wishes to appeal to the chairman, managing directors and boards of directors of Anglo American Corporation, Johannesburg Consolidated Investments, SAAN and the Argus Company to be mindful of the consequences of actions they may propose to take,” she said in a statement to Sapa

“This appeal is directed as well to those in Parliament who have previously upheld the ideals of a free press in a democratic society,” she said

Regarding the involvement of Anglo American, Ms Sidley said the company, in its own right and through JCI, was the controlling shareholder of both Argus and SAAN

The SASJ believed that “while the focus of the world is on South

The SASJ did not believe these interests could be served if the scope of the press was to be limited, either by attrition or by drastic transformation, the statement said

● The International Federation of Journalists, based in Geneva, has expressed “deepest concern” over what it calls “the increasingly strong tendencies towards further concentration of the South African press and the consequences — such as cuts in staff and the eventual closure of newspapers”

In a letter addressed to the chief executives of the Argus Company, SAAN, JCI and Anglo American, the IFJ said further concentration of the press would “harm the very fundamentals of press freedom in South Africa” — Sapa

# 'Govt blundered over unions'

By ALINAH DUBE

THE director of a plastic bags manufacturing company in Pretoria, whose employees are on strike, yesterday blamed the Government of having blundered in allowing blacks to form trade unions.

Mr PG Hutt, director of Pack Shur, was reacting to his employees' demands that the General Workers Union of South Africa (Gwusa) be recognised as their representative body.

He said blacks took advantage of the Government's generosity and were creating new organisations daily.

"I explained to my employees that they should form a committee to solve their problems internally because I am against trade unions. I am one of the pioneers in South African industry and cannot tolerate continued disruptions at this factory."

"Because the Government has allowed blacks to form trade unions we have a free-for-all in industry," Mr Hutt said.

The striking workers told The SOWETAN that they refused to return to their posts because management was not prepared to talk to Gwusa. They also wanted their demands for better pay met.

"A company official said we should stop making fools of ourselves as the trade union was interested only in our subscriptions.

"But this was unacceptable to us and, as a result, we told management to either meet our demands or do without us," a worker said.

A Gwusa official said a meeting of workers resolved that no one should return to work unless management did away with its selective method when re-employing them.

All demand that they be unconditionally reinstated and that their trade union be recognised.

14/3/85  
Sweets  
130



14/3/58

Union concern at  
free Press attrition

THE Southern African Society of Journalists was deeply concerned about current deliberations by the board of directors on the future of South African Associated Newspapers, Miss Pat Sidley, president of the society, said yesterday.

"Before final decisions are taken, the SASJ wishes to appeal to the chairmen, managing directors, and boards of directors of Anglo American Corporation, Johannesburg Consolidated Investments, SAAN and the Argus Co, to be mindful of the consequences of actions they may propose to take"

This appeal was directed

also to those in Parliament who had previously upheld the ideals of a free Press in a democratic society.

"We do not believe the interests of a free Press can be served if the scope of activity of the Press is to be limited, either by attrition or drastic transformation"

● The International Federation of Journalists has written to the chief executives of Argus Company, SAAN, JCI and Anglo American, and said, in part.

"Cut-downs in staff and closures of papers can only have the effect of generally weakening the South African Press"

## RACING ROW

### SABC's power play

There is more than meets the eye to the row between the SABC and Radio 702 over rights to broadcast horse racing commentaries from the various turf clubs. Certainly the SABC seems to be using its muscle to pressure the clubs into refusing commentary rights to 702.

Also at issue, however, is the question of the R1m or so that 702 would like to make out of racing, SABC pressure on freelance broadcasters who work for 702 and even an argument over the "accidental" broadcasting of 702 advertising banners by SATV.

Despite some intensive meetings this week the position remains unchanged — 702 can still broadcast from Turffontein but not from the other courses. And it seems that if 702 broadcasts from Turffontein the SABC will refuse to do so, withdrawing TV coverage and possibly radio coverage as well.

Officially the SABC will not comment on the issue. But sources not far removed from Auckland Park say that part of the issue involves 702's demand that racing clubs pay it in excess of R1m in return for broadcasting their races.

This, says 702's Chris Gibbons, is a distortion of the truth. He admits that the figure of R1,033m was mentioned in negotiations with the racing clubs and says this was the figure calculated by 702 as the value of the broadcast time it would devote to racing this year.

Says Gibbons "This is time we could sell if we did not broadcast racing. We did tell the clubs that at some time in the future, it was as vague as that, we would like to come to some sort of agreement over the money."

Gibbons says this was certainly not a factor in the clubs refusing broadcast rights to the station.

Radio 702 spokesmen believe the SABC wants exclusive broadcast rights in order to bolster its expanding regional services, which are in direct competition with 702 in the PWV area.

They will not comment on the personalities involved but some broadcasting sources believe the SABC went to war with 702 following an incident at the Wanderers cricket ground.

The station had made an arrangement with the Transvaal Cricket Union to erect advertising banners at the ground. They have since been removed, but for a while they made a fine showing on SATV. According to sources, SABC director general Adriaan Eksteen phoned the TV commen-

tators to ask why he was seeing 702 hoarding signs all over his TV screen. Eksteen was out of town this week and unavailable for comment.

A more likely explanation is that the SABC is worried about the impact of 702 which has been far more popular with listeners than the corporation's regional stations.

Radio 702 itself has discovered that punters are an important and vocal part of its listenership. When it originally changed its coverage to recorded coverage it was inundated with complaints from punters who wanted immediate results.

The war continues — and 702 worries that Turffontein will not be able to hold out against SABC pressure despite the fact that one of the major Turffontein race sponsors is Sun International whose MD Sol Kerzner has a major stake in 702.

### UNIONS <sup>FM</sup> ~~2/3~~ 138 Arrie bounces back

The grizzled warhorse returned to the fray this week. Six weeks after the dramatic announcement that Arrie Paulus was to retire as general secretary of the ultra-rightwing Mineworkers Union (MWU) after 18 years, he is back in the saddle.

As yet there is no clarity about what is going on in the union. Characteristically, Paulus is not saying anything beyond the fact that he has postponed his retirement "for one or two years." But it is clear that there must have been a great deal of tough talking behind the scenes. According to one source, Paulus was begged to come back.

The original announcement of Paulus's retirement was made at the MWU congress in late January by the union's president, Cor de Jager. Coming at the time it did — when the MWU is fighting moves to abolish

the last remaining job reservation restrictions on the mines — the announcement was puzzling. Why would Paulus, who had devoted his life to protecting white workers' rights, recoil from battle now? But mining industry sources said that Paulus had always made it clear he intended retiring at 55.

Even so, there were strong indications that the parting was not such "sweet sorrow." One source says Paulus was surprised when De Jager announced his retirement in his presidential speech. Another unconfirmed report says Paulus stormed out of a closed session in protest against moves to amend the MWU's constitution to make the general secretary's position far stronger than it is now. Another source denied this. Others said the MWU has been in a state of internal conflict since last year's congress and that Paulus has been battling to retain his position.

Paulus was more taciturn than usual after the congress and went "on leave." When the *FM* asked him to respond to allegations of bad blood in the MWU, he refused. This week he was back in the MWU's Braamfontein office.

The position of general secretary of the MWU is a pivotal one. Speculation in late January was that whoever replaced Paulus was likely to be even more conservative. It now seems that experience is more valuable to the union than demagoguery.

Paulus has been the MWU's representative at the talks aimed at abolishing the racially based definition of the "scheduled person" in the Mines and Works Act. Repeal of the definition will allow blacks to obtain certificates of competency to do skilled work. The key certificate to black advancement is the "blasting ticket." It's a life and death matter for the MWU as "blasting certificates" represent the thin line between their skills and those of black workers beneath them.



MWU's Paulus ... winner of a power play?

138 (15) 266  
Municipal  
Workers.  
15/3/85  
'No cuts'

Johannesburg City Council employees have firmly rejected the Government's request that they sacrifice a third of their annual bonus.

The announcement by the Johannesburg Municipal Employees' Association (JMEA) swells the tide of protest against the Government's decision to cut public service pay

Minister of Constitutional Development and Planning Mr. Chris Heunis this week asked municipal employees to sacrifice a third of their bonuses

The JMEA's executive committee met on Wednesday. "The committee unanimously resolved that it did not see its way clear to accede to this request," said JMEA president Mr.

E L J Kleynhans. Spokesmen for Sandton and Randburg city councils said they stood by the statement of the South African Association of Municipal Employees (SAAME), which had announced that it was not prepared to consider the Government request.

# Mwasa reacts to closure of newspaper

(138)  
2/23

THE shocking announcement by the South African Associated Newspapers, that the Rand Daily Mail and the Sunday Express would close down has prompted the Media Workers' Association of South Africa, (MWASA) to call an urgent meeting of its members at the Orlando DOCC Hall

tonight, starting at 6 pm.

This announcement was met with mixed feelings from different walks of life. The country's State President Mr P W Botha was quoted as saying that this was a new spirit of national unity taking control of the country.

The national secretary of Mwasa, Mr Thami Mazwai said he

found it appalling that the President and his Nationalists were elated at the news. "South Africa has not enjoyed a considerable amount of Press freedom and with the closure of the Rand Daily Mail, the little voice of conscience for the under privileged communities in South Africa will be gone", he said.

The Afrikaans Sunday newspaper, Rapport in its editorial comment said every newspaper that had to close because financially it could not go it alone, created a vacuum in the communication process among the people in South Africa

It said the closing of the Rand Daily Mail was indeed a loss "For more than 80 years", the editorial said, "the Mail had played an important role"

## Fares go up

THE Zamdela Taxi Association is to increase its fares by five cents from Friday.

Mr Jonas Tsoai, the association's public relations officer, said during weekdays the taxi fare will go up from 30 cents to 35 cents. Over weekends, the price will be 40 cents.

"I hope our passengers will bear with us and reason that we have been considerate to absorb running costs since the fuel hike not too long ago. We are also faced with other costs such as tyres and repairs, and in order to survive we have no alternative but to increase our prices," he said

## A die in his accident



RDM 18/3/85 138 (138)

THE new solidarity of white railway workers, prompted by the Government's decision to slash public service bonuses by one-third, has surprised many observers of the political and labour scene

Potentially, railway workers have the muscle to take industrial action which would have a major impact

But, like other public sector employees, they are outside the ambit of the Labour Relations Act, and are barred from striking legally

The major weapon in their hands is that they are white and therefore have the vote — a factor which has already been mobilised by the Artisan Staff Association in passing motions of no-confidence against the Government in meetings around the country.

The executive of the ASA was meeting this weekend to decide what further strategies to take, but at this stage their range of options appears limited

████████████████████

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THE Media Workers' Association of South Africa, committed to "fighting tooth and nail" to get the best deal for members whose jobs are threatened by the closure of the Rand Daily Mail and the Sunday Express, has called a meeting at Soweto's Donaldson Orlando Community Centre tonight.

In a statement Mr Thami Mazwai, national secretary of MWASA, said "South Africa has not enjoyed a considerable amount of

# Union is to meet

Press freedom and with the closure of the Rand Daily Mail, the little voice of conscience for the underprivileged communities in South Africa will be gone

"We find it appalling that President P W Botha and the Nationalists should be elated at the news" — Sapa

Category	Hourly Change 1973 to date: Nominal	Hourly Change 1973 to date: Real	Current Hours
Teacher	15.40 17.65 18.85 22.05 23.45 26.15 24.95 26.46 27.00 32.45 36.75 40.00 42.80 45.80 50.40 55.45 69.45 77.45	23.01 23.67 23.86 23.46 23.78 25.11 26.63 29.12	72
Police	20.45 21.66 21.35 21.51 21.77 23.37 22.00 22.56 22.19 23.00	23.01 23.67 23.86 23.46 23.78 25.11 26.63 29.12	72
Employee NES	0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00	43
Current Real Weekly Wages: R	20.72	27.86	
Current Real Weekly Wages: R	31.51	32.93	

# Strikers back at work

By ALINAH DUBE

ALL the 60 striking members of the General Workers Union of SA employed at a Pretoria plastic manufacturing company yesterday returned to work following management's agreement to negotiate with their union.

According to a Gwusa official, Mr Joseph Olphant, Pack Shur agreed to an unconditional reinstatement of all the workers who staged a five-day strike over better pay. They were also seeking recognition for their trade union as they were unhappy about the

company's proposals to form an internal committee

Their other grievance was that they were being paid an average R28 a week wages for a twelve-hour day. Some said they had worked for the same company for more than 10 years with no improvement in the working conditions

The company's director, Mr T G Hutt, confirmed that the workers had returned. He added that no victimisation will take place. The company was prepared to negotiate with the union provided the workers all returned.

130  
2/2/80  
130  
2/2/80  
130  
2/2/80

# Lack of unions a threat to industrial peace' Boraine

File 43 20/3/85

Parliamentary Staff

recognised by SATS, had no access to the industrial court and there was no security of tenure for black, coloured or Indian workers

LABOUR relations in the South African Transport Services were the subject of a heated exchange between the Minister of Transport affairs, Mr Hendrik Schoeman, and the PFP's chief spokesman on Manpower, Dr Alex Boraine, in the House of Assembly

Speaking during the second reading of the SATS Amendment Bill, Dr Boraine accused Mr Schoeman of allowing workers no freedom of association

The lack of freedom of association and "genuine" collective bargaining was a risk to industrial peace in the transport sector, Dr Boraine said

SATS workers were denied the "fundamental right" to join the union of their choice. He said, "The Minister will never be able to control the situation with in-house staff associations that have no teeth

The 11 in-house unions, re-

At one stage Mr Schoeman interjected "We don't want any disruption"

Later replying in the debate, Mr Schoeman said "Are you asking that SATS be dominated by the General Workers Union?"

"What I'm fighting for is freedom of association," Dr Boraine replied

Mr Schoeman said "We have got labour peace in the docks and I communicate with the SATS labour unions regularly. You (Dr Boraine) said our staff associations had no teeth but they are satisfied that I fight to improve their labour situation" Mr Schoeman said.

"They don't need a father. They need to fight for themselves," said Dr Boraine across the floor



## Schoeman's 'iron' rule

~~210~~ Political Correspondent ~~126~~

HOUSE OF ASSEMBLY — The Transport Minister, Mr Hendrik Schoeman, ruled the mighty SATS empire with a "rod of iron" in a bid to maintain Victorian labour relations. Dr Alex Boraine (PFP Pinelands) charged yesterday

During debate on the Transport Services Amendment Bill, he said there was no freedom of association or collective bargaining in SATS

There was no security for black, coloured and Indian as only the 110 000 white employees were classified "permanent" SATS employed 241 000 workers yet was out of step with the rest of South Africa in labour relations

Smelter 20/3/85

~~251~~

~~251~~

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# Maternity leave pact signed

By JOSHUA RABOROKO

THE Kirsch Group's Metro Cash and Carry and the Commercial, Catering and Allied Workers Union have signed the most comprehensive paternity and maternity agreement yet negotiated in South Africa's labour scene.

It also included a series of prominent features such as time-off for fathers and a lengthy section dealing with the health and safety of mothers and their children.

The agreement is divided into the following sections: Protection of employment, maternity leave, paternity leave, right to return to work, social security schemes, financial assistance, ante-natal, post-natal checks, child care, health, safety and general principles.

Some of the main aspects of the leave include:

- All permanent female employees are entitled to a maximum of 12

months with guaranteed right to return to work

- Contributions to the medical aid scheme will

be carried in full by the company for the period of leave

- Male employees shall

be entitled to three days paid paternity leave taken during or after the birth of a child

171601 > 25/3/85 (133)

# Judges hear appeal by Mpetha against jail term

**BLOEMFONTEIN —** The appeal by Oscar Mpetha — 75-year-old trade unionist and community leader of Nyanga East — against imprisonment of five years for participation in terrorist activities was heard by the Appeal Court in Bloemfontein today

The conviction arose from violence in and near the Crossroads squatter camp in August 1980 with particular reference to August 11 when two motorists were attacked and killed in Klipfontein Road close to Crossroads.

Mpetha, an organiser for the Food and Canning Workers' Union and chairman of the Nyanga Residents' Association, was convicted by Mr Justice DM Williamson in the Cape Supreme Court in June 1983

The sentence was the minimum prescribed under the Terrorism Act in force when the trial started. But the trial judge indicated that, had he not been obliged to impose a minimum prison term, he would have suspended the sentence

The appeal was heard by Mr Justice Corbett, Mr Justice Kotze, Mr Justice van Heerden, Mr Justice Hefer and Mr Justice Galgut (acting judge of appeal)

## DISCRETION

The argument revolved around whether the Internal Security Act, No 74 of 1982, which came into force after the trial started and before it ended, had amended or repealed the provisions of the Terrorism Act and the provision in the Interpretation Act of 1957 whereby

a penalty "may be imposed" as if a repealing law has not been passed

It was contended that this allowed discretion to the judge to impose the penalty as provided under the former law, but also the discretion to impose another penalty

Thus, it was contended, an appropriate sentence would have been a period of suspended imprisonment as indicated by the trial court

Reasons for this would have been Mpetha's age, his poor health and his life expectancy, circumstances prevailing when the offence was committed, the nature of his participation — it was submitted that there was nothing to show that Mpetha's actions contributed to events at Klipfontein Road and

elsewhere — and the fact that he was in detention for 34 months before and during his trial

For the State, it was submitted that the word "may" in the relevant portion of the Interpretation Act meant that it permitted unfinished business of a trial to be properly concluded according to the law that originally set it in motion

The State contended that the new Act created new offences and new penalties and was not an affirmation or continuance of the old Act because it was too dissimilar. The trial judge was said to have been correct to penalise Mpetha in terms of the old Terrorism Act

Judgement will be announced later



PART OF THE more than 3000 members of the Commercial, Catering and Allied Workers Union (CCWUSA), who attended the union's Transvaal branch annual general meeting at the DOCC Hall yesterday. Several issues, including wages, working conditions, health and the boycott of Spar products, were discussed at the meeting.

LONDON — The former British foreign secretary, Dr David Owen, has called on the United Nations to apply decisive economic pressure against "the horrors of apartheid".

Dr Owen, now leader of the Social Democratic party, outlines a course of action for the UN to follow in a major article in the London Sunday Times.

He proposes a UN ban on new investments be imposed within a year, unless Namibia gains its independence and a programme of reform is adopted.

His article is just one in extensive coverage devoted to the Uitenhage shootings by the Sunday Times and the Observer.

The Observer carried

# 'UN must fight racism'

a cartoon of President P W Botha, dressed in police uniform and holding a smoking rifle saying: "We don't let them starve to death here in South Africa."

Dr Owen said Britain should take a leading role in the next few days in the drafting of a mandatory resolution de-

signed not to incur in American veto which would "actively contribute to constructive, negotiated, constitutional settlement in and around South Africa."

"The only approach which stands a chance of persuading South Africa towards peaceful change is one which involves some form of pressure

The military embargo has had only limited success.

"Economic pressure, selective but universal, is now needed to be triggered unless a programme of reform is implemented after a year, unless full Namibian independence has been peacefully achieved and

subject to annual review in terms of a programme for the steady abolition of apartheid by negotiation."

Dr Owen said total or even selective trade sanctions would not succeed, and total economic disinvestment would be too damaging, for the time being, on

black living standards.

"The only economic pressure which has a chance of universal acceptance is a ban on new investment and this could be monitored reasonably successfully."

In a leading article the Observer says Britain, South Africa's largest foreign investor, "must

be prepared to consider actions going beyond mere condemnations of apartheid and the ban on sales of war material."

It concludes "As the world decides what pressures to apply, the truth is that the longer the agony goes on, the more calamitous the ending must be."



# Union lashes at detentions

The Commercial, Catering and Allied Workers Union of SA (Ccausa) has condemned the detention without trial of trade unionists and demanded the immediate release of all political detainees and leaders in the country.

The resolution was passed at the union's Transvaal regional congress attended by over 3 000 delegates at the DOCC Hall in Soweto, on weekend.

Ccausa's general secretary Mrs Emma Mashinini said that the action of trade unionists has caused concern among workers who demand their release.

We also demand the release of all detainees and political prisoners who are languishing in jail, she said. The workers also expressed their solidarity with the people killed in Litenhage in the East-

does not give people in boomtime, so let them pay when there is a recession. The following were elected office bearers. Mr Isaac Padi (president), Mr Duma Nkosi (vice-president) and Mrs Mashinini (secretary).

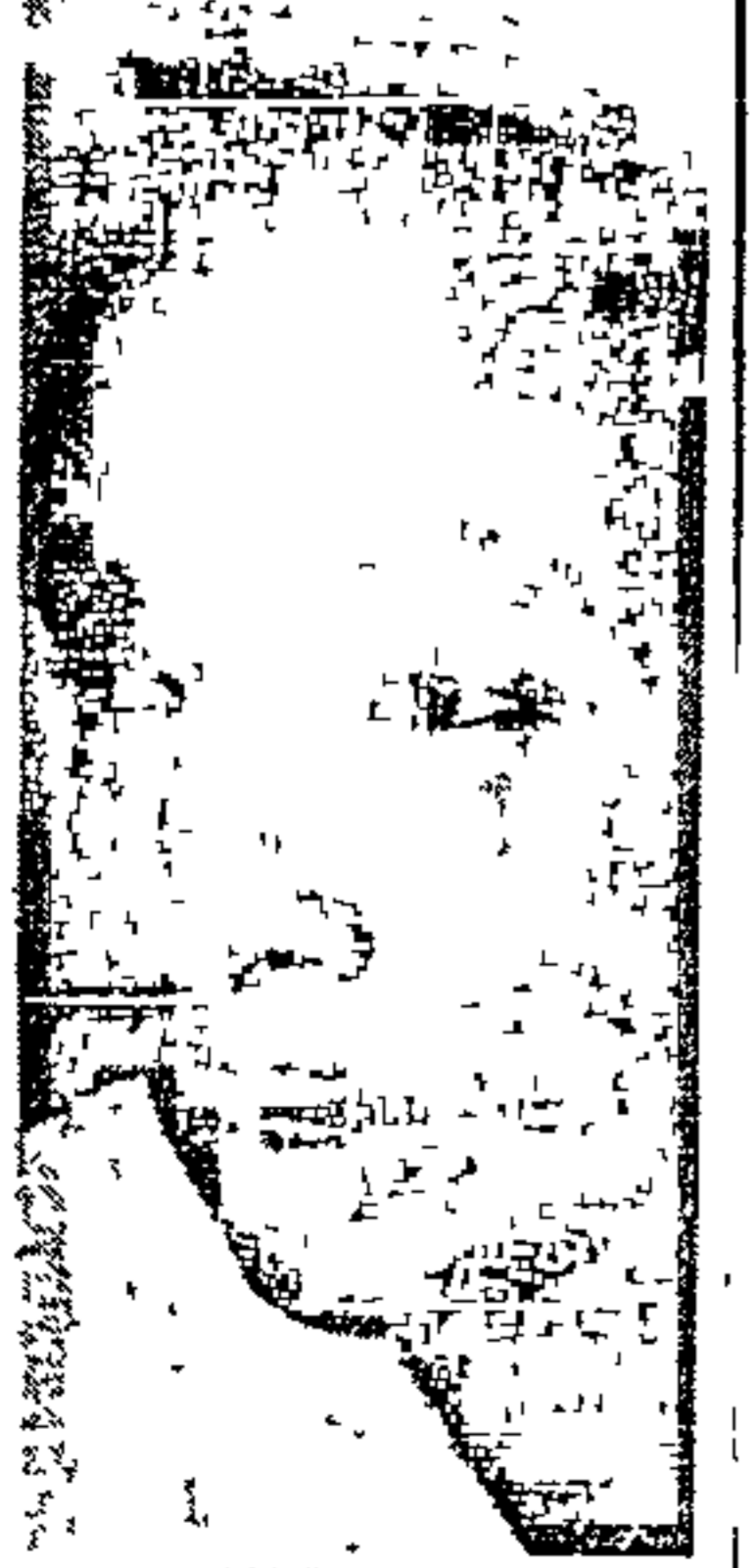
Mrs Mashinini said the proposed commission of enquiry into the shootings will not change anything in South Africa. Various commissions have been appointed in the past and these have not changed the situation.

- The meeting also resolved to
- pledge solidarity with the sacked Sasol workers,
- support the boycott of Spar products,
- express concern about number of people who have been retrenched in the industries under what managements term recession,
- continue to demand a living wage for members and to clamour for more recognition agreements.

Mrs Mashinini said some managements have hidden behind the recession by not giving workers salary increases. Some have even gone to the extent of retrenching workers.

"We find this unfair in some instances because we are not responsible for the country's economic situation nor are we part of the decision-making machinery.

"We believe in equal pay for equal jobs and want to see our members promoted to senior positions. Management



Mrs EMMA MASHINI-Ni: Release detainees.

## 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

Sweeter 28/3/85 (138)

# Union accuses

# supermarket

**THE RETAIL and Allied Workers Union (Rawu) yesterday accused a Pick 'n Pay senior official of "using tricks" to get company employees to resign from the trade union.**

Mr Donsi Khumalo, an organiser for Rawu, said members employed at the nine branches of the supermarkets in the

**Don't miss**  
SUNDAY  
**MIRROR**  
The paper you can trust

By **ALINAH DUBE**

Northern Transvaal, had allegedly been told to end their membership with the union.

A senior official had already addressed workers in Middelburg, Rustenburg, Witbank and Pretoria on the company's alleged aim not to offer benefits to those who remained members of Rawu

"People say they have been threatened with being disqualified for a

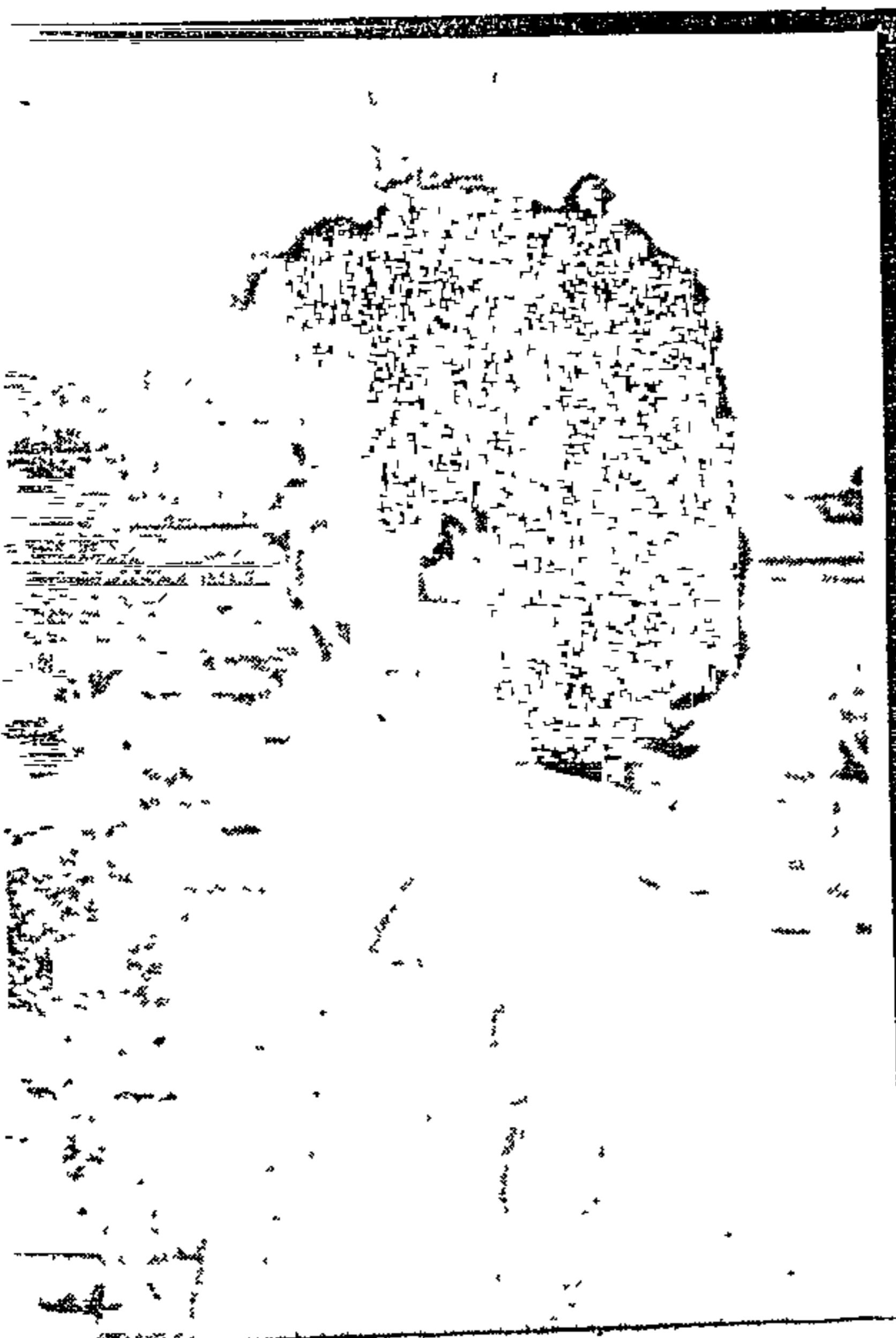
bursary scheme when applying for their children and that their bonuses will also be affected.

"This has surprised Rawu, because we have a standing agreement with Pick 'n Pay which both parties are not supposed to violate. We are calling an urgent meeting with management in order to safeguard our members from any form of intimidation," Mr Khumalo said

Mr Nick Els, a manager of the company, was not in when we contacted his office.

Cape Times 24/11/85

# Saturday shop rule scrapped



**Municipal Reporter**  
SHOPS in Cape Town will be allowed to remain open on Saturday afternoons from tomorrow, in spite of strong protests from the National Union of Distributive and Allied Workers (NUDAW)

The City Council decided yesterday to scrap the weekly half-day closing order on shops within the municipal area, a move which has been welcomed by organized commerce and most major traders

The NUDAW, however, has fought the proposal on the grounds that shopworkers will be forced to work irregular and longer hours, will not be able to participate in weekend sporting activities and will not have as much time to spend with

their families  
The union has also pointed out that all-day Saturday shopping will have no economic advantage for traders as consumers have limited spending power and longer shopping hours will make no difference to the amount of goods they buy

Shopkeepers would also have to employ additional workers or pay overtime wages

Two councillors, Mr Joe Rabinowitz and Mrs Eulalie Stott, expressed support for the workers' position and tried to introduce an amendment calling for the retention of the half-day closing order

The amendment was not allowed on the grounds that it was a direct contradiction of the original motion



138 FM 29/3/85

## PAULUS'S FUTURE

Arrie Paulus's future in the Mineworkers' Union (MWU) has still to be settled. The long-serving MWU general secretary says he has submitted a number of demands to the union which are due to be considered this week.

If the MWU agrees to his proposals, he will stay on. It could be for a very short period or a long one.

Paulus was due to have taken early retirement from the end of March, and went on pre-retirement leave, but, following still unexplained events, he returned to union headquarters.

Paulus, however, denies a report published in the *FM* on February 8 that he had walked out of the MWU congress in protest against a proposal that the general secretary should henceforth be appointed by the union executive rather than elected by members. On March 15, when it appeared that Paulus had returned to his post at the union, the *FM* repeated the allegation while noting that another source had denied it.

At the time, Paulus was refusing to take calls from the *FM*. He now says he will refuse to speak to the *FM* unless the source of the original information is revealed.

ARGUS 2/4/85

~~263~~ ~~135~~ ~~135~~ ~~135~~

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# Demand for living wage...

Staff Reporter

CAPE Town City Council's efforts to meet the needs of its workforce, particularly at the lower levels of pay, had fallen short and required revision and up-scaling, the Industrial Court heard today

Mr Denis Kuny SC was presenting union argument in the arbitration of a wage dispute between the Cape Town Municipal Workers' Association and the council

Evidence in the six-month hearing ended yesterday

Mr Kuny said the union had chosen to describe its demand as a demand for a living wage which emphasised that the demand was primarily related to the needs of the workers and their living standards. This was especially for the lowest paid workers who comprised about 5 000 of the union's 11 000 members

## FIXING WAGES

It regarded wages as payment for services rendered, but also as the means to enable employees to survive

The union accepted that need did not constitute the sole criterion in fixing wages and that other criteria such as wage comparisons, the ability to pay, productivity, cost of living and minimum budget had to be taken into account

*Bowseton* *2/4/85*  
**Unions merge to fight for increases** *(138)*

By JOSHUA RABOROKO

THE Electrical and Allied Workers Union is to merge with the Electrical Allied Trade Union in order to jointly demand a living wage, improved working conditions and to avert more retrenchments of their members in the wake of the present recession.

The resolution was taken at the Eawu's annual general meeting held in Wattville, Benoni, at the weekend. Finality on the issue will be reached at a special meeting to be held on April 27, according to union organiser, Mr Ben Nkone

Mr Nkone said the notion to merge has been caused by workers' demands and because of the present unity talks among emerging black trade unions

The unity talks are aimed at forming a strong trade union federation. It is hoped that the talks, which started a few years ago, will be completed this year, according to sources.

Unity among black unions became evident when several unions

called for a two-day stayaway from work during last November. The response was described as "successful" by leading unionists

Mr Nkone said they have already informed Eatu about their intentions and the idea has been welcomed, especially because "we often find ourselves making similar demands at the Industrial Council for wage negotiations"

### Meeting

Referring to retrenchments, he said the meeting resolved to ask employers to reduce working hours to help ease unemployment as the recession bites

Other resolutions include raising the industry's minimum wages, across the board increase and the reduction of overtime and allowance on the annual leave

A spokesman for Eatu has confirmed that Eawu has indicated its willingness to merge with them

However, a decision on the matter will be discussed later.

KOM 3/4/85

# 370 000 metal workers move into pay dispute (138)

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

## 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-

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. ■

AECI STRIKE

~~14/8/85~~ ~~15/8/85~~ ~~16/8/85~~

**Back but still out**

FM 5/4/85

Black members of the SA Chemical Workers' Union (Sacwu) at AECI's Newcastle plant have returned to work after their six-day legal strike over wages, without gaining

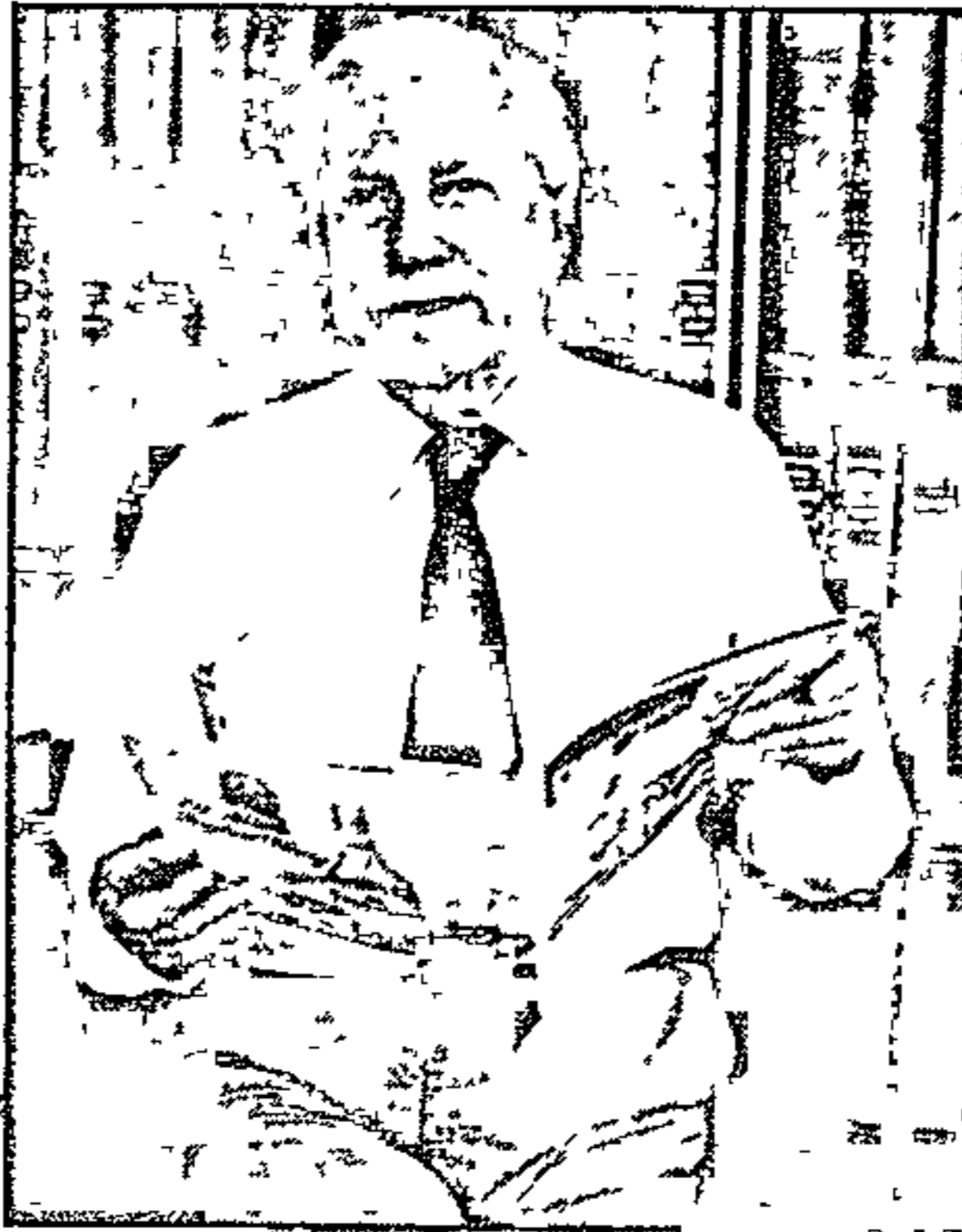
## GOING OUT AND COMING IN

Dirk Carstens (74) (right), GM of the *FM* and the longest-serving member of our staff, has retired after 24 years of sterling service

He joined the paper in January 1961 — barely 18 months after it had started

The then MD of SAAN, Henri Kuiper, invited Carstens to become business manager of the *FM*, then a fortnightly selling at 2s. and making losses on its circulation of under 4 000. Advertising rates were £65 for a full page and the total ad revenue barely £125 000 a year.

Now, as Carstens “retires” but continues in harness as consultant for the major surveys on Japan and Taiwan to be published later this year, our advertising revenues are running at some R15m a year.



Fulvio Cassuto (55) (above), advertising manager of the *FM*, assumed full responsibility for all advertising matters from April 1.

Cassuto was born in Trieste, Italy, and schooled in the UK. After three years in banking, which he didn't much like, he joined the London weekly, *The Statist*, in 1951 as an advertising rep. He became

that magazine's advertisement manager in 1960 and in 1966 he came to SA to do a survey for it — and also to look at job opportunities.

He joined the *FM* as advertising manager “just in time, as *The Statist* folded a year later.” He now takes over full control of a department that is vital to the health and strength of the *FM*.

placements, the workers agreed to return to work on Monday morning

But Phiroshaw Camay, general secretary of the Council of Unions of SA, to which Sacwu is affiliated, says the matter is not yet settled. And it appears that Sacwu is retaining its option to continue the legal strike as a tactic to bring management back to the negotiating table. Camay says the union has learnt the lesson from its last encounter with AECI at the beginning of last year — when members returned after a legal strike without gaining any pay concessions — and has adjusted its strategy.

Says Camay “Workers will not accept the pay offer. We are looking at alternative means of pressure. There are several possibilities. We decided that it would be best to go back at this stage as management threatened to take on permanently the scab labour it had employed, but we are keeping up the option of continuing the legal strike.”

Botha, however, says the plant is experiencing losses and is adamant that management will not increase its offer. “Workers have gone back at their original rates. We have said we are quite happy to implement the final offer and will do so from the date of acceptance,” he says. ■

any concessions from management. But they certainly do not regard the matter as settled. Management, however, is insisting that it will not increase the offer that Sacwu has already rejected.

Two unions are active at the chemical giant's Newcastle plant: the all-white Mineworkers' Union (MWU) and Sacwu. They negotiate separately with management, however, as the MWU refuses to sit round the table with the black union.

AECI group personnel manager “Bokkie” Botha tells the *FM* that the company de-

FM 5/4/85

clared a dispute with the unions at the end of last year. After the first joint conciliation board meeting, the MWU accepted the company's original proposal for an average 9,5% package increase. Sacwu, however, wanted to continue the dispute and about 600 workers downed tools in an illegal strike last Wednesday after the union rejected management's offer at a second conciliation board meeting. A ballot was held the next day in which the workers voted to go on a legal strike. Last Friday, in response to a management statement that it intended to hire re-

1985, the investigation of the inquest docket relating to the death of one Mododana Tyuka in Port Alfred Township has been concluded; if so,

- (2) whether the inquest docket has been referred to the Attorney-General, if not, why not, if so, (a) when and (b) with what result?

The MINISTER OF LAW AND ORDER

- (1) Yes  
(2) Yes

(a) On 4 February 1985

- (b) The Attorney-General has instructed that an inquest be held, which will now take place in the magistrates court at Port Alfred on 16 April 1985

*Hammond Q. 61 939*  
Black train drivers. Foot Plate Staff Association

\*17 Mr D J N MALCOMMESS asked the Minister of Transport Affairs

- (1) Whether Black train drivers are employed by the South African Transport Services in (a) Transkei, (b) any other specified independent Black states and (c) the Republic, if not, why not, if so.

(2) whether these drivers are allowed to join the Foot Plate Staff Association, if not why not,

- (3) Whether there is any union and/or staff association of which they can become members, if so, which union and/or staff association, if not, why not?

†The MINISTER OF TRANSPORT AFFAIRS

(1) (a) Yes

- (b) and (c) No, the need has not arisen yet

(2) Although the constitution of the S A Footplate Staff Association provides for multiracial membership, the Labour Relations Act, 1956 (Act 28 of 1956), as amended, in accordance with which this Trade Union has been registered, is applicable in the Republic only. Black employees working and residing in Transkei cannot, therefore, become members of this Trade Union. However, their interests are adequately being catered for by means of self chosen workers representatives who have direct channels of representation and/or access to the Regional Manager, East London, and the Management

- (3) No, not in the Republic of South Africa for the reason given in part (2) of the reply. Transport Services is not acquainted with the position in the Republic of Transkei

National Policy Transport Study

\*18 Mr D J N MALCOMMESS asked the Minister of Transport Affairs

What was the total cost of (a) the National Policy Transport Study as at the latest specified date for which figures are available and (b) furnishing the committee room in the Forum Building used for the purposes of the National Policy Transport Study?

The MINISTER OF TRANSPORT AFFAIRS

(a) R5 389 983,83

- (b) No facilities were made available for the exclusive use of the National Transport Policy Study (NTPS) and the NTPS has not made use of the committee room of the NTC to date. As the previous committee room facilities of the National Transport Commission (NTC) had become, however, totally inadequate a new committee room had to be provided for the NTC at a total cost of R123 105,00

*Hammond Q. 61 941 9/4/85*  
Kwanobuhle Township: Visits to doctor  
\*19 Mrs H SUZMAN asked the Minister of Law and Order

- (1) With reference to his reply to Question No 6 on 12 March 1985, (a) how many members of the South African Police visited the doctor in question in Kwanobuhle Township in Uitenhage on or about 29 January 1985, (b) what was the rank of each of these policemen and (c) why was only one doctor visited,

(2) whether this doctor was requested to (a) inform the police of treatment given to any persons with gunshot wounds, (b) refer such person to any hospital and (c) take any other specified action in regard to such persons, if so, why in each case

(3) whether the police (a) questioned and (b) arrested any persons (i) in any hospitals and (ii) on any doctors' premises in Kwanobuhle Township or Uitenhage in connection with incidents of public violence in 1985, if so, (aa) when (bb) how many persons were involved and (cc) what was the nature of their injuries in each case,

(4) whether any of the persons arrested were under 18 years of age if so, where were they held.

(5) whether their parents were informed of their arrest, if not, why not, if so, when,

(6) whether any of the persons arrested have been charged, if so, what were the charges in each case?

†The MINISTER OF LAW AND ORDER

(1) (a) Three

(b) One lieutenant and two constables

(c) Because only one doctor was available at that time

(2) (a) and (b) No

(c) Yes, to inform the police of such persons with a view to effecting their apprehension for public violence

(3) (a) (i) Yes

(ii) No

(b) (i) and (ii) No

(aa) On 29 January 1985

(bb) Three

(cc) Gunshot wounds caused by bird-shot

(4) Yes, one. He was discharged from the hospital on 5 March 1985 and detained in the police cells at Uitenhage until 8 March 1985 when he was entrusted to the care of his parents

(5) Yes on 5 March 1985

(6) Yes, all three of them for public violence

*Hammond Q. 61 941*  
Fort Hare University refusal to readmit certain person 9/4/85

\*20 Mr L K MOORCROFT asked the Minister of Co-operation, Development and Education

(1) Whether a certain person, whose name has been furnished to the Minister's Department for the purpose of his reply, has been refused re-admission to the Fort Hare University in this year, if so, (a) why and (b) what is the name of this person.

(2) whether any other students have been refused re-admission to this university in this year, if so, (a) how many have been refused on non-academic grounds and (b) what were the surrounding circumstances in each case?



Sowetan 9/11/85

## BAMCWU to intensify campaign

The Black Allied Mining and Construction Workers Union will intensify its anti-asbestos campaign at a two-day special conference to be held in Johannesburg, starting on May 10.

The anti-asbestos campaign was started by the union following reports in the Northern Transvaal that exposure to its dust, may in some instances, present health hazard, according to BAMCWU's publicity secretary, Mr Motshumi Mokhine

Asbestos dust has been identified as a cause of not just of asbestosis, a crippling illness which harms the lungs, but also of bronchial cancer and of mesothelioma (cancer of the pleura and peritoneum), maladies which are usually fatal

Mr Mokhine said since the campaign was started it has received country-wide support, including Lesotho, Botswana and Swaziland

### Support

The campaign has also been supported by several emerging black trade unions which have been invited to the conference — the first to be summoned since the campaign.

He stressed. "It is its insidious nature that makes the asbestos hazard particularly dreaded. The clinical or related diseases may develop many years after exposure to asbestos has ceased."

Occupationally, millions of people are at risk of inhaling a significant amount of asbestos just at their work. Such exposure occurs mainly in asbestos mining, processing the mineral, manufacturing asbestos products and demolitions or removal of insulation material containing asbestos

### Standard

"It is in the light of these circumstances that the union demand that the asbestos mines be closed," the union spokesman added. No technologically suitable alternatives have been made by the mining house, for the majority of industrial uses of asbestos.

The BAMCWU conference precedes the meeting called by the International Labour Organisation (ILO) in Geneva in June. The ILO is to propose new standards, especially designed to protect workers exposed to asbestos effects.

1985, the investigation of the inquest docket relating to the death of one Mododana Tyuka in Port Alfred Township has been concluded, if so,

- (2) whether the inquest docket has been referred to the Attorney-General, if not, why not, if so, (a) when and (b) with what result?

THE MINISTER OF LAW AND ORDER

- (1) Yes  
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(a) On 4 February 1985

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- (3) Whether there is any union and/or staff association of which they can become members, if so, which union and/or staff association, if not, why not?

THE MINISTER OF TRANSPORT AFFAIRS

- (1) (a) Yes  
(b) and (c) No, the need has not arisen yet

HOA

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- (3) whether the police (a) questioned and (b) arrested any persons (i) in any hospitals and (ii) on any doctors' premises in Kwanobuhle Township or Uitenhage in connection with incidents of public violence in 1985, if so, (aa) when, (bb) how many persons were involved and (cc) what was the nature of their injuries in each case,

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- (6) whether any of the persons arrested have been charged, if so, what were the charges in each case?

THE MINISTER OF LAW AND ORDER

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(b) One lieutenant and two constables  
(c) Because only one doctor was available at that time

HOA

(2) (a) and (b) No

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(b) (i) and (ii) No

(aa) On 29 January 1985

(bb) Three

(cc) Gunshot wounds caused by bird-shot

(4) Yes, one He was discharged from the hospital on 5 March 1985 and detained in the police cells at Uitenhage until 8 March 1985 when he was entrusted to the care of his parents

(5) Yes, on 5 March 1985

(6) Yes, all three of them for public violence

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(2) whether any other students have been refused re-admission to this university in this year, if so, (a) how many have been refused on non-academic grounds and (b) what were the surrounding circumstances in each case?

HOA

COULD BE THE KEY TO...

Zealand soldiers killed in the second world war. Mrs. Y... was in...

# 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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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

138

17/4/85 A union for all races 138  
 Burning issues  
 face Boilermakers *Star*

By Sheryl Raine

When the 50 000-strong SA Boilermakers' Society meets for its triennial general council meeting next Monday, retrenchment, disinvestment, multiracialism and restrictive legislation will be high on the agenda

One of the oldest and largest unions in South Africa, the society (its full title is the SA Boilermakers, Iron and Steelworkers, Shipbuilders and Welders Society) is also one of the most truly multiracial labour organisations in the country.

Its members are drawn from the gold, diamond and coal mining sectors as well as industries ranging from sugar to engineering.

**RESPONSIVE**

As a union which has been more responsive than most to the reality of the changing patterns of labour relationships in South Africa, the Boilermakers' Society has a membership of skilled blue-collar workers made up of 35 percent whites and the rest coloured people, blacks and Indians

In the past, geographical realities and the racial anomalies of South African society meant that the various branches of the society were largely comprised of single race groups

"This was not union policy or contained in our constitution but rather a product of South African realities," said public relations officer Mr Tjaart Coetzee

"Some branches are now multiracial and the various branch executives now meet jointly"

Unafraid in the past of directing what it considered to be justified criticism at the Government, it comes as no surprise that several urgent appeals for change are to be tabled at next week's council meeting

The appeals include

- The scrapping of the last vestiges of job reservation by implementing the White Paper on Part 6 of the Wiehahn Commission Report
- A national and realistic policy of urbanisation which will ensure the growth of a settled labour force
- The need to review strike laws so that the right to strike legally without fear of dismissal can be entrenched

The society has also expressed its opposition to forced removals and resettlement of workers at inconvenient distances from places of employment

There are several items scheduled for discussion which reflect the deep concern of most labour organisations about retrenchment in these times of high inflation and recession.

One item draws attention to the need to enter into agreements with employers which protect particularly older workers who are made redundant.

Also of concern is disinvestment. The general council will debate a resolution which rejects all forms of disinvestment on the grounds that it would cause economic stagnation, loss of jobs and political chaos



# 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.

icture: DANIEL SIMON.

## Spar boycott 'is shocking'

THE boycott of Spar stores, especially in black townships, was an action aimed at victimising the wrong man and was "shocking", the company's spokesman said yesterday. 138

Spar's Mr Sydney Matus said the company was prepared to reinstate the sacked workers and negotiate with the Commercial Catering and Allied Workers' Union of South Africa (Cca-wusa). Sowetan 18/4/85

However a spokesman for the union said that all attempts to have the dispute resolved have failed. The boycott was gaining momentum as it has been started in the Transvaal. 20/21

The workers were dismissed from Spar's eight shops owned by Brown's Retail, a subsidiary of the Brown Group, following a strike at the Natal plant last December. 19/20

Mr Matus said the boycott was "shocking" because wrong people were victimised. The group has a remote connection with Spar.

Other demands will be looked into later, he said.

# 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-MAN  
WEEK  
SPEC

YVONNE CHAK





THE Black Allied Mining and Construction Workers' Union has demanded a fully-fledged inquiry concerning the killing of a worker whose head was crushed at Hippo Quarries, Olifansfontein this week.

The body of Mr Abram Mnsi (25), a migrant labourer from Nebo in the Northern Transvaal, was found among rocks by colleagues who raised the alarm.

Bamcwu's publicity secretary, Mr Motshumi

# Worker's death: Union demand full inquiry

Mokhine, said they were not satisfied with the information they received about the accident

The union's demand is the latest in which a black mine trade union has questioned management about the safety of their members at workplaces — the National Union of Mineworkers has made similar de-

mands and urged members to refuse to work at places they regard as unsafe

Safety of workers is also one of the demands several trade unions have put to the negotiation table and when signing recognition agreements with managements

Mr Mokhine said they demand an independent expert who will collect information on the accident "We are aiming to institute either a civil action or criminal case depending on the outcome of the inquiry," he said

Anglo-Alpha, owners of the company, have confirmed the accident

and said an official inquiry has been instituted under the auspices of the inspector of mines

The company said it is distressed at the death of one of its employees, particularly in the light of its good safety record and it expressed its concern for its employees

The groups' industrial relations manager, Mr M G Foster, said they were unable to comment on the circumstances of the accident pending the outcome of the inquiry

FM

(138)

19/4/85

In a statement issued this week, FCWU says the enlarged organisation decided to remain registered because "the benefits of being registered are greater than the disadvantages"

In terms of amendments passed to the Labour Relations Act since 1979, unregistered unions now have the same obligations as registered ones to furnish the Manpower Department with information about membership, finances and office bearers. If they do not comply, any agreements they conclude with employers are unenforceable in a court of law. In addition, unregistered unions may not be granted check-off facilities for union dues unless they have received approval from the Manpower Minister.

In recent months, two other unions which previously opposed registration — the General Workers' Union and the National Union of Mineworkers — have opted to apply for registration ■

**Food unions merge**

The Food and Canning Workers' Union (FCWU) and the African Food and Canning Workers' Union (AFCWU) are to merge. This is a move which has been on the cards for some time, but the most notable aspect of the decision is that the new combined organisation will be registered in terms of the Labour Relations Act.

The unions have operated as a single entity in practice for decades and have the same general secretary, Jan Theron. But they remained legally separate because the FCWU, which represents white, coloured and Indian workers, is registered, while AFCWU is not. AFCWU members will effectively join the FCWU and the combined organisation will represent about 30 000 workers.

Until the Wiehahn reforms of 1979, unions representing black workers were unable to register. When the law was amended, AFCWU opted to remain unregistered because of fears that the new legislation was designed to control unions.

Financial Mail April 19 1985

# Union hits at furniture imports during slump

138 By Sheryl Kaine Star

19/4/85

The National Union of Furniture and Allied Workers of South Africa has called for a halt to all unnecessary imports of furniture at a time when 4 000 of its members are unemployed because of the recession.

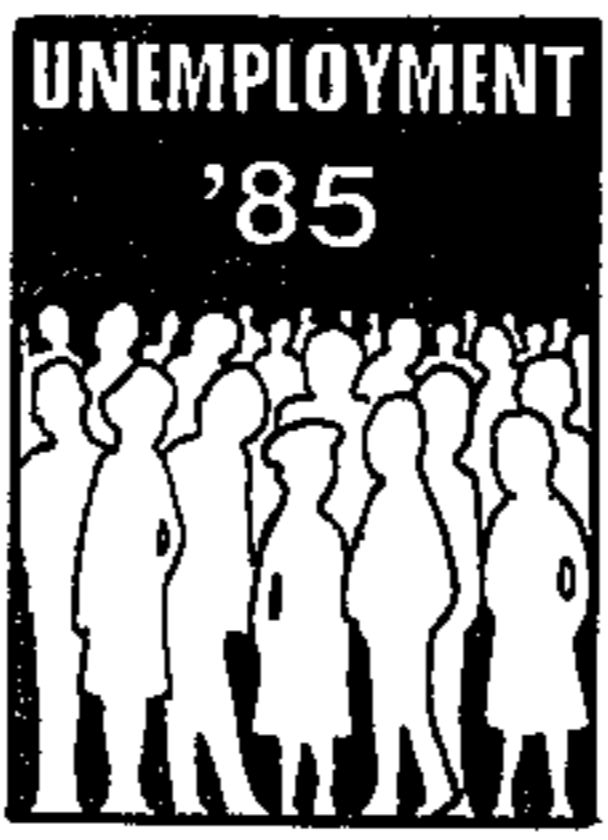
In a hard-hitting statement the union says it is deeply concerned at the amount of furniture being imported into South Africa. In the first nine months of last year R36 million worth of furniture was imported.

The union believes even greater volumes of imports will be dumped

on the South African market this year despite the low value of the rand.

"At the present time some 4 000 of our members are unemployed and, if the volume of imports is translated into local production, it could provide employment for at least 1 500 of our members in about 70 small factories," the statement said.

Mr S Redelinghuys, executive director of the Furniture Traders' Association said his organisation sympathised with employees who were out of work and fully understood the plight of unemployed union members



He said the unemployment figure for people who had been made redundant in the retail sector of the furniture industry had now topped 10 700

However, he said the percentage of furniture

being imported was infinitesimal compared to the R2,6 billion annual turnover in the trade.

Mr Redelinghuys added that his organisation would discourage any curbs on the free enterprise system such as import permits.

The union said it was confronted daily by out-of-work members who were losing their homes, having their household goods repossessed and were facing starvation because of what it claimed was the irresponsible attitude of the local business community

"We are not prepared to let this matter rest and while we appeal to the government to stop all unnecessary imports of furniture by all the means at their disposal, we on our own will compile a list of those retailers who are stockists of that furniture which is taking the bread out of our mouths and appeal to our fellow workers in all industries to boycott those businesses totally."

Mr Redelinghuys believed such boycotts would be counter-productive. Both furniture retailers and manufacturers had to co-exist.

RDM 20/4/85 (138)  
Worker leader

A FORMER national organiser of the SA Allied Workers Union, Herbert Barnabas, who was expelled during internal strife within SAAWU, has been elected president of a recently launched worker body - the National Federation of South African Workers - recruiting in East Rand factories

Vertical text on the right edge of the page, possibly bleed-through or a margin note, which is mostly illegible due to the high contrast and scan quality.

RDM  
20/4/85

138

### Union was 'not involved'

THE Commercial, Catering and Allied Workers' Union of South Africa yesterday disassociated itself from Thursday night's bomb explosion at a Spar store in Smith Street, Durban.

Vertical text or markings on the right edge of the page, possibly bleed-through or scanning artifacts.

# Unions support Spar boycott

**MORE than 18 trade unions and political organisations have supported the nation-wide boycott of Spar company products in an attempt to fight the reinstatement of sacked workers and for trade union recognition.**

Addressing a Press conference in Johannes-

burg yesterday, an organiser of the Commercial Catering and Allied Workers' Union, Mr Kaiser Thebedi, said the boycott of eight shops managed by Brown's Retail, a subsidiary of the Brown Group, has been intensified.

The workers were dismissed from eight shops

in Natal and attempts by the union to have the workers reinstated have failed. They are also demanding wage increases and management to stop harrasing union members.

Mr Thebedi said Spar shops in Natal have been picketed, management forced to negotiate

and other forms of pressure put on the company, without success.

"We are at this stage ready to start picketing other shops in the Transvaal. Even township Spars will be affected. We need the support of workers," he said.

He said other groups

that are subsidiaries of Spar will also be affected. Workers should reject exploitation and support the workers' struggle for trade union rights, he added.

Spars' Mr Sydney Matus was said to have gone to Durban for a meeting and was not available for comment.

7/10/85

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MAG. 22/1/85

# Magazine joins bonus cut outcry

Labour Reporter  
THE outcry over the 34-percent cut in public service bonuses has been joined by The Public Servant, official magazine of the Public Servants' Association

An editorial in the latest edition says the cut has had a disturbing psychological effect of uncertainty and restlessness

It had always been the association's standpoint that remuneration of public servants was not the proper instrument with which to manipulate the economy, it says

### SETBACK

"Although the present predicament of the Government is fully appreciated, it must be pointed out that this step spells nothing good for the public service and State administration

"When this same policy was followed during the late 70s in the organised campaign against inflation, with lip-service only from the private sector, it almost ended in disaster for the public service — a setback from which it has not recovered in full," says the editorial, which also questions whether the cuts will mean real savings

Public Servants' Association



# Workers' union backs UDF

THE newly-formed National Federation of South African Workers (NFSAW) supports the principles of the United Democratic Front, but will not immediately affiliate, a spokesman said at the weekend. *SOWETA*

NFSAWU's president Mr Herbert Barnabas, who resigned from the South African Allied Workers Union (Saawu) last year, said the meeting resolved to align itself with other "progressive-minded" organisations

Mr Barnabas resigned from Saawu following an internal wrangle in the union which led to the formation of the two factions of the organisation — one active in the Transvaal led by Sisa Njikelane and the other in Natal under Sam Kikine.

He disclosed that

By JOSHUA RABOROKA

following a misunderstanding he was forced to resign and join the newly-formed NFSAWU whose membership was "growing rapidly," especially in the Transvaal. *22/4/85*

## Committed

The union was committed to the workers' demands which include

- A living wage
- Better working conditions
- Freedom of association and the right to peacefully protest rights
- The scrapping of the influx control, Group Areas Act and other laws
- The release of all political and trade union leaders.
- Equal education for all South Africans

and *138*  
 • Better housing for workers

Mr Barnabas announced that they intended calling on a national council meeting before the end of the year to formulate new structures and to decide whether or not to affiliate with the UDF

"We cannot immediately affiliate because we have to first get a mandate from the members. However, we believe in the principles of the UDF and support them in whatever they are doing," he said.

Office bearers include Barnabas (national president), Mr Philemon Tau (vice-president), Mr Joseph Machaba (general secretary), Mr Joe Tau (national organiser) and Mr David Magwegwe (national treasurer).

# 5 000 Sowetan 23/4/85 lost jobs

By JOSHUA RABOROKO 138

THE South African Boilermakers' Society has lost approximately 5 000 members in the past few months because of retrenchments caused by the recession, delegates were told yesterday.

Delivering his presidential address at the triennial meeting of the society in Johannesburg, Mr G Ahrends said these members were effectively declared "bankrupt" and deprived of their only means of making a living.

He said what remained pathetic was the fact that they might not be replaced because "we know that there are fewer jobs available than was the case in 1983 and 1984."

The union has begun the 1985 round of negotiations for better wages and working conditions in all industries in which they were involved, and they have been told to accept wage cuts because employers could not afford to pay higher wages without retrenching some of the workforce.

He blamed the Government for the increase in the price of petrol, sales tax and inflation which came as "a bitter shock to all", and perhaps most of all those in the lowest pay categories.

Referring to strikes, he said the society believed that, while the right of strikes remained as undefined and uncertain as it was at present, the mass of workers will not believe that the true freedom of association and full trade union rights existed in South Africa.

He added "We still maintain that those unions which regard the present system of registration as some sort of protection for them, are at fault. In the same way, employers who seek safety behind the present system may sooner or later find out that it provides no protection from trade union action."

Dealing with political issues, he said they did their best to convince the Government that the Orderly Movement and Settlement of Black Persons Bills should be withdrawn.

"We spent a lot of time on this because we were convinced that the provisions in the Bill were not in the interests of the workers. We based our objections on those aspects which, as a trade union, we are best qualified to speak on," he said.

"It is obvious that all aspects of the political and social life, not even to mention the economy, of our country intimately affects our society and its members."

ARG. UC 23/4/85

138

# Banks, union settle Wednesdays' dispute

Labour Reporter

SETTLEMENT has been reached in the dispute over bank officials' Wednesday afternoons off

They will continue working these afternoons, but will receive time off in exchange

The settlement was agreed to this week between the SA Society of Bank Officials and bank managements after the general secretary of Sasbo, Mr Ben Smith, visited all 19 Sasbo regional committees for discussions about proposals for an acceptable settlement worked out between the union and the banks

Agreement was reached with Barclays Bank on Friday and with Stan-

dard Bank yesterday

According to the agreement, banks will work a four-week cycle of 176 hours consisting of 44 units of four hours each.

Employees who work on Wednesday afternoons will be entitled to time off of one four-hour unit equivalent to a morning or afternoon which can be taken off at any time

If a full month is worked the units can be added to make a long weekend

Units which employees do not use may be accumulated and added to annual leave up to a maximum of six days. Officials may also be paid out if they do not use the time off

It's official - banks will never dial

# Sasbo accepts bank's offer

Capt. Tim's 24/4/88  
Staff Reporter

afternoons 138

BANK officials working for one of the country's largest banks have accepted a management offer of time off as compensation for having to work on Wednesday

The agreement, which comes into effect from April 30, gives staff affected by the extended hours four half-days off a month, according to a joint statement

# Boilermakers say no to disinvestment

The more than 50 000-strong South African Boilermakers' Society yesterday came out against disinvestment from South Africa, saying it would lead to a loss of job opportunities, economic stagnation and political chaos

At the triennial meeting of its general council in Kempton Park, the society also reaffirmed its commitment to a multiracial policy which would allow greater participation of members in the society's activities

Other resolutions passed included one on black education and another on

participation in Government and other public structures

The council resolved to monitor the situation in schools under the Department of Education and Training and to periodically make representations to the Minister concerned

It also supported the society's participation in such bodies as the National Manpower Commission

On disinvestment, the council said the action would "cause the loss of employment opportunities, economic stagnation and political chaos which will be irreversible"

It also called on the Government to

- Implement the White Paper on part four of the Wiehahn Commission which would enable black miners to qualify for blasting certificates,

- Halt forced removals,

- Review laws relating to strikes so workers on legal strike would not be dismissed,

- Formulate a policy of urbanisation which allowed workers to sell their labour on the best market

## Rifkind says blacks divided on sanctions

The Star Bureau

LONDON — Mr Malcolm Rifkind, Minister of State at the Foreign Office and the Thatcher Government's expert on Africa, has repeated his Government's belief that black opinion in South Africa was "sharply divided" on the issue of economic sanctions.

Mr Richard Caborn, Labour MP for Sheffield Central, asked Mr Rifkind what evidence he had that black South Africans were overwhelmingly opposed to a policy of economic sanctions

Mr Rifkind said some prominent black leaders had declared they were opposed and a 1984 Natal University survey had indicated that 75 percent of black workers favoured continuing trade links

138 Star 24/4/85

# Boilermakers break with white tradition

History was made at the 50 000-strong SA Boilermakers Society (SABS) general council meeting yesterday when delegates chose a leader from outside the ranks of its white membership.

Mr A Richards (48) a coloured grinder from Kimberley, will hold the post of chairman for at least three years and has pledged to represent all members of the union and to ensure unity. He has been a member of the SABS executive for nine years.

Mr G Ahrends (68) who has served as president of the SABS for nine years was made honorary life president of the union.

The general council lived up to its conference motto ("we unite for our future") by passing important measures to reconstruct its executive committee so that it is fully representative of all races. The new executive consists of four blacks, four coloured members and four whites.

The union has a membership of skilled blue-collar workers made up of 35 percent whites and a majority of coloured people, blacks and Indians.

### ISSUES OF CONCERN

During the two-day meeting the council addressed issues of concern in the broader community including black education, housing and the need for greater social security in these times of retrenchment.

The Government was asked to give urgent attention to the following:

- Implementation of the White Paper on part four of the Wiehahn Commission which would enable black miners to qualify for blasting certificates,
- The halting of forced removals,
- A review of laws relating to strikes so that workers on legal strike would not be dismissed, and,
- Formulation of a policy of urbanisation which allows workers to sell their labour on the best market.

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# 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 ~~1/4/85~~

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

138  
'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'.

# Mwasa, Nasionale Pers confrontation looming

By SOWETAN Reporter

A CONFRONTATION between Media Workers Association of South Africa and Nasionale Pers loomed yesterday when the union representing black workers in the media claimed the company refused to recognise it.

A statement issued by Mr Sam Mabe, Southern Transvaal chairman, criticised the company, claiming that it wrote editorial comments campaigning for freedom of association but did not practise what it preached.

"The Media Workers' Association of South Africa (Mwasa) was 'surprised' by Nasionale Pers management's refusal to recognise the union at its plant although it represents more than 80 percent of the staff at the company's three black publications, Mr Mabe said yesterday.

"Negotiations for recognition by Mwasa started in July last year, and on April 19, this year, the company's management replied that the union would not be recognised and that this was not negotiable. Mwasa's regional executive and the local chapel, of the staff on City Press, True Love and

Drum, have written letters asking for official recognition of Mwasa as the representative of its members."

The publisher of Drum Publications, Mr Tobie Boshoff, said a statement issued earlier yesterday by the Media Workers' Association of South Africa — that Nasionale Pers had refused to recognise Mwasa —

was incorrect. *Sowetan*  
138 **Negotiate** 25/4/85

Mr Boshoff said that as far as Nasionale Pers was concerned, talks were continuing with Mwasa. He said there was a firm appointment at an agreed upon date and time when management and Mwasa would meet again.

The Mwasa statement said the association had been told by the company on April 19 that it would not be recognised and that the decision was not negotiable.

Refuting this, Mr Boshoff said that neither he, nor Drum Publications' financial manager, Mr Dion Smit, were at the office on April 19.



FM 26/4/85

THE BOILERMAKERS (138)

## Debating direction

The triennial conference of the multiracial SA Boilermakers' Society this week again demonstrated the society's independent stance in the trade union movement

The society has made significant policy shifts since its last conference, when it was still an affiliate of the Trade Union Council of SA (Tucsa). It withdrew from Tucsa in 1983, arguing that the council had failed to keep up with the times.

Today it is an active member of the SA Co-ordinating Council of the International Metalworkers' Federation, a body dominated by the emerging unions in the metal industry. However, the society still retains its membership of the conservative Confederation of Metal and Building Unions (CMBU).

This dual affiliation has led to strains both within the society and with other metalwork

er and CMBU affiliates. This year it has found itself in the invidious position of having to support both the metalworkers' and the CMBU's markedly different proposals in wage talks at the metal industrial council (*Current Affairs* April 5).

These issues came under the spotlight at the conference when a carefully worded — but potentially controversial — resolution instructing the society's executive to investigate the "future affiliation of the society to the CMBU and the possibility of conducting future negotiations (through the) International Metalworkers' Federation" was passed. The executive is likely to have a torrid time satisfying all members in its investigations, but the trend appears to be away from the CMBU toward the Metalworkers.

This leftward shift is likely to please the emerging unions, but the society's stand on other issues will be less popular. The conference passed a resolution approving co-operation with government and employers on statutory and other joint bodies such as the National Manpower Commission. It also took a strong stand against disinvestment, and speakers accused the International Confederation of Free Trade Unions of betraying SA workers by supporting disinvestment

campaigns.

The society's membership has fallen by about 5 000 in the past few months to 48 000, owing largely to layoffs and employers' practice of not replacing employees who resign. So it is not surprising that several resolutions dealing with retrenchment were

discussed. One calls for minimum severance payments to be laid down by industrial councils, while another recommends that the society establish a special fund to assist retrenched members.

The conference also approved a constitutional amendment that will, in effect, give black members more representation on the society's executive. Until now, the executive has been constituted roughly on the basis of proportional representation. Blacks make up about 20% of

membership, with the remainder made up more or less equally by different races.

The amendment creates the notion of "major interest" groups, which will be entitled to equal representation on the executive. While this could refer to any category of member, the *FM* understands that it will be used to denote the three major racial groups. This, the society leadership believes, will give more substance to the organisation's multi-racial philosophy. ■



SABS's van der Watt

CAL Times 26/4/85  
138

# Info flow: Problems for press

## Staff Reporter

THE press at times had difficulty obtaining information from the police, the Railways Police, the Defence Force and local authorities, the South African Media Council heard yesterday

The finding was part of a report tabled yesterday by a sub-committee, chaired by Mr Justice L de V van Winsen, constituted to monitor developments likely to restrict the flow of information which was in the public interest

## Reluctant

The committee's report said that although an agreement existed between the Press Union and the police, the press at times had difficulty reaching an official who had the required information, that officials were reluctant to supply information and, if they did so, it was as meagre as possible. A further complaint was the lack of official channels of communication for obtaining information from the security police

The committee also found that local-government bodies and black community councils tended to be secretive. It found that priority should be given to creating more effective liaison between the press, the police and defence authorities, to creating a better relationship between the press and State officials and to encouraging local authorities to be more frank.

Another Media Council committee, the Monopolies Committee, which also tabled a report yesterday, found no evidence that either a shareholder or a board of directors dictated or controlled editorial policy on English-language

newspapers in South Africa

The committee was appointed to investigate and report on developments that might tend towards greater concentration or monopoly in the media

The committee, chaired by Mr Justice M A Diemont, said no evidence had been placed before the committee to establish that any major financial institution was controlling the editorial policy of any English-language newspaper

Other findings were that there was no concrete evidence that an agreement still existed to keep the salaries of journalists down, or to restrict their movement from one newspaper to another

● The South African Society of Journalists, which has to date declined to be represented on the Media Council, has agreed to work with the council in its aim to uphold and maintain the freedom of the media in South Africa

## SABC

● The SABC has refused to place itself under the council's jurisdiction

The chairman of the Media Council, Mr Justice Van Winsen, said yesterday the SABC had not replied to any of the council's suggestions on voluntary co-operation but had said the matter would be placed before the SABC board in due course

To date the council had received 157 complaints of which 30 had been rejected

Of the remaining 127 complaints, 24 have been withdrawn, 48 have been resolved, four have been adjudicated, 31 have lapsed, 19 are pending and one awaits adjudication

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Shock Herald

anger 2/1/4785

over

Atlantis

factory

closure

By  
GARY  
VAN DYK 138

WORKERS at Laurence Fashions in Atlantis turned up for work as usual on Friday morning, only to learn that they had become yet further statistics in the Boland town's tale of economic woe. The factory had been closed down and they were without work.

Between 270 and 300 workers were met by closed doors and were eventually told by a manageress who stuck her head out of a window that they could clear their lockers one by one.

The nonplussed workers contacted Mr Noel Williams, chairman of the Atlantis Residents' Association, for help.

He arranged for representatives from the Clothing Workers' Union (Clowu) to meet with the workers, but while they were on their way to Atlantis, the workers were paid off by Mr Cedric Petersen, an official of the Garment Workers Union.

Workers were given two weeks' pay.

#### STRANGE

Some workers alleged that savings had been deducted from the pay. They found this strange because they would no longer be working for the factory and would not need to save in this manner.

Clowu representatives, with delegation of workers, met the factory manager, a Mr Green on Friday.

He said he wasn't the only shareholder in the company and that the major shareholder, a Mr Sher, had telephoned him on Thursday, to tell him to close the factory the next day.

Workers said the closure had been on the cards since the beginning of last week. They alleged that a driver went to collect buttons at a factory in Cape Town last Monday, but was told he couldn't because the factory was due to close down.

#### PREDICAMENT

Most of the workers met on Monday at Atlantis Civic Centre to discuss their predicament with Clowu officials.

Miss Elizabeth Erasmus, a Clowu organiser, said it was disgusting the way people were treated.

"They deserve an explanation and better treatment if the factory is closing down. We are meeting today to discuss how these people are going to pay their rents and keep living here in Atlantis. We will try to answer any other questions workers may have".

Union representatives will meet with the factory management later this week.

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'

138  
~~138~~  
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

# Work-to-rule protest plan

ARMS

30/4/85

138

## Labour Reporter

CAPE shopworkers will work to rule in protest against the City Council's decision to permit Saturday afternoon shopping in the city.

The decision was taken at a meeting of the National Union of Distributive and Allied Workers (NUDAW) in St George's Cathedral hall this week.

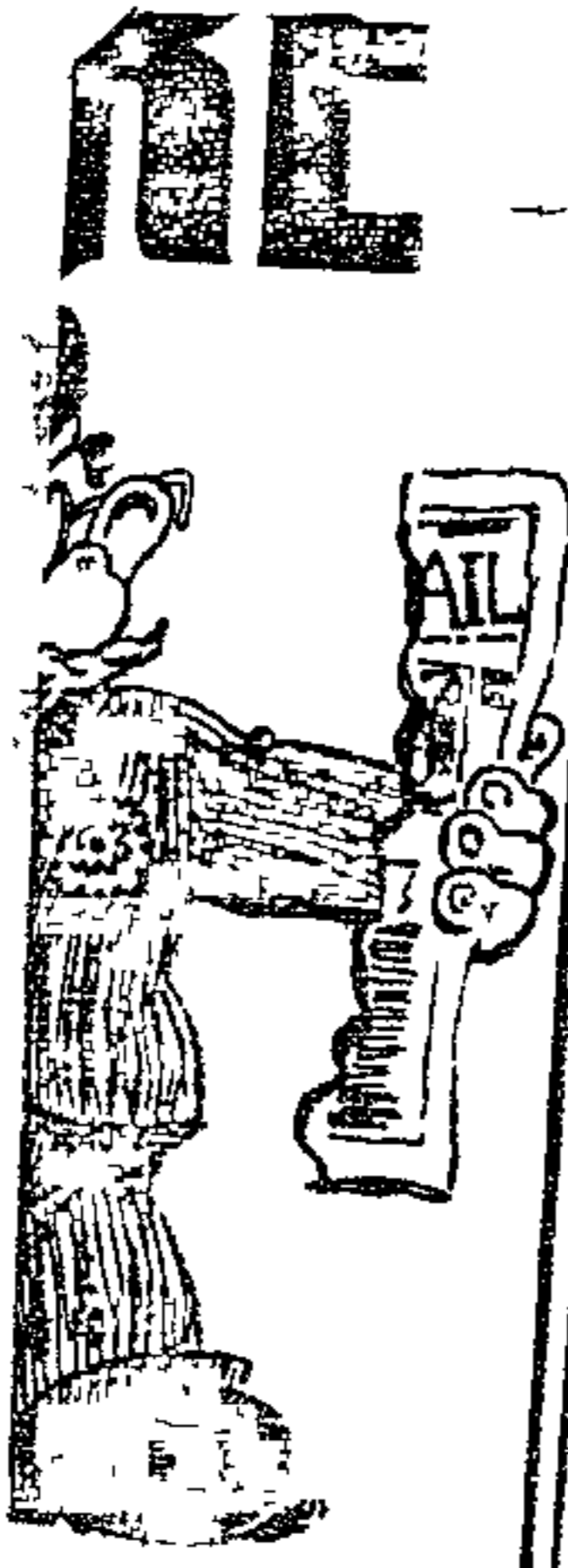
Mr Graham Shelver, branch secretary of the union, said the meeting resolved to oppose shop trading on Saturday afternoons and Sundays as it would disrupt family and religious life, would increase costs, spread to other occupations and interfere with free time.

"The meeting called on all shopworkers to work strictly according to company rule and to refuse to work on Saturday afternoons and Sundays," he said.

The union has about 5 000 members in the region, mainly from larger companies such as OK Bazaars, Pick 'n Pay and Checkers.

The council decision to allow extended Saturday shopping was taken in December, but objections from the union compelled reconsideration — and approval — of the issue in March.

The union claimed that Saturday afternoon shopping would not boost turnover but would deny staff free time for recreation or to spend with their families.



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# SAAN, union agree on pay

*RDAM 30/4/85*

Mail Reporter *355*  
 THE Southern African Society of Journalists has reached agreement with South African Associated Newspapers on the basic elements of severance payments for journalists being retrenched

But it has stated that it neither accepts the closure of the Rand Daily Mail, Sunday Express and other divisions of SAAN nor the dismissals arising out of the closures, as justified the president of the SASJ Miss Pat Sidley, said yesterday.

The SASJ stated "That in negotiating with you as we have done and in reaching agreement with you on the items above, we in no way accept that the dismissals arising from the closure of the Rand Daily Mail the Sunday Express (and other divisions) or the closures themselves, are justified"

The SAAN chapel of the SASJ passed a unanimous motion of no confidence in the managements of newspapers to ensure free and independent journalism and called on its members, other unions and their members to play a vigilant role in preserving the remnants of Press freedom

The SASJ has secured a commitment from SAAN that there would be no re-

trenchments or redundancies on Business Day for a full year

Among the remaining areas of disagreement still to be resolved are

- The lack of negotiation of selection criteria used to select which journalists stayed and which left and
- The victimisation of leading journalists on the grounds of political belief and union activity - including the top national and local executives of the SASJ at SAAN

"We note that a significant number of highly respected journalists refused on principle to take up posts on Business Day

"We know that those of our members who remain on Business Day will continue to uphold the highest standards of journalism as they have done in the past"

- The agreed items - after six weeks of tough negotiations - ensure a minimum of two months salary with allowances, plus one month for every two years worked (and a pro rata amount) All leave and long leave accrued is to be paid in cash, medical aid coverage will be extended for six months to those who cannot find jobs The pension fund is to pay out, in terms of its rules, at least double employees contributions

## A sad new SA

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# Police abuses: serious claims in Parliament

By CHRIS FREIMOND  
Political Staff

ALLEGATIONS of serious police abuses during operations in Katlehong last week were made in Parliament yesterday by the Progressive Federal Party MP Peter Soal.

Speaking in the House of Assembly in the debate on the Law and Order budget vote, Mr Soal said the allegations were related to him by a national serviceman who served with policemen in the township during unrest last year.

Mr Soal said the national serviceman made two allegations:

- The tear-gassing of children aged about eight at a playground in Katlehong because a group of policemen thought the action would be fun.
  - The severe assault by a policeman of a black motorist who had surrendered to police after a car chase through the streets of the township.
- Mr Soal asked if these were the actions for which people sent their sons to do national service.
- He said in an interview later that the national serviceman had authorised him to use his name, but he had decided not to do so in

order to protect him from possible victimisation.

Mr Soal also alleged in his speech yesterday that the police were trying to recruit university students to spy on their colleagues.

"I am aware of five first year students at the University of Cape Town who have been approached with an offer of R400 a month to spy on the activities of the Special Projects Committee of the Students' Representative Council," he said.

He called on the Minister of Law and Order, Mr Louis le Grange, to explain to Parliament why taxpayers' money was being wasted in that way.

Mr Soal also referred to a recently published report by the Southern African Catholic Bishops' Conference detailing alleged police abuses during township unrest.

"It is a highly disturbing document, thoughtfully prepared and well presented. It details a litany of reckless, indiscriminate, or wanton violence which leaves one with a feeling of almost total despair," he said.

Mr Le Grange is due to reply to the debate, including Mr Soal's allegations, today.

Unions veto late shopping

RDM 30/4/85  
138

By STEVEN FRIEDMAN  
Labour Correspondent

SHOP WORKERS' unions, representing workers of all races, have come out against longer shop hours and are likely to campaign against them.

The unions say extended trading hours would inconvenience workers, fuel inflation and snuff out many workers' jobs. They say longer shop hours will not prompt consumers to spend more and will therefore not increase stores' profits.

These charges are contained in a memorandum by the National Union of Distributive Workers, which is supported by the Commercial, Catering and Allied Workers Union.

It comes amid mounting demands by traders, particularly in Hillbrow, that they be allowed to open after normal hours and on weekends. Police recently intervened to prevent Hillbrow shops from trading after hours.

The unions support action against traders who open after hours and call on provincial councils not to allow general trading at nights or over weekends.

They say shop workers will put at a disadvantage by longer hours because transport is not readily available after hours.

# Minister should be 'bust right down to bobby'

Political Staff

PARLIAMENT — The Minister of Law and Order, Mr Louis le Grange, should be "bust" right down to constable — in salary terms anyway — according to Mrs Helen Suzman, Opposition chief speaker.

The veteran MP for Houghton sailed into Mr Le Grange with a vengeance on various counts yesterday during the budget debate on his department.

She railed against Koevoet, the police force's special reaction squad in South West Africa, hit out at police action in the Eastern Cape and concluded by charging Mr Le Grange with having a "misplaced sense of loyalty" towards the police because he accepted everything they told him.

She was disappointed with him because he had changed since he had taken office. Then he had initially agreed with her that unless it was absolutely unavoidable the police should not resort to shooting.

Members of Koevoet were "programmed killers" and the "appalling conduct" of the counter-insurgency unit should be investigated by a judicial commission, Mrs Suzman said.

Mrs Suzman was reacting to earlier defence of the unit by Mr Le Grange, who had praised the "outstanding fighting record" of the SAP unit in South West Africa.

Mr Le Grange said it was regrettable that Koevoet — which is to come under the authority of the Commissioner of the South West African Police from May 1 — had regularly been subjected to allegations that members were guilty of "all sorts of misdeeds".

"The facts of the matter are that there have been isolated cases in which deserters from Koevoet committed certain misdeeds. They were, however, apprehended by their former comrades and tried by the courts," he said.

Mr Le Grange said not a single member of Koevoet had a criminal record.

However, Mrs Suzman responded that many cases of Koevoet misconduct never went to trial as the Minister and the Administrator-General paid settlement claims out of court.

She concluded by moving that Mr Le Grange's salary be reduced by R69 000 a year — or to that of a constable.

Mr Le Grange is expected to respond today.

# Invest? Or save?

# Unions unite against longer shop hours

CAPE TOWN  
30/1/48 Own Correspondent

JOHANNESBURG — Shopworkers' unions representing workers of all races have come out against longer shopping hours and are likely to campaign against the extension

The unions say extended trading hours would inconvenience workers, fuel inflation and snuff out many workers' jobs. They say the move will not prompt consumers to spend more and will therefore not increase stores' profits.

These charges are contained in a memorandum by the (coloured and white) National Union of Distributive Workers, which is supported by the (black, coloured and Indian) Commercial, Catering and Allied Workers Union.

The memorandum comes amid mounting demands by traders, particularly in Hillbrow, that they be allowed to open after normal hours and on weekends. Police recently intervened to prevent Hillbrow shops from trading after hours.

In their memorandum, the unions support action against traders who open after hours and call on Provincial Councils, who control shop hours, not to allow general trading at nights or over weekends.

## Difficult to attend church

Workers would also have to do domestic work at inconvenient times, would be denied leisure time over weekends and would have less time to visit doctors, government offices and other places where they conduct their personal business. Those with strong religious beliefs would find it more difficult to attend church.

Black shopworkers, the unions charge, would be hit particularly hard because they have long distances to travel between work and homes, have "tremendous transport problems" and face the threat of township crime at nights and over weekends.

The unions say that overseas experience has shown that longer hours lead to a loss of full-time jobs because stores take on growing numbers of casual workers to work after hours and are able to dispense with full-time workers.

● The Shopworkers' Union adopted a resolution opposing Saturday afternoon and Sunday trading, at a meeting held at St George's Cathedral on Saturday and called on workers to refuse to work on Saturday afternoons and Sundays.



# More shopping hours would cut jobs — unions

By Mike Siluma

Two major trade unions in the retail industry, representing about 50 000 workers, have come out strongly against the extension of trading hours, saying it would be inflationary and would lead to the loss of jobs.

The unions' view is contained in a comprehensive memo, drawn up by the Cape-based National Union of Distributive and Allied Workers (Nudaw) and supported by the powerful Commercial, Catering and Allied Workers' Union

Nudaw says it has sent a copy of the memo to the Minister of Manpower, Mr P T C du Plessis, and will meet him on May 14

To support the unions' stand, the memo quotes executives of several big stores here and abroad as saying extended trading hours would involve "considerable expense and add to inflation in food prices"

## 'UNSOCIAL'

The memo argues that extended trading hours would force shops to pay more for the extra electricity used and to pay workers extra wages for "unsocial" hours of work

A number of major retailers are said to be opposed to extended trading hours

The experience of other countries has shown that full-time jobs in shops are reduced by extended trading hours, says the memo.

Citing Australia, it says a supermarket in Canberra slashed full-time jobs by 25 percent after Saturday shopping hours were introduced

This, the memo says, puts workers under pressure of understaffing

"The loss of jobs will mean more persons in the unemployed queues, drawing unemployment

pay for a maximum of six months — and then?" inquires the memo

Turning to the issue of wages and work hours, the memo says "While the protagonists of longer shop hours want us to ape what happens overseas, they do not include the workers' conditions in their demands"

It then points out that in New York workers get double pay for working during "unsocial" hours. In South Africa, night work carries an extra amount of only 10 percent of a worker's wages

The memo further argues that longer trading hours would, in the present economic climate, cause small businesses to go bankrupt

Expressing concern at the social consequences of longer trading hours, the Nudaw memo quotes OK Bazaars executive, Mr A A Fabig as saying

"The social consequences of (longer trading hours) are clearly severe, and in extreme cases could lead to an increase in juvenile delinquency"

Nudaw also asserts in the memo that black workers are against extended trading hours because

- They have a limited amount to spend
- They have tremendous transport problems
- They have long distances to travel and get home hours after they stop work under normal circumstances
- They have "pass" problems
- They have crime problems both in town and in the townships.

South Africa, says Nudaw's memo, has not the population to warrant longer trading hours

The memo concludes by appealing for the continued prohibition of night, Saturday afternoon and Sunday trading

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SASJ elects  
new president

138 Star  
3/5/85  
Mr David Allen, of The Star, has been elected president of the Southern African Society of Journalists for the 1985/6 year, the SASJ announced in a statement in Johannesburg yesterday — Sapa

pers on the Witwatersrand and through our subsidiaries many others nationally." But if Short's accident record continues to be as good, he can only go from strength to strength ■

## THEO PRETORIUS

### Golden handshakes?

Theo Pretorius, new MD of Anglo's Transvaal gold mines, intends making labour relations his top priority. With increasing labour unrest on the gold mines and 14 000 workers sacked at Vaal Reefs and 2 000 at Anglo Vaal during his first month in office, it's probably just as well.

"Mining is a man-management business," says Pretorius (52). "Vaal Reefs, Western Deep, Elandsrand, Ergo, Sallies and the

keep asking ourselves whether this is enough. Clearly, we'd like wages to be higher, but we can't afford this without improved productivity."

Nonetheless, profits from the gold mines in Pretorius's ballywick were pretty good last year. For example, Vaal Reefs' after-tax profit was a cool R418m, while Western Deeps was R309m. "We're fortunate enough to have reasonable grades, and we're spending R700m to R800m in the gold division on capital expenditure," he explains, whistling distractedly as he crosses his office to fetch the company reports.

Last week the National Union of Mineworkers (NUM) declared a dispute with Anglo, demanding increased black wages across the board. So, predictably, Pretorius is quick to point out that there's no easy equation linking profit with increased wages. "You can't make short-term deci-

of our assets as well as of our people. We must create new physical structures and not just look at costs *per se*. In real terms, the gold mines haven't had windfall profits over the last year by any means."

Though his experience of unions in Britain — where he worked for Charter Consolidated for five years — wasn't particularly satisfactory, Pretorius says he welcomes the increasing union presence here. "In Britain, the relationship between management and unions was hopeless, but, in SA, unions are essential. One only hopes they'll continue to act responsibly."

"SA unions have an extraordinarily difficult task, so one must expect some militancy and irresponsible behaviour. Until blacks are involved in participative management, made accountable and jointly responsible for decision-making, we're going to have problems. We have to develop effective channels of communication in conjunction with the unions, but also in SA politics in general, and we must avoid paternalism."

Pretorius finds having to think and plan 15, 20 or 30 years ahead one of the most challenging aspects of his job, particularly with the fluctuating gold price and completely unknown future scenarios. Though he's a keen conservationist, ironically he'll be playing a central role in dramatically changing the familiar Transvaal landscape.

"Ergo is reclaiming gold from the mine dumps, handles 1 Mt of slime a month and we're building another plant at Daggafontein," he says. "There'll only be one or two dumps left in the eastern Transvaal, and that'll be it. Sad, but that's progress."

Pretorius graduated from Wits as a mining engineer, joined Anglo and, after 14 years on the mines, landed up managing Welkom Gold Mines. He was then transferred to De Beers to become Consolidated Diamond Mines Namibia's GM. However, on the death of his first wife, he moved to Charter Consolidated in London as a consulting engineer. Five years later he went to Zimbabwe, and then back to Main Street as deputy technical director mining.

"Now things are changing on the gold mines," Pretorius says. "Hopefully by the end of the year, the controversial definition of scheduled person will be changed to allow blacks to do tasks from which they've previously been barred. You have to create a situation where you have justice." ■



Pretorius ... labour relations are his top priority

Afrikander Lease employ around 80 000 people. I have an enormously large job and one in which communication is the greatest problem. We need to build up communication channels, to start talking round tables and to start understanding what makes the black man tick."

In spite of his name and the fact that the Pretorius family came from Holland in 1670, Pretorius is thoroughly English. In fact, he's the archetypal Anglo man. "Anglo pays its black workers industry rates and in many cases better than many other employers," he says loyally. "But though we pay well by industry standards, it doesn't mean we don't

sions which you might regret in the long term," he explains. "In real terms, profit on the gold mines hasn't improved dramatically."

"We've been rescued by the weak rand, but this is inflationary. If inflation continues and the gold price stays steady, we're in trouble. We'd like to improve wages, but we'd have to improve productivity. We can't rely on a dollar price increase or a further devaluation of the rand to maintain the gold price. Either the gold price takes off and we get major productivity increases or we're going to have major problems."

"But we have to improve the productivity

## ABOUBAKER RICHARDS

138

### Labour trailblazer

From small-town artisan to leader of SA's third-largest trade union. That's the record of Aboubaker "Baby" Richards, chairman-elect of the 48 000-strong SA Boilermakers' Society.

As the first "non-white" to become leader of this long-established organisation, Richards's election has a symbolic importance that goes well beyond the powers he'll wield

(138) FM 9/5/85

as head of the Boilermakers, reputedly among the most liberal of the traditional unions

His election at the society's triennial conference last week is symbolic of the fact that, in future, blacks will play a more prominent role in the union executive. Indeed, the union has passed a constitutional amendment that, in effect, increases black representation on that body. And expectations are that greater black involvement will make the Boilermakers a more dynamic (some say militant) body.

But Richards is adamant that race was not a factor in his election. "My colour is irrelevant," he says. "We're a multiracial organisation, and I was appointed by the whole conference."

Nevertheless, while the society is committed to the elimination of racial discrimination in SA, its philosophy is based on a recognition that SA's apartheid structures have created a situation where different population groups sometimes have different interests. Hence, it operates through racially separate branches in many areas, though its new structure ensures equal representation at executive level for each group.

Richards himself is a political moderate. He says SA's new constitutional arrangement is evidence of government sincerity — but the Houses of Delegates and Representatives are merely advisory bodies. "We want proper representation," he says.

A grinder by trade, Richards was born in Kimberley 48 years ago and has lived there all his life. He joined the society in 1971, soon became a shop steward at his engineering plant, and was then elected branch chairman. He rose rapidly through the ranks and was appointed to the society's national executive committee (NEC) nine years ago. He has served the union on the NEC since then, and believes that this experience has equipped him well for his task in the next three years.

"About 5 000 of our members have lost their jobs since the recession started. Our job is to get them working again," he says. A complex problem with no simple solutions. And Richards will face others during his term of office as he carries out his duties in implementing policy decisions taken at the conference.

The Boilermakers' Society is the only SA union which has been able to develop and maintain cordial relationships with both the more radical emerging unions and the older conservative groupings. Indeed, it is active in both the SA Co-ordinating Council of the International Metalworkers' Federation (where it co-operates with militant black unions) and the Council of Metal and Building Unions, home of other old artisan unions.

While it had hoped that its bipartisan approach would be seen as constructive — and, in many ways, it is — there have been rumblings from some erstwhile allies, who see the society as sitting on the fence. Not only that, it will also be difficult to satisfy the society's own diverse membership on the



**Richards ... an emphasis on shopfloor activity**

issue. This will only be one of Richards's major challenges.

The society has set itself other ambitious goals. It intends convincing government to introduce legislation ensuring that legal strikers can't be dismissed. It also wants a single agreement for workers of all races in the mining industry.

Richards has a few months before he officially takes over from his predecessor and will, no doubt, spend them chewing on these and other difficulties facing him. But he's enthusiastic about the possibilities of instilling a new spirit and determination into the society. "Too many of our members have merely sat back waiting for their material benefits when they become due," he says. "Now the emphasis will be on shop-floor activity — and we're going to involve everyone."

## PIET NEETHLING

### Packing it in

Consol Group's Piet Neethling has watched over rapid, wide-ranging changes and presided over an extensive programme of restructuring, diversification and expansion during the past four years. In 1981, Consol had eight plants, today it has 18.

Neethling (49) is now a member of the Anglovaal Industries board. Following Anglovaal Industries' recent restructuring of its

holdings into six sections, he is also executive director in charge of packaging.

Neethling is a big, straightforward, likeable man. He rejects the version of events that explains Consol's recent diversification programme as a response to Metal Box's move into glass production two years ago.

"You could argue that their move was a response to our expansion into corrugated paper packaging," he explains. "But, in fact, five years ago the main packaging producers were all structured around core industries we had: glass, Nampak paper and Metal Box cans. For each of us it made sense to become less vulnerable, to anticipate possible demand shifts away from our main product by diversifying."

Some 90% of Consol's business is in packaging. Until 1983, it was dominated by glass packaging production, where it had a virtual monopoly. Then it was restructured into three different operating companies, concerned with glass, plastics and paper respectively, each with its own MD.

Each company's marketing is decentralised, "because the different materials are often in competition for the same market. As group MD, I co-ordinate strategies to see that there is no wasteful duplication of effort," Neethling says.

Consol Plastics Packaging is the group's major growth area. In the last three years, it increased its plants from one to four, gaining a solid grip on the market. It spent R20m to break into the market for two-litre carbonated beverage bottles. And overall, despite bleak times, Neethling says, group profits continue to hold good.

Neethling's management style stresses autonomy and decentralisation. "I'm very much a people person and hope I set clear objectives that stretch people. I think I give unbelievably long rope to those who work with me — good people love to work without interference." He has a direct and non-aggressive way of dealing with people.

But, he adds, that doesn't mean he can't get tough. "I detest sloppy presentations and unprepared people who don't get results." He prefers strategies that are straightforward rather than complex, and thus easily grasped by all levels of personnel involved in their implementation.

Neethling has been with Consol for 11 years. Before that he was Transvaal and OFS regional director for Stellenbosch Farmers' Winery, one of Consol's biggest customers. He was brought in as GM by Anglovaal Industries MD Jan Robertse, who was then head of Consol's glass division. The two men worked together for seven years.

Consol's intensive growth and restructuring over the past five years gave Neethling very little time for anything outside the group. Now, he says, he is trying to redress the balance.

"I'm participating in the Transvaal Chamber of Industries and have taken on the vice-presidency of the Packaging Council, an industry association. These days I spend a lot of time on the packaging industry's Advisory

## Letters to the Editor

PO Box 11, Cape Town 8000

# Public must determine shopping hours

*Cape Times*  
*3/15/85*  
*138*

From **TONY SILBERBERG**, Cape Peninsula Commercial Employers' Organization (Cape Town).

PERMIT me to reply to the letter from Miss Dulcie Hartwell, general secretary, National Union of Distributive and Allied Workers, that appeared in the Cape Times recently.

It is difficult to understand the view that inflation will be boosted by the more productive use of resources. The opposite should be true.

A number of incorrect assumptions were made. For example, it is a fallacy to believe that there is a fixed amount of money that is spent by the public in retail stores. After all, recessions occur when less is spent (and more is saved) and booms and prosperity are when business is good and more is spent. What would happen to the economy if stores were allowed to open for only a half day throughout the week?

Surely shopping hours that are more convenient to the public will make shopping easier and help to end the recession that the country is experiencing?

A retailer's main function is to satisfy the public's needs for consumer merchandise.

The public should be allowed to determine the shopping hours that best meet its needs. Stores should remain open when the public wants to shop, and close when there is no demand.

Shops will be able to offer the best prices and service if they match their trading hours and staffing to the customers' needs. It is not logical that shops should be forced to close early on the very day when most business is done and be open, fully staffed on quiet weekdays when there are few customers about. This is apparently what the union wants, and believes is not inflationary. By correct staff scheduling, stores can reduce costs, offer better prices to customers and remain open all day on Saturday.

I agree that conditions of employment for shopworkers are not ideal and can be improved. Rather than fight progress, staff should, together with management, take advantage of the opportunities offered by the more liberal trading hours to improve productivity and staff benefits.

With a little creativity, management will be able to now offer a five-day week to their staff and allow them to spend more time with their families. Better salaries can also be offered to more productive staff. Also transport and security should present no undue problems on Saturday afternoons.

In conclusion I call on the union to consider the opportunities made available by more flexible shopping hours to ensure that every one benefits — the staff, the shop owners and most important of all, the public.

# Dismissals: Union threatens action

Sowetan 8/15/85

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THE soaring rate at which managements dismiss strikers has been deplored and challenged by emerging trade unions following the sacking of employees at a Boksburg company.

About 110 employees of Minesteel Products in Boksburg were dismissed this week because they went on strike over the dismissal of colleagues fired last week.

The workers, members of the United Mining and Metal and Allied

Workers' Union (Ummawu) went on strike last Thursday after their colleagues were victimised for being union members, according to a spokesman.

The union held talks with management on the issue. They were told to return to work, but they refused and demanded that their colleagues be reinstated.

The talks between management and the union reached a deadlock and management

dismissed the workers.

This was confirmed by Mr J Trim, director of the company. He said the workers were warned about their activities, but they would not listen whereupon they were dismissed.

Ummawu's secretary Mr Sam Ntuli yesterday said the rate at which managements dismiss workers who go on strike seems to be escalating and "we are going to challenge some of the reasons in court".

10/5/85  
Soweto  
10/5/85  
Conference postponed  
LABOUR Reporter

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THE BLACK Allied Mining and Construction Workers Union has postponed its anti-asbestos conference scheduled for this weekend because delegates from overseas have visa problems and cannot enter South Africa.

Bamcwu's publicity secretary, Mr Motsoni Mokhe, said the delegates were expected to play a leading role in the conference because of their experience in the field and the diseases

# Another victory for Ccauwsa

Sowetan  
10/5/85  
138  
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THE Commercial Catering and Allied Workers Union has scored another wage victory for its members when it signed a pay package deal with a Kirsch group subsidiary, Metro Cash and Carry, this week.

In terms of the agreement workers will receive an across-the-board increase of R60 as from May and R10 from November 1, according to a spokesman for the parties.

This is the second time Ccauwsa wins a wage increase for its members within a month during "hard times" when managements complain about recession and proposing wage cuts, a union spokesman said.

The union concluded a wage package with 3M, a multinational company last month.

The union's spokesman said this was a breakthrough considering that the country was in a recession and

things are on the "tough side" for most employers.

The company's personnel director Mr Joas Kahan confirmed the agreement. He said it will cover 7 000 black and white employees throughout the country.

Meanwhile the union is to finalise another agreement with Spar company concerning the plight of the 143 workers sacked at the plant in Natal.

The workers were dismissed following a strike over the firing of colleagues.

The Natal branch has since started a boycott of all Spar products in an attempt to pressurise management to reinstate the workers. Several meetings have taken place earlier between the parties.

It was expected that another meeting on Monday will finalise the issue, sources said.



Star 10/5/85  
~~Star~~ (138)  
**Unionist  
arrested**

CAPE TOWN — A Cape trade unionist, Miss Maggie Wilson of Paarl, has been detained by Security Police under section 29 of the Internal Security Act.

Miss Wilson, secretary of the fruit and vegetable medical benefit fund of the Food and Canning Workers' Union, was detained at the union offices on Tuesday afternoon.

According to a union spokesman, her sister and her sister's two teenage children were questioned by police earlier in the day.

Police have confirmed Miss Wilson's detention  
— Sapa

ities said that... the major... We should say... taken... MODE 1

Sowetan 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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# Blast at Westonaria kills three miners

B-Day 13/5/85

By PHILLIP VAN NIEKERK

THREE miners died and one was seriously injured in an explosion underground at the Libanon mine near Westonaria, a spokesman for Gold Fields of South Africa has confirmed.

The National Union of Mineworkers (NUM) claims the accident occurred while black miners were involved in blasting operations without the supervision of white miners, a contravention of the Mines and Works Act.

The NUM has charged that black workers routinely do tasks for which they are not trained nor paid or are not supervised according to the provisions of the Mines and Works Act.

The union holds that it was this issue — the refusal of black miners to do work they were prohibited from doing in terms of the Act — that sparked the recent dispute at Vaal Reefs which led to the firing of 14 400 workers.

The GFSA spokesman said a Government Mining Engineer (GME) inquiry into the accident — which occurred on Tuesday — was to be held early this week.

He denied there had been contraventions of the Act and said this was an issue at which the GME inquiry would look.

● THE white Amalgamated Engineering Union (AEU) has called on the Chamber of Mines to delay talks aimed at reaching agreement within the mining industry on the scrapping of racial job-reservation.

The AEU is one of the 10 white unions that has been meeting with the chamber for more than a year to

hammer out agreement on the issues of an industrial council for the industry, job-security and job-reservation.

Its call to delay consideration of job-reservation comes at the same time as the NUM, excluded from the talks, is pressing for the chamber to scrap mining apartheid.

In an editorial in its official journal, the Metalworker, the AEU's general secretary, Mr Tommy Neethling, accuses the chamber of "insincerity" for linking the industrial council to the job-reservation issue.

"When the chamber first put forward proposals for a structure a year ago, we expressed the hope that the unions were about to succeed in their efforts to secure an industrial council for the mining industry. But that hope has been fading fast."

The editorial says that while the worker might stand to gain, if the first issues of job security and an industrial council were resolved, there were no guarantees that this would be permanent, whereas scrapping job-reservation would be "irrevocable".

"Because of the complexity of the issues involved, to try to tackle all three issues simultaneously would unnecessarily delay reaching agreement on issues of importance to our members."

The editorial advocates that the first two issues should be dealt with before the issue of job-reservation is tackled.

Cape Times 20/5/85 138

# Workers bitter over pay award

Staff Reporter

THE executive committee of the Cape Town Municipal Workers Association yesterday dismissed the long-awaited Industrial Court arbitration award on wage increases for lower-paid municipal workers as "most unsatisfactory"

The award was made by the court on Friday after a year-long dispute between the association and the council in which the CTMWA was demanding a "living wage" for all workers

Yesterday the CTMWA executive committee said it would take the issue further and would now fight the ruling that municipal workers performed an "essential service" — which denies

them the right to strike. This robs workers of their most powerful weapon, the right to take industrial action, it said

The award, which is binding on all parties for 15 months, granted an increase of about R4,50 a week to labourers earning between R73,20 and R87,92 a week. It also brought pay scales for domestics, launderesses and children's help into line with the labourers' scale

In a statement yesterday, the CTMWA executive committee said a large number of its lower-paid members, about 4 500 people, would derive some benefit, but on the whole they regarded the award as "most unsatisfactory" .

# Cape workers prepare talks

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165 Sowetan 21/5/98

By JOSHUA  
RABOROKO

THE Cape Town Municipal Workers' Association is to hold a protest meeting on June 4 against the Industrial Court's arbitration award, announced more than a year ago after the union demanded wage increases.

In a statement the association has criticised cumbersome wage-dispute procedure forced on trade unions as "inadequate and farcical". The committee said the award was "most unsatisfactory".

About 4 500 members of the CMTWA will benefit from the award, made retrospective to January. Workers earning from R73,20 to R87,92 a week will receive a one-month notch increase — about R4,50 a week.

The award will also raise the pay of workers earning less than labourers to the level of labourers. This will affect about 100 workers, including domestic and laundry workers.

The union has demanded increases for all employees, from a minimum weekly of R116 to a 15 percent raise for

out procedure which the law forced us to follow is totally inadequate," the committee said in a statement.

higher-paid workers. "We regard the drawn-

Cape Times 22/5/85  
No passport  
for journalist

DURBAN — Mr Joseph Thloeloe, national leader of the Media Workers Association of South Africa (Mwasa), was this week refused a passport to attend the International Federation of Journalists (IFJ) meeting in Brussels

Mr Thloeloe, winner of the Louis Lyon award for courageous journalism two years ago and news editor of the Sunday Sowetan, applied for a passport three weeks ago

It was established late on Monday that his application had not been successful. No reasons were given — Sapa

# Mwasa top man refused passport

THE national leader of the Media Workers Association of South Africa, Mr Joseph Thloloe, was this week refused a passport to attend the International Federation of Journalists meeting in Brussels.

Mr Thloloe, winner of the Louis Lyon award for courageous journalism two years ago and news editor of The Sowetan SUNDAY MIRROR, applied three weeks ago for a passport.

After inquiries by Mwasa it was established that his application had not been successful. No reasons were given.

Delegates attending the IFJ meeting, which started earlier in the week, were upset and angry at the Government's decision and were yesterday preparing to picket the South African Embassy in Brussels. They threatened other forms of protest and action.

According to informed sources the IFJ had rescheduled discussions on South Africa, waiting the arrival of Mr Thloloe, but were shocked to learn that his passport application had been rejected.

A spokesman for Mwasa said the Government had again demonstrated it was not prepared to allow blacks freedom of speech and movement.

He also slammed the Government's reform policy, saying that actions like the one against Mr Thloloe was ample proof that the Nationalist-controlled Government was not interested in moving away from discrimination.

"What is the Government scared of? All Mr Thloloe would have said to the world is what is really happening in this country. Is the Government ashamed to let the world know the true position in South Africa?" the spokesman asked.

# Spar boycott called off

Sowetan  
23/5/85

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THE Commercial Cater-  
ing and Allied Workers  
Union of SA has called  
off its boycott of the  
country-wide Spar stores  
because the company has  
agreed to re-employ the  
143 sacked workers at its  
Natal plants

The union had put  
pressure on the W G  
Brown group, sole own-  
ers of Spar in South Af-  
rica, to reinstate the  
workers dismissed from  
the supermarkets in  
Durban and Pieterma-  
ritzburg six months ago

A joint statement by  
the retail group and the  
union this week said the  
workers will be given  
jobs similar to those  
they held prior to their  
being fired

Their service would  
be treated as unbroken,  
on condition they re-  
joined the company's  
pension fund

They were fired from  
eight stores following a

strike over higher wages  
and recognition of the  
union

Other terms of the  
agreement include

- that the workers  
would get pay ranging  
from 10 percent of their  
last monthly salary to  
full pay while waiting to  
be re-engaged

- the calling off of  
the consumer boycott by  
the union

- and an undertaking  
by the company to nego-  
tiate a recognition  
agreement with the  
union

Ccawusa gained  
another wage victory  
when it signed with Fra-  
sers' Ltd In terms of the  
agreement workers will  
receive R54 across-the-  
board increases at all  
stores in the country



## 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 24/5/81

INDUSTRIAL COURT

**Blow for Cape union**

The longest wage arbitration ever conducted by the Industrial Court — the dispute between the Cape Town Municipal Workers' Association (CTMWA) and the local city council — has been concluded. The court's award — way below what the union demanded — is seen as a blow to unions'

campaign for a "living wage" and has elicited scathing comment from the CTMWA

The scene was set for bitter negotiations early last year when a general meeting of the CTMWA mandated the union to demand a minimum "living wage" of R116/week for the lowest-paid council workers — a 100% increase — rising to a 15% increase for higher-paid workers. When talks broke down, both sides agreed to submit to arbitration by the Industrial Court. This was done,

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24/5/81

according to council sources, since it was clear that the union's mandate did not allow it any flexibility and that conciliation procedures would not resolve the differences. Arbitration hearings got under way in October. They broke off in December and resumed for a few days in April, soon after the union had rejected a final council offer.

In the interim, however, the council unilaterally implemented wage increases on July 1 that raised pay levels for the lowest-level labourers from R1,29/hour to R1,64/hour (R59,34/week and R75,44/week respectively).

In what is probably the most sophisticated union presentation on wages, the CTMWA based its claim at the arbitration hearings on interviews conducted with over 6 000 of its members and a highly critical analysis of the various poverty datum lines. The council, while stating that it sympathised with the plight of the workers, argued that it could not afford the demands. Events took an unfortunate turn for the union when it was revealed that some entries about wages on a computer printout presented as evidence had been altered by one of its employees.

In terms of the court's order made last week, all employees earning between R73,20/week and R87,92/week will receive a one-notch increase worth about R4,59 per worker. Thus, a labourer earning R75,78/week now earns R79,83/week. In addition, the pay scales of all employees earning less than labourers' wages will be brought in line with labourers' rates. The order, which is valid for 15 months from January 1985, excludes all workers who were not on the council's payroll on July 1 last year and any others who have received a pay increase since January 1 this year.

Erntzen is very unhappy with the order. He comments "A large number of the union's lower-paid members — some 4 500 in all — will derive some benefits from the award. About 6 000 will not. On the whole, we regard it as most unsatisfactory." Erntzen says the union will report back to its members on June 4 at a protest meeting to consider what action to take.

One factor sure to be highlighted is the problem the union faced because its members were not allowed to strike, since local authority work is classified as an "essential service." Says Erntzen "This provision robs workers of their most powerful weapon in the collective bargaining process — namely, the strike weapon. We want it to be removed so as to enable us to exercise, if we so choose, the right to take industrial action."

Cape Town town clerk Stanley Evans comments "We would have preferred not to engage in this way, but the union's mandate did not give it the capacity for flexibility. The award must be considered fair in the western Cape environment. We know of many industries which are paying less than us. We were a guinea-pig case, and I think the other side regarded it as a big test case for the establishment of a living wage." ■

• 370 000 workers in deadlock

# Seifsa strained as metal unions consider ballot

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B-Day  
27/5/85

Own Correspondent

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 Collier 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

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.

# On the labour front

Sowetan 27/8/85

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**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 Novobord 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 Olifantstontein 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

# Mixed feelings over laws

By JOSHUA RABOROKO

TRADE unions and employers' organisations have mixed feelings about the Government's intentions to scrap the laws which keep blacks out of the best jobs in the mining industry — the Job Reservation Act.

The unions have called on the Government to abolish all racially discriminatory laws in the country, while the employers' or-

At Sowetan  
organisation contend that they welcome the Government's intentions to change the law — the last of the racial provisions in South Africa's labour laws

The Minister of Mineral and Energy Affairs, Mr Danie Steyn, announced last week that the Government intended introducing legislation next year which will scrap job reservations on the mines

At present only

whites and some categories of coloureds can get blasting certificates

A section of the 1956 Mines and Works Act defining as "scheduled person" the racial categories entitled to skilled jobs, is the only statutory item of racial discrimination remaining in South Africa's employment legislation

The term "scheduled person" will be replaced with the non-racial term "competent person" in

the new law

The National Union of Mineworkers, the only black union that has a recognition agreement in the mines, said its members were impatient with the scrapping of the law. They felt that the time the Minister has put for the changing of the law — next year — was too far because there could be conflict before that

The union has presented proposals to the Chamber of Mines including the demand that job reservation be scrapped on the mines failing which the union has threatened industrial action

The Black Allied Mining and Construction Workers' Union's publicity secretary, Mr Motsumi Mokhni, said "We are not impressed by the announcement because the Government has refused to listen to calls from various quarters in the past. We want higher wages, health and occupational health for our members. Black miners get a pittance on the mines

United Mining, Metal and Allied Workers' Union's secretary Mr Enoch Godogwana said the Government should scrap all racial laws in the country. "We see this announcement as "paper work" because our people will still not earn enough and not receive training because of the migrant labour system," he said.

# Industry faces row with unions

*Sowetan 28/5/55*  
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

Steel Engineering Industries' Federation of South Africa (Seifsa) — the metal industries industrial council (IC)

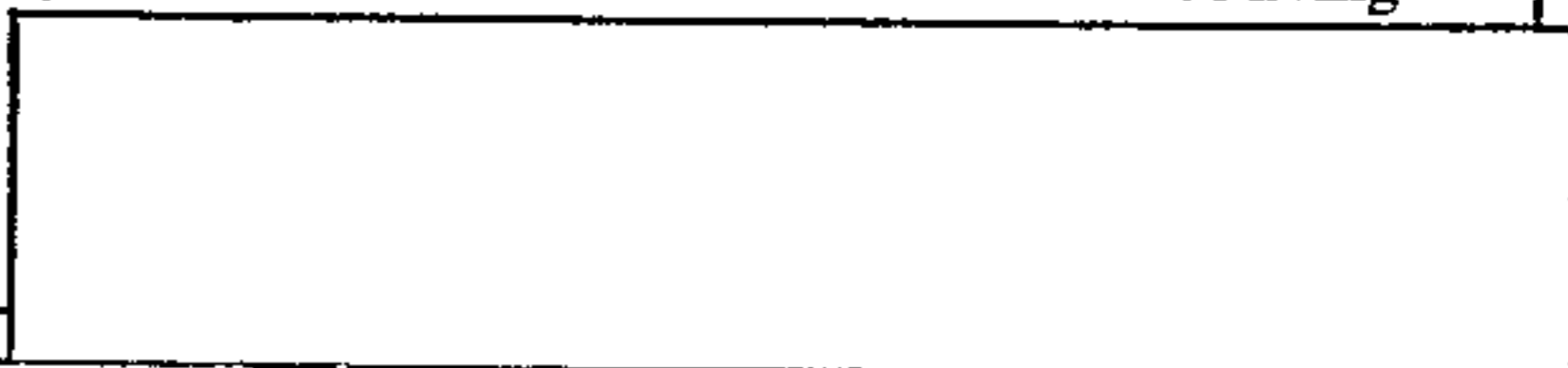
The four International Metalworkers Federation unions in South Africa — the SA Boilermakers' Society, the Metal and Allied Workers' Union, the Engineering Industrial

Workers' Union and the Steel Engineering and Allied Workers' Union — have rejected Seifsa's wage offer

Seifsa offered a 17c or 8 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



## Parliament and Politics

In brief.

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### *Cape Times 29/5/85* Tuca appeal on passports

THE Trade Union Council of South Africa urgently appealed to the Minister of Home Affairs yesterday against the withholding of passports from three trade unionists

The unionists are Mr Joe Thloane news editor of the Sunday Mirror and member of the Media Workers Association of South Africa Mr Phandelani Nefolovhodwe of the Black Allied Mining and Construction Workers Union and Mr Cunningham Ncukana of the African Allied Workers Union

CAPE TOWN 30/4/85

# Mail's story 'still to be told'

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Own Correspondent

JOHANNESBURG — The full story about the killing off of the Rand Daily Mail is still to be unearthed and told, Mr Benjamin Pogrund, former deputy editor of the Mail, said last night

Delivering the Southern African Society of Journalists (SASJ) Fairbairn Speech, he said it was clear money was not the main reason for closure of the Mail, as losses were "not insupportable"

"Major factors of the closure included a management hostile to what the Mail represented and less than efficient in administration and business. Why was action taken against SAAN management a few weeks after the Mail had closed, and not months or even years before?"

He asked whether the closure was attributable to a shift in thinking of English-speaking businessmen towards an accommodation with government

"Is this why President P W Botha spoke so exultantly about a 'new South Africanism' when he welcomed the announcement of the Mail's closure?"

Mr Pogrund asked why there been such a summary dumping of the 600 000 to 700 000 black people estimated to be reading the Mail every day

"I sometimes wonder whether we are heading for the same situation as people of the Soviet Union who tell each other what is happening through typed or handwritten underground newspapers"

● Sapa reports that the Mail's editorial staff has been awarded the SASJ's Pringle Medal for services to journalism. The citation said the Mail became the first white establishment publication to adopt the cause of the "voteless and voiceless black communities"

"As a result it often found itself in the eye of the storm, attracting fierce hostility from the government, its reporters, photographers and editors harassed, frequently spied upon, arrested and imprisoned without trial, or arraigned before court on charges that carried severe penalties"



# Asbestos

## could

## claim

## more

## lives

Sowetan

3/6/85

By JOSHUA  
RABOROKO

THOUSANDS of people in urban and rural areas in South Africa may die in future after contracting asbestos fibres, unless dramatic measures are taken to save them

The president of the Black Allied Mining and Construction Workers Union (Bamcwu) Mr Letsatsi Mosala told delegates at a meeting in Soweto at the weekend that they have resolved to intensify their anti-asbestos campaign at schools and among community organisations in these areas

The two-day conference at the Diocesan Centre, attended by delegates from all parts of the country also heard messages of support from Britain, New Zealand, Australia, United States, West Germany, Canada and from local trade union movements

In a dramatic message from the United States, Dr Barry Castleman, said he was unable to attend the conference because the South African government refused him a visa. However, he pledged solidarity with delegates

In his address, Mr Mosala said mine managements have neglected the "killer disease" for over 30 years and more people were likely to die in the northern Transvaal and Cape Province

He said blacks who contracted the asbestos diseases were often given "poor remuneration" while their white counterparts earned more

"White people receive R24 000 and an additional R400 monthly payment for life as compared to only R1 700 for blacks who are often dismissed after contracting the disease

"Our union is going to fight that our members get the same as whites. The lives of our people are exposed to this danger everyday. We are going to intensify the campaign until mine

managements do something about the asbestos in the country," he said

The following resolutions were also taken

- A committee was elected to mobilise the campaign.
- Students should be urged to spread the campaign.
- So-called "homeland" chiefs should be contacted and meetings held with other leaders to conscientise them about the disease.

- Trade unions should be consulted to alert their members

Meanwhile Bamcwu's publicity secretary, Mr Motsomi Makhine, left yesterday to attend the anti-asbestos conference called by the International Labour Organisation in Brussels, while the union's Mr Mbulelo Rakwena (vice-president) returned from overseas at the weekend

# Call for abolition of asbestos mines

By JOSHUA RABOROKO

WORKERS all over the world have called for the abolition of asbestos mines because of the cancer threat.

Workers complain that they do not have to live in asbestos houses, send their children to asbestos schools and live next to asbestos dumps.

This was said in a message from United States' environmentalist, Dr Barry Castleman, to the national

anti-asbestos conference called by the Black Allied Mining and Construction Workers' Union (Bamcwu) in Soweto, at the weekend.

He said "Enough blood has already been coughed up on the alter of greed, and in the name of profit Unions have learnt the hard way that no employer is willing to pay what your health is worth. He also paid tribute to the Bamcwu for the

strides they have taken in their struggle against asbestos mines, adding "we, who are part of the same struggle, applaud your courage and wish you good health"

He further said "The world knows much about the economic and political exploitation of hard-working people in South Africa. But it is not so well known outside your country that in many workers must also lose their health to

earn their pay.

"They labour in mines, pressing machinegun-like drills into the earth. They go deaf from the artillery sound in the harsh war of survival"

"Some will come home after a long spell at the mines unable to hear their wives and children's voices. Some workers have their lungs scarred with silicosis or asbestosis

"They become in-

creasingly short of breath. They must watch their families become impoverished and think of themselves as a burden to their loved ones, because they will be unable to work

Miners, construction and foundry workers with silicosis are also prone to developing tuberculosis. This lung disease can be transmitted to others in the family, especially under conditions of poverty

"Workers handling asbestos in South Africa not only face exposure more but also work in industries that are banned in more civilised countries

"South African varieties of asbestos have been banned from Britain and the Netherlands. The cancer threat of asbestos is so awful that construction workers all over the world have called for its abolition," Dr Castleman said

Bamcwu is gearing to campaign for the abolition of asbestos mines in South Africa because "our people are faced with the danger of loosing their lives," declared presi-

dent, Mr Letsatsi Motala

"We have already sent our men overseas to study various strategies we can apply to bring pressure on local mine managements. Asbestosis is a killer disease, so it is natural that we should act to protect our members

During the conference, attended by several delegates, slides and video tapes depicting the various ways in which miners can contract the disease were shown

After the two-day meeting, Bamcwu's general secretary, Mr Pandolani Nefolovhodwe said the conference was "a success, especially because it was probably the first of its kind"

"What remains now is for all the participants to implement what they have learnt. We are going to intensify the campaign in rural areas in the Northern Transvaal and in some parts of the Cape Province

"We also want chiefs in the homelands to take part in this venture. Elected committees will be expected to work hard in

the intensification and report-back meetings will be held from time to time," Mr Nefolovhodwe said

Bamcwu will also welcome expert advice from other sources concerning the "killer disease" "We are also particularly disturbed by the fact that our members do not earn the same as their white counterparts," he said

The campaign, if successful might have serious repercussions on workers, specially blacks who are already reeling under large scale unemployment worsened by recession and the high rate of inflation

One factor that must also be taken into consideration is that the closure of these mines might affect other industries which are related to asbestos. Does it mean South Africa will afford to import asbestos? If so, this might mean that the country's workers will be hard-hit

Mine managements, on the other hand, will have to take precautionary steps to avoid what could lead to serious confrontation. Unions and mine managements will have to come together to avoid "disaster"

CAPE TOWN 6/6/85

# City municipal workers angry

Staff Reporter

MEMBERS of the Cape Town Municipal Workers' Association (CTMWA) have rejected the Industrial Court pay award which grants the Cape Town City Council's lowest-paid workers a five percent increase on their wages

The award, which was made last month, grants the increase to about 4 000 of the association's 11 000 members. The other workers will get no increase.

A meeting held in the City this week resolved to call on the union's executive immediately to prepare fresh wage demands.

The meeting also decided to fight for the scrapping of the provision of the Labour Relations Amendment Act which classifies local authorities as essential services.

This provision prohibits municipal workers from ever taking strike action.

Workers at the meeting held in the City Hall on Tuesday night criticized the council for proposing to spend millions on attracting tourists to Cape Town by creating a pedestrian area in St George's Street while paying the workers who service the City "poverty wages".

PRISON at noon on Tues- se

*City Times 6/16/85*

# Plea for workers' weekends

(138)

**Municipal Reporter**

A PETITION signed by 2,276 people has been handed to the City Council in protest against the decision to allow Saturday afternoon trading in the municipal area.

The National Union of Distributive and Allied Workers, which strenuously opposed the move, organized the petition which was supported by shopworkers, workers from other trades and industries, and consumers.

The petition appeals to the council to rescind its decision, saying "Leave us to spend our weekends with our children."

"Shop workers are not employed in essential services and are therefore entitled to their weekends as much as you and others are, to share and enjoy with family and friends, to attend to their domestic responsibilities and to participate in or watch sport as do many South Africans," the petition says.

It says consumers have admitted they do not need the extended shopping hours, and that later trading "will involve other sectors of the economy and establishments such as the police, traffic officials, banks and transport workers."

The council agreed earlier this year to withdraw the half-day closing order for a trial period of 12 months.

# Unity talks

Soweto  
10/6/85

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

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

~~UDF~~

~~UDF~~

~~UDF~~

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# Ccawusa warns of action

THE COMMERCIAL, Catering and Allied Workers' Union of SA has threatened to take legal or industrial action after Foschini decided to put its members on part-time.

The union has declared a dispute with the company over its decision to place more than 230 workers at Pages Stores nationwide on part-time from July 1, the union's organiser, Mr Kaizer Thibedi, said this week.

The affected workers would lose a third of their wages.

"This is the issue we are fighting," he added.

Foschini's representative on industrial relations Mr John Corlett confirmed that the union declared a dispute in terms of their recognition agreement.

Mr Thibedi said the union would take various steps, including calling for a consumer boycott, if the matter was not resolved.

Mr Corlett said the boycott would be unfair on the company.

He said "We have a good relationship with the union. We would be surprised if they were to do that."

If workers resolved to take industrial action, then they should go through the necessary procedures prescribed in the recognition agreement. Otherwise, their actions would be illegal, Mr Corlett said.

Mr Thibedi said they intended applying for a conciliation board and a court interdict to prevent the company from placing their members on part-time.

Meanwhile, Ccawusa said another chain-store has indicated the possibility of putting workers on a part-time basis. "We are busy negotiating with them," a representative said. She declined to mention the group.

138  
Soweto 13/6/55

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TRADE UNIONS (138) (138) (138)

### 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



1738

# Workers are down — for now

*H. Dewy* CP Correspondent

TOO LITTLE, too late, for too few.

These words summed up the mood at a Cape Town Municipal Workers' Association mass meeting last week to protest the latest Industrial Court ruling on wages.

The court ruled that 4 000 of the lowest-paid CTMWA members would get a five per cent increase — roughly R4,50 a week.

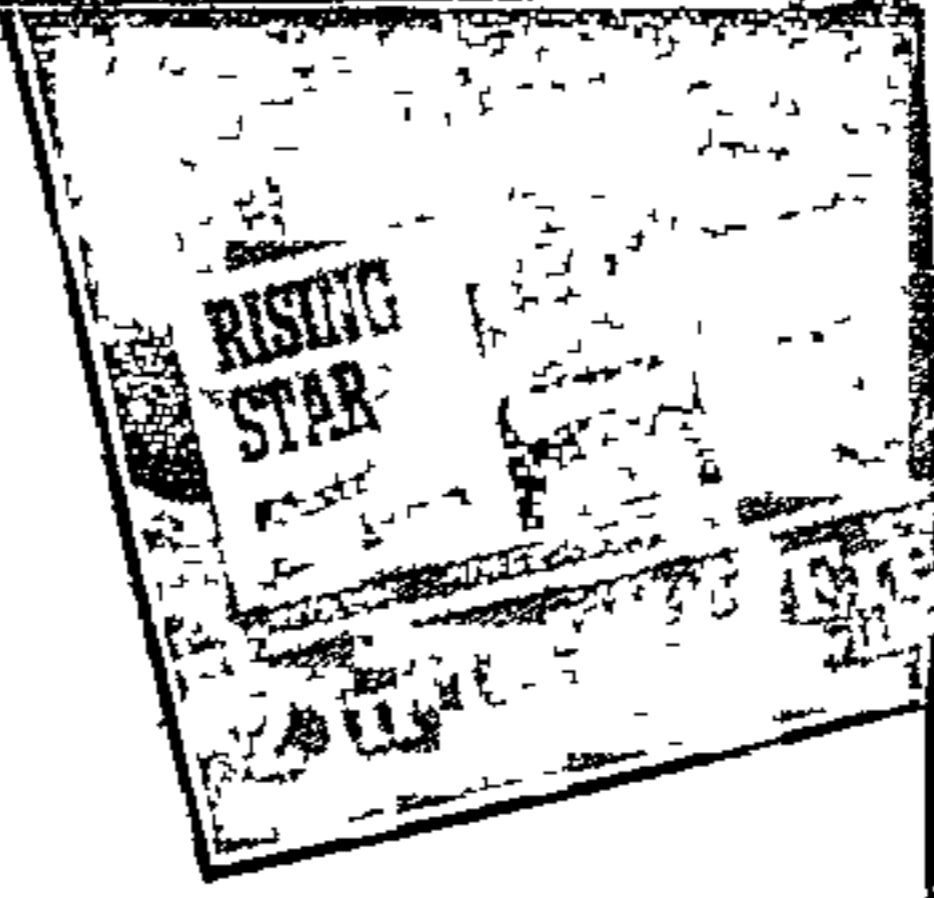
"Thousands of our members do not gain anything from this award, but we will not allow ourselves to be divided — even though this ruling is divisive," said CTMWA's J Emsden after the meeting.



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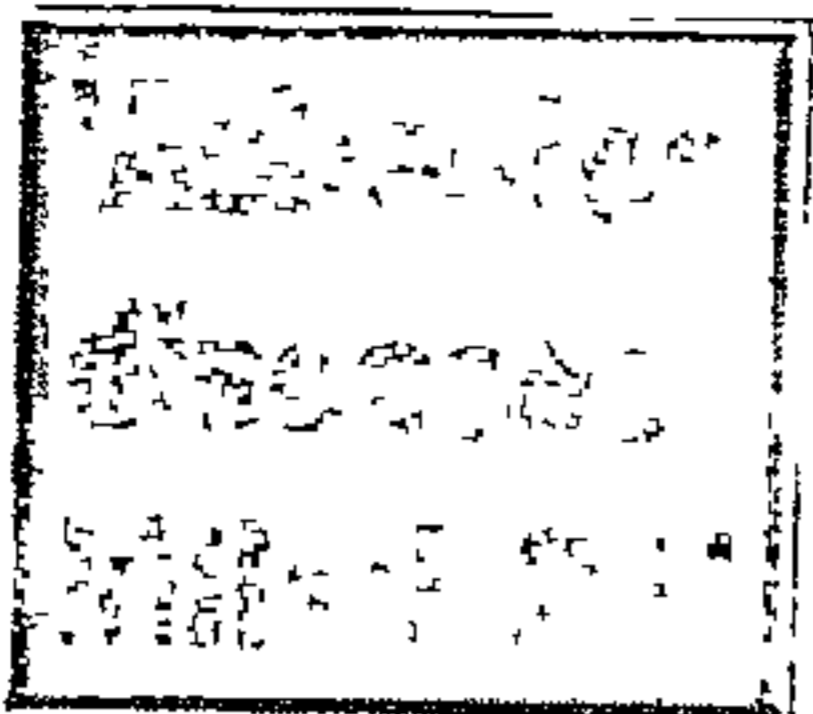
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### THE NEW S MAGAZIN THE TOPS II

**DON'T MISS DRUM**



By JOSHUA RABOROKO

A TOTAL of 26 workers have died of various diseases at Everite Limited — a major manufacturer of asbestos cement pipes and building products — 58 percent are asbestos-related deaths in the past 30 years.

*17/10/55*

In a report to The SO WETAN, the company says it has accepted a total of 103 cases of workers who are suspected to have contracted the "killer disease" at its three plants countrywide.

The report reveals that six people have died of asbestosis, nine of mesothelioma, three of lung cancer and eight of other diseases. The company has acknowledged responsibility towards employees who contracted diseases while on duty.

This report comes in the wake of an anti-asbestos campaign launched by the Black Allied Mining and Construction Workers' Union (Bamcwu) following claims that thousands of people may die of asbestos-related diseases in the mines especially in the northern Transvaal region of Pongo.

At its anti-asbestos conference in Soweto recently, the union resolved to intensify its campaign until the asbestos mines are closed in the country, just like in other parts of the world.

Referring to Everite's report, Bamcwu's president, Mr Letsatsi Mosala said they were concerned about the rate of deaths caused by asbestos, although the company's rate seemed to be lower compared to the number of cases in the mines.

"We have held meetings with Everite on the possibility of improving health and safety measures of their plants because many people may die as a result of asbestos-related diseases," he said.

The report says all employees who become disabled as a result of the disease continue to receive an income equal to their basic monthly salary, in addition to the money paid by the Workmen's Compensation.

"By applying this policy and granting annual increments, the company ensures that the employee will be placed in the same financial position as if he had worked in his present position until the age of 65," the report says.

This policy applies to all workers despite their race groups. But Mr Mosala said "We are interested in seeing our people getting the same benefits as whites. There should be no disparity."

# Drivers' strike leaves hundreds stranded

138  
1972  
Somerton 18/6/80

**HUNDREDS** of workers in Witbank and Middelburg in the eastern Transvaal were yesterday stranded without transport while about 800 Highveld United Bus Transport drivers went on strike demanding the recognition of their trade union.

Most of the workers used taxis and other vehicles for transport

The chairman of the

National General Workers Union, Mr Donsie Khumalo, said talks were held between management and the union yesterday in an attempt to resolve the matter. They "collapsed" when management made certain "impossible requests."

The bus company has demanded the union supply a constitution and other particulars to

the Department of Manpower. Mr Khumalo claims these are not essential for recognition.

## Law

The company's general manager, Mr Len Morton, said the requirements were essential as far as the law was concerned. The union has refused to meet them and thus are "making it impossible for a

solution to be reached."

He said the work stoppage has affected most workers in the regions and "we tried to make workers return because we are running essential services," he declared.

The workers have promised that they will return to work today, while the parties will go for mediation today.

Meanwhile an at-

tempt was made to petrol-bomb the home of Council of Union of SA's co-ordinator Mr Mahlomola Skosana's home in Daveyton on Sunday night.

In a statement Cusa condemned the action which they maintain was aimed at stifling the activities of the union. Cusa will continue to represent workers' interests and aspirations.

117645 25/6/85

Union members  
leave in protest  
after 100 dismissed

Labour Reporter

ELECTRICAL workers on contract at a Mitchell's Plain hospital have walked out in protest against the company's dismissal of about 100 fellow union members working on a major contract in the city

Mr Cecil Theys, chairman of the Western Cape region of the Electrical and Allied Workers' Union, said the 100 were fired on Friday by JMR Electrical

WORKERS' COMPLAINTS

He said there had been complaints from workers about racism, wages and a system of calling workers by numbers instead of by name

After 15 were retrenched on Friday two resigned in protest and the workforce left the site in the city centre to meet union representatives, said Mr Theys

A committee was formed to talk to management After a meeting all workers were told they had been fired

About 70 workers at the Mitchell's Plain contract walked out yesterday to protest against management actions

Management and union representatives met this morning to discuss the situation Mr J Hutchinson, manager of JMR, was in the meeting and not available for comment

## 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

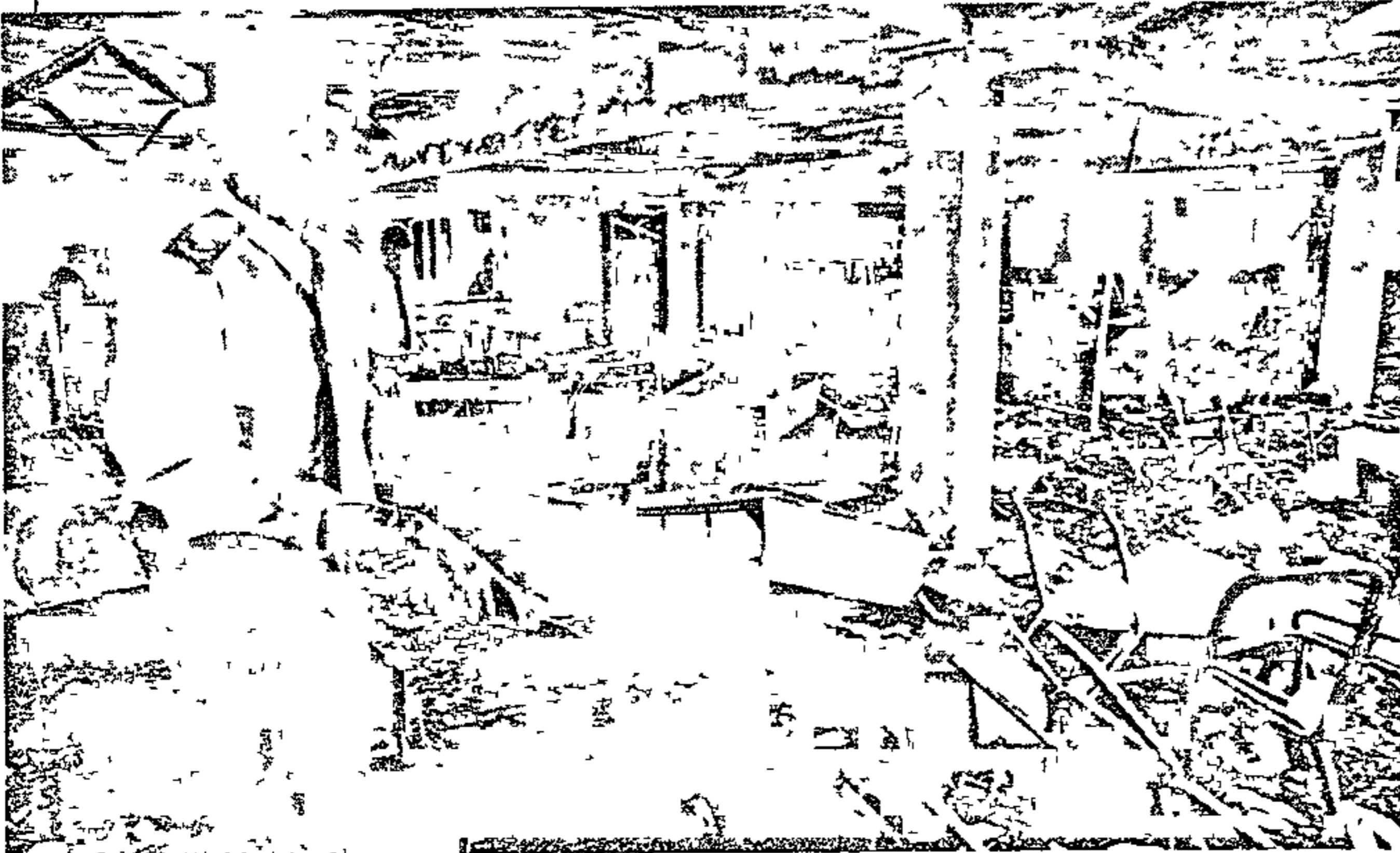
## Slow progress

28/1/85

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?

# 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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# No ties with ANC - union

138 By ALI MPPHAKI

THE AFRICAN Allied Workers' Union of South Africa has denied receiving any money from the ANC or South African Congress of Trade Unions as reported in several newspapers on June 21.

Reports that the Aawusa was receiving money from the ANC

were made by Major Craig Williamson to different newspapers, including *The Citizen*, after the SADF raid in Botswana

This was after police announced that they had found important documents in the raid, of which one said the Aawusa was receiving money from the ANC or Sactu

*Sowetan*  
8/7/85  
In a statement released by the union's general secretary, Mr Cunningham Ngcukana, it said "We want to make it categorically clear that we have no ties with any banned organisation or Sactu

"However, the union cannot stop faceless individuals who go about taking money from or-

ganisations for their own ends

"We further wish to point out that we do not rule out the possibility of legal action against the newspapers and their source. The union is presently looking into the political and legal implications of the statement as it affects it," the statement said

## Restaurant sacks 46

ZOO Lake Restaurant in Johannesburg has sacked about 46 black employees because their trade union has refused to become a member of the Industrial Council for the hotel and liquor trade.

The Hotel Liquor Catering and Allied Workers' Union (Hotelica), an affiliate of the Azanian Confederation of Trade Unions (Azactu), has refused to become a member of the "government institution" — the IC.

Hotelica's general secretary, Mr Hamilton Makedama told The SO-WETAN yesterday that the management of Zoo Lake Restaurant has "blatantly refused to negotiate with them, unless they become a member of the IC

"They have also shown reluctance to recognise us to represent members, thus violating the freedom of association clause in the Labour Relations Act," he said.

Trouble at the restaurant started last week when the employees demanded that management should recognise their trade union. This was refused by management and workers downed tools.

The company's manager, Mr H J Bloom said the workers dismissed themselves by going on strike. He was not prepared to negotiate with any trade union that was not part of the IC.

The work stoppage did not affect production and "we are in full operation because we have people who are helping us," he said, adding "It is the company's policy not to negotiate with the unions outside the IC."

The IC is a forum within which registered trade unions and employers meet and bargain in order to formulate an agreement over conditions of employment. This system has been rejected by many emerging black unions.

A survey conducted by the Carnegie Conference last year showed that wages negotiated at the IC fell below the required Household Subsistence Level (HSL).

Mr Makadema charged that management's refusal to negotiate with the union constituted "an unfair labour practice" and the union will seek legal advice with a view to have members reinstated and the union recognised.

*Sowetan*

*10/7/85*

*178*



# Talks go on

THE do-or-die negotiations aimed at resolving the dispute between the Commercial Catering and Allied Workers' Union of SA and the Foschini group over the company's decision to place 230 workers on part-time are continuing.

The union declared a dispute after management rejected their alternative suggestion of short-time for all workers in the 133 Pages Stores nationwide from July 1.

Ccawusa's organiser Mr Kaiser Thipedi said no formal agreement has been reached and we are still seriously negotiating the issue.

A company spokesman has confirmed that they were still discussing the issue.

Meanwhile seven trade unions have demanded the release of a union official detained by security police in Port Elizabeth.

Miss Nomonde Mgumane, branch secretary of the General Workers Union (GWU) is being held with two other people in terms of the Section 29 of the Internal Security Act.

## IZIKELEMU

Kungabe kukhona emndenini wakho ohlushwa izikelemu?

Ukucwaninga kwazempilo okusandakwenzwa kukhombisa ukuthi abantu abangu — 8 kwabangu — 10 abenzikelemu basuke bephethwe izikelemu ezaziwa ngokuthi wezinkolemu ezibomvu (Roundworm, Umuthi noma Impushana i Rtd ingumuthi owongayo nophapha wokukhipha



# Bakers defer decision on strike date

*138* *11/11/85* *138* *11/11/85*  
Labour Reporter

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 Beatrice Street on Saturday to fix a date and also elect committees from the seven bakeries to co-ordinate the strike action

*NM 15/7/85*  
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

# Strike date to be set

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 a deadlock

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

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

More than 1 200 workers from major bakeries in Durban and surrounding areas voted last week to strike in support of their wage demands

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

Votes cast by them earlier in the week were counted last Friday by Industrial Council officials

About 68,5 percent of

138

Sowetan  
15/7/85

## 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'

July 19 85

# Bread again from biggest bakery

Mercury Reporter

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

138  
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-

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

# Gopos called 20000 strike

POLICE were called when about 2 000 workers at Letaba Busuf, in Tzaneen, staged a demonstration in the factory yard demanding wage increases.

Two officials of the black General Workers Union — Mr Phosakuwa Mashele (president) and Mr Theophilous Ramatona (national organiser) — were held by police for questioning,

but released after two hours.

The workers downed tools after demanding a 14 percent wage increase which the company refused to pay because of the current economic recession.

Management called in a local chief to talk to the workers, but they rejected his appeal to return to work. The workers have indicated that

they will seek legal advice on the matter.

Mr Mashele charged that the company has refused to negotiate with the union in "good faith" and threatened to sack the strikers because they belonged to a trade union.

The workers at the plant earned an average of R35 per week and the union found workers'

earnings to be "ridiculously low" because they could not cope with the escalating cost of living.

## Freedom

"We were held by the police who arrived at the plant on Monday and questioned us about trade union activities, at the bus company. We were told trade unionism was not permitted in the

138  
Gazankulu homeland

"However, we disputed this claim because workers have the freedom to belong to any trade union of their choice in terms of the clause in the Labour Relations Act," Mr Mashele said.

The director of Busuf, Mr R Karshagne, yesterday accused the trade unionists of fomenting

the strike, and said his company would fire all workers belonging to unions. He said unions were not allowed to operate in Gazankulu.

However, he called the local chief to talk to the workers and many have shown interest to return to work, although some were not keen.

At Minute Maid, a fruit juice producing company, workers

downed tools, complaining that some whites called them "Kafirs". They also claim they had no pay rise since 1983.

A company spokesman, Mr T H le Roux, has dismissed the claims. Workers' wages were reviewed every seven months. Whites using derogatory terms will be dealt with accordingly, he warned, he said.

# Union wants ILO to conduct asbestos probe

*Sowetan 17/7/85*

*138*

THE Black Allied Mining and Construction Workers Union has asked the International Labour Organisation to conduct surveys in South African mines and other industries for the control and elimination of hazards of asbestos dust.

Bancwu's publicity secretary Mr Motshumi Mokhimi told THE SOWETAN that the request has been made in order to step up their anti-asbestos campaign in the country.

The survey has been called in the wake of video-spread reports of deaths and other hazards caused by diseases in the mines.

## Hazards

The union will be second to ask for survey to be conducted on hazards and accidents in South African mines. The National Union of Mine-workers (NUM) recently released a survey on the number of accidents caused in the mines.

The ILO has resolved at a meeting in Geneva to intensify the interna-

By JOSHUA RABOROKO

tional campaign to control and eliminate the hazards of asbestos dust next year.

Delegates drew up a draft convention requiring ILO member countries to enact laws protecting workers against asbestos-related diseases.

The convention laid down measures for the treatment of asbestos-contaminated clothing and disposal of waste, containing asbestos, and calls for official authorisation for the demolition of plants or structures containing asbestos insulation.

To minimise the exposure of workers to asbestos, the convention suggests that the material be used only when its risks can be prevented or controlled, the num-

ber of workers assigned to work involving asbestos be kept to a minimum, areas of activity connected with asbestos be clearly demarcated and the location of asbestos in construction be recorded in order to facilitate future repair or demolition without danger to workers.

Referring to the issue of equal opportunities, the conference has recommended that the same criteria be applied to all workers in cases of redundancy or dismissal, without distinction based on sex, marital status or age.

A further recommendation was made for equal remuneration for all workers and for job classification and evaluation that was free of sexual bias.

*B. Davy* (138) (138)  
**Blacks to block  
Sats union move**  
*187.185*

By ALAN RUDDOCK

ONE of the 10 SA Transport Services unions, Die Spoorbond, is riding for a fall if it expects to swell its ranks with black Sats workers, say industrial relations observers

The application for extended membership will be opposed by Sats' black union and sources say that in any case, it is highly unlikely blacks will want to be represented by a white minority association

"I will advise the Black Staff Association (BSA) to object to Die Spoorbond's application to extend its membership," says J R Benade, general secretary of Sats' Federal Council of Unions

"If the application went through it could mean the BSA losing up to half of its 60 000 members to Die Spoorbond. Because blacks have been taking over jobs that used to be done by whites, unions like Die Spoorbond have been steadily losing membership."

Die Spoorbond's application is motivated partly by financial considerations

Of Sats' unions, three are white only, three are multi-national, two are coloured, one Indian and one black

"Psychologically, Die Spoorbond's action is a very sensitive issue whether we have co-existence or integration," says Benade

"The BSA has already withstood onslaughts from the likes of the General Workers' Union (GWU). At the moment, they control a whack of the vote in Sats, with the non-white block controlling half the votes. They will not want their voting strength purloined by another union," says Benade

Observers say that although blacks are spreading throughout the Sats organisation, politically they will prefer to remain aligned on racial grounds

The general secretary of Die Spoorbond, Eben Jacobs, could not be contacted for comment yesterday



# Bread shortage could hit Durban consumers

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THOUSANDS of residents in Durban and surrounding areas could be hit by a bread shortage if local bread industry workers go ahead with an expected strike.

Workers and management are geared for a head-on clash next week in their dispute over wages and working conditions.

The workers who have voted overwhelmingly in favour of a legal strike to resolve their dispute with management, are due to meet tomorrow for a final decision on what action to take.

Trade union officials, although not positive that the strike will take place, did not rule out the possibility of a last-ditch resolution to the dispute.

A spokesman of the Durban Master Baker's Association said in spite of the threat of a strike, they have made it clear that their offer of increase of R11 40 a week was final.

## Options

The workers are demanding an increase of R23 a week, a minimum weekly wage of R103,50 and better working conditions.

Sowetan 19/7/85

The spokesman said the strike action will obviously cause a disruption of bread and some confectionary supplies in the Durban area. Bakeries were deciding on what their options were if a strike took place.

The companies will try to continue producing bread because it is a basic commodity.

A union spokesman said unions had launched a campaign to explain to the workers the position. They have also explained to the community to avoid being used by management which might employ scabs.

The spokesman said community organisations in the area have offered their support to the workers.

The unions involved in the dispute with the employers at the In-

dustrial Council are Sweet, Food and Allied Workers' Union, the Natal Baking Industry Employees' Union, the Food Beverage Workers' Union and the Black Allied Workers' Union.

• ESTIMATES by local businessmen and industrialists put the stayaway of black workers in the Pietermaritzburg area as high as 90 percent while others have reported a total stayaway.

However, the Pietermaritzburg Chamber of Industries has estimated the boycott by workers in firms affiliated to it as about 60 percent.

In a statement yesterday the chamber's president, Mr Louis Sennet, said a survey indicated the stayaway ranged from 10 percent in some firms to 100 percent in others.

22/7/85

# Bakery workers say they'll strike

Mercury Reporter says the strike is imminent. 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."

BAKERY workers in Durban, Pinetown, Tongaat and Stanger say they have decided to strike this week. 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.

But the unions are dis-

**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)

closing no more than 10 percent. 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.

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.

Workers are demanding an across-the-board pay increase of R23 a week on a basic wage of R82,50, which would bring the wage to R105. Management is sticking to an offer of R11,40, which it says represents a 13,8 percent increase.

Earlier, Mr Grant told the Mercury that the price-controlled baking industry could not remain profitable if it had to carry 'additional cost increases'.

**YOU CAN REACH US ON 304 2222**  
 304 2222

the waste heap while people scramble for bread because of a strike.

The loaves are destined for the scrap heap because workers baked bread on Sunday night, but refused to deliver Durban's daily requirements.

Mr Maurice Grant, vice-chairman of the Durban Master Bakers' Association, said arrangements were being made to donate some of the bread to Operation Hunger, but it depended on whether the delivery trucks could leave the premises 'with any degree of safety'.

'To throw away this much food when people are suffering from malnutrition in the rural areas is appalling. At some bakeries we are being prevented from getting the bread to the people and the unions have told us that customers should not try to collect.

'At this stage, therefore, we cannot deliver and would not recommend that people call at bakeries for bread. It could spark something off,' he said.

About 1800 workers at seven bakeries in Durban, Tongaat and KwaMashu went on strike at 5.30 a.m. yesterday in support of their demand for a R23 across-the-board pay rise.

### No incidents

The bakeries affected are Bakers BB Bread in Durban, Albany Bakery, Blue Ribbon and Wareings in Pinetown, Tongaat Bakery and KwaMashu Bakery.

At Bakers BB Bread, about 700 strikers remained on the premises all day yesterday and were planning to stay on last night. Most of them spent their time singing and dancing, but there were no incidents.

The strike was called jointly by the Sweet, Food and Allied Workers' Union, Natal Baking Industry Employees' Union, Food and Beverages Workers' Union and the Black Allied Workers' Union after wage negotiations deadlocked.

Small bakeries and bakeries in supermarkets worked flat-out yesterday to cash in on a huge demand for bread on the first day of the strike.

Some laid on extra shifts. But consumers who crowded counters paid a premium — almost no Government-standard bread was available and 'special' bread was being sold for as much as 90 c a loaf.

However, some supermarkets claimed to have reduced the price of special bread in the interests of consumers.

'Our ovens haven't been empty since 6 a.m.,' said Mr Clive Walker, manager of Checkers Davenport Road branch which has the biggest bakery in the supermarket chain.

Mr Vernon Mitchell, Pick 'n Pay's Natal general manager, said 'It's been hectic. There was a panic and people have been rushing in.'

Spar's Natal managing director, Mr Brian Beavon, said 'Generally things are going okay, although customers are having to wait for bread.'

A spokesman for the unions involved yesterday blamed employers for the strike 'because of their hard-headed attitude in refusing the workers' demands for a living wage, in spite of the fact that the bread price will go up between 15 c and 20 c in September.'

At present the lowest paid worker earns R82.50 a week which the workers want increased to R105.50 a week.

Last night 1800 bakery workers were still on site at most bakeries, having been there for most of the day. It appeared that the strikers were not going home, seemingly preferring to sit it out overnight, said a spokesman for the Durban Master Bakers' Association.

'They have told us that they don't want people to collect their own bread either, and there are large mobs around the gates to most bakeries,' the spokesman said.

Bread from Pietermaritzburg bakeries would not be brought into Durban to alleviate the shortage because trade unions had 'promised violence' if this were done, he added.

Mercury Reporters

# BREAD SCRAMBLE AS LOAVES POLE UP

NM 23/7/85

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# 5 000 on strike

By JOSHUA  
RABOROKO

MORE than 5 000 black workers were yesterday on strike over wages and working conditions while unionists were on the run as police attempted to track down a wide range of people under the State of Emergency regulations.

In another labour move, police raided the offices of two Johannesburg-based trade unions — the South African Allied Workers Union (Saawu) and the General and Allied Workers Union (Gawu) — and searched them.

Mr Samson Ndou, president of Gawu, told The SOWETAN that police arrived at their offices and started searching.

Most of the organisers were not yet in their offices.

A spokesman for the SAP public relations in Pretoria yesterday said "We are not prepared to comment on routine police duties."

More than 2 000 bakery workers in Durban were still on strike yesterday demanding a living wage.

The four unions representing the workers, the Sweet Food and Allied Workers Union (SFAWU), Food Beverage Workers Union (FBWU), Black Allied

Workers Union (Bawu) and the National Baking Industry Employers' Union (NBIEU), are demanding a R23,00 per week increase which will bring the minimum wage to R105,00.

• Workers at two multinational plants of Siemens, Koedoespoort and Cables in Pretoria, were yesterday still on strike after they claimed managers forced them to sign certain forms when they returned after a two-week strike.

This claim has been denied by management.

The rest of Siemens strikers at other plants have returned to work after the industrial action which gained international support.

• About 100 workers at Reef Plastics in Krugersdorp downed tools yesterday after management refused to negotiate retrenchment procedure with the Steel Engineering and Allied Workers Union.

Management was not available for comment.

• Workers at 3M, a United States multinational, who have been on a go-slow protesting retrenchments, yesterday resolved to work the usual pace while management negotiates with the Commercial Catering and Allied Workers Union.

July 1985

# 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 Clokie 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. *Sowetan*  
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*

# SASJ condemns curbs on media

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The Southern African Society of Journalists (SASJ) has reacted strongly to curbs on the media under the present state of emergency.

In a statement released by the society yesterday, SASJ president Mr David Allen said the government would make life for itself and everyone else more difficult "if it insists that only its view of events is the right — and truthful — one".

"It is vitally important in times of crisis that there is free and open communication. Any suppression or distortion of facts will lead to mistrust and rumour — the very things the authorities are trying to avoid by setting up machinery to monitor the 'accuracy and reliability' of reporting."

● The declaration of a state of emergency was a "typical South African response", the Anglican Archbishop of Cape Town, the Most Rev Philip Russell, said in a statement yesterday.

"The violence of apartheid has evoked violence," he said.

The recent provincial synod of the Church of the Province of South Africa had called for a judicial inquiry into the activities of the police, para-police groups and the SADF in Duduza and black townships during the past month. In April the Synod of Bishops of the CPSA had joined others in calling for a national convention.

"If these two requests could be met, there might be some light at the end of the tunnel," he said — Sapa

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# Red Cross saves only 5 500 loaves from bread 'mountain'

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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 weekend 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

Diakona, the Settlers Home for the Aged and in the Mahlathini area north of Umlund 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.'

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 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 Sarmco workers in Mpopomeni near Howick, members of a fellow Fosatu union.

Mrs Mars said bread had been distributed to the Kwamashu Polyclinic,

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.

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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.



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## Dismissal threat to strikers

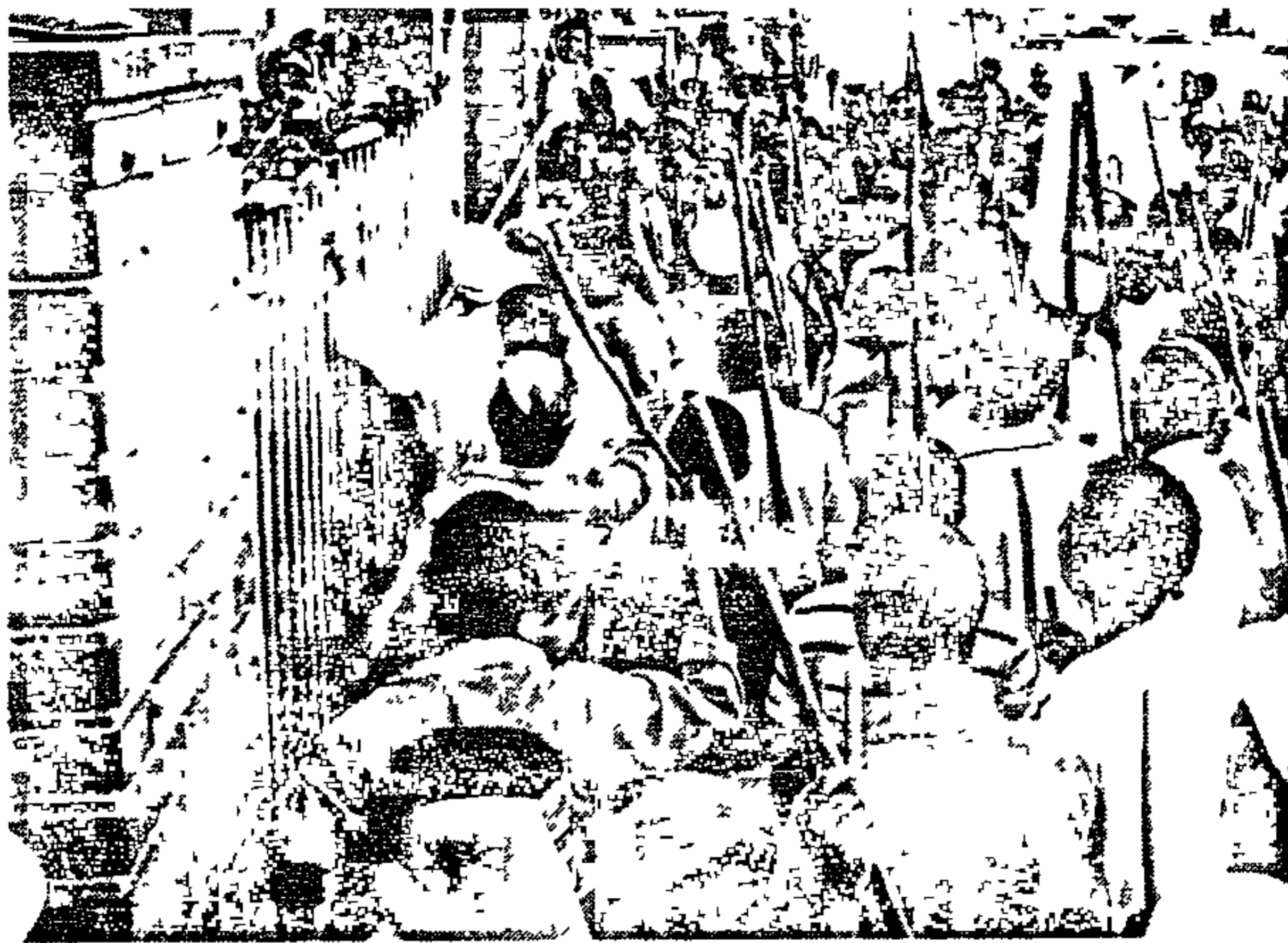
As the Durban bread strike entered its fourth day yesterday the Master Bakers' Association (MBA) issued a warning to striking workers that they would be dismissed if they did not return to work.

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.



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 2000 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 over a pay dispute 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 p.m. 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 p.m. 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 26/7/89

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# New move in bakery pay strike

SAW 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.

CRAT Times 29/7/85  
138  
Gobind

# Post Office workers call for non-racial staff body

Argus Correspondent

DURBAN — The South African Postal and Telecommunications Employees' Association has called for a single staff association for all P and T employees, regardless of race

The call was made in a resolution demanding the repeal of all P and T discriminatory regulations. It was passed at the association's biennial congress here at the weekend.

The association has a largely Indian membership.

Its president, Mr Robbie Gobind, said yesterday there were six different staff associations, divided in terms of race and job classification, as well as

black workers' liaison committees

"But our problems are all basically the same as P and T employees, and it will be much better for us to get together."

He said the move was also vital for the association's attempt to get affiliation to the Post, Telephone and Telegraph International based in Geneva.

Mr Gobind said he had had meetings with the PTTI and it was clear that the association would be unable to get affiliation as long as it was an ethnically-defined body.

He hoped to meet PTTI executive members again this year.

## Police raid

### union offices

sta/ 29/7/85  
Police raided the offices of the General and Allied Workers' Union (Gawu) and the SA Allied Workers' Union (Saawu) in Johannesburg today

Mr Samson Ndou, president of Gawu, said police arrived at the offices of his union in Tudor Mansions, Jeppe Street, soon after 9 am.

138 31  
A police liaison officer said the search was part of a routine investigation

Mr Ndou said it was not known at this stage if the police had confiscated any documents

~~VAD~~ ~~(27)~~ ~~(138)~~ ~~(138)~~ B. Day 30/7/5  
**Railmen send up pay signal**

REPRESENTATIVES of 240 000 railway workers are expected to demand a wage increase more than 15% from January

The decision is likely to come on Friday at a meeting of the Federal Council of Sabs-trade unions in Johannesburg

Council chairman Jimmy Zurich said yesterday that Transport Minister Hendrik Schoeman had rejected a council demand last year to increase earnings by 15% from January this year

"Since January we have had an average inflation rate of between 14% and 15% We could therefore easily justify a demand of at least 25% from January "

The council is almost sure to submit the demand to Schoeman at a meeting

GERALD REILLY

in Pretoria next month

Another issue to be discussed by the council is the huge surplus of beef cramming the Meat Board's cold stores

"We believe the time has come to market this meat at considerably reduced prices instead of searching the world for export markets where the surplus can only be sold at big losses "

Meanwhile senior public servants warned that the pay demands expected from railway workers should be taken as an early warning that similar demands would come from postal workers, State department and provincial authority workers

R. Day 30/7/85

**IN BRIEF**

**All-race council**

Business Day Reporter

THE growing numbers of Indian, coloured and black public servants are to be given representation on the influential Joint Advisory Council of the Public Service, according to chairman of the Commission for Administration, Dr Johan de Beer

There are four employee organisations in the service the Public Servants' Association (white), the Public Servants' League (coloured), the Public Servants' Union (Indian), and the Institute of Public Servants (black)

At present the PSA is the only staff body recognised for appointment to the council Previously a personnel association had to have as members at least 50% of the officials in the A or B division of the service to nominate six members to the council The commission appointed the other six members

The council is now to be enlarged to 16 members — eight of them nominated by the commission De Beer said each association would have at least one representative on the council

PSA president Dr Colin Cameron said the PSA accepted "without reserve" the right of other groups in the service to have representation in the council However, he stressed, the council had no negotiating powers

**Flatland flat**

MANY of Hillbrow's flatland dwellers are giving banks on their doorstep a hard time, complain bankers in the area

"Since January the number of bad debts has increased alarmingly," said one manager "The amounts involved are not astronomical but we have between 40 and 50 people every month leaving us high and dry with R300 debts"

The bankers' problems have lead to a dramatic increase in the number of bounced cheques

According to Dun & Bradstreet, a credit-checking agency, the value of bounced cheques and promissory notes has increased by 67,4% over the past year

Big banks were reluctant to comment on the specifics of private debt, saying that they had made bad debt provisions that were "more than adequate"

Despite one bank manager's claim that nine out of 10 applications for a cheque account were now being rejected, the banks said that their policy towards credit had not changed "for some years"

The financial dilemma in flatland has been underscored by a D & B report which reveals that rent arrears is the biggest single cause of judgments

3/17/85 (S.I.) (S.I.) (S.I.) B. Day 138

# 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.



# 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

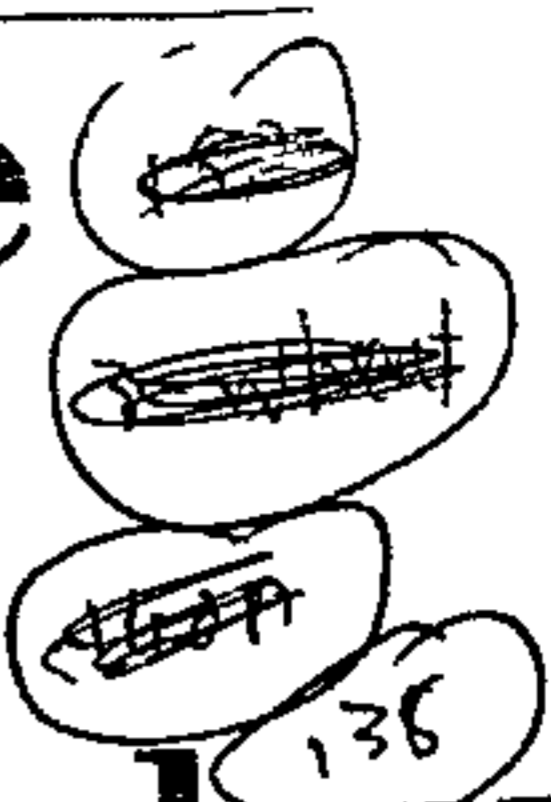
free to accept it at any time, he said

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



X 2/8/85  
 LABOUR DISPUTES 138  
 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-

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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.

# Bread and strike ends at five bakeries

Monday

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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.'

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# Society to lodge dispute?

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The South African Boiler-makers' Society is today expected to lodge a formal dispute with the Industrial Council for the Metal Industry over what the union feels is the unfair dismissal of 36 of its members from Ferralloys in Machadodorp

Although all 36 of the workers at Ferralloys have been reinstated, they have lost accumulated benefits which the union hopes to win back for them

The SABS says the 36 were involuntary partici-

STAR 5/8/85  
pants in a strike by 350 workers organised by the Metal and Allied Workers' Union (Mawu) two weeks ago

The strike was in sympathy with 975 workers who were dismissed from BTR Sarmcol in Howick in April

Members of the SABS say that they were intimidated by Mawu officials into taking part in the strike

Certain SABS members have made statements to the police concerning the intimidation

5/8/85  
"The SABS is still at this stage seeking an urgent meeting with Mawu's executive to try to defuse the situation but so far efforts to arrange a meeting have been unsuccessful," a SABS spokesman said

Both Mawu and the SABS belong to the International Metalworkers' Federation

Mawu has said that the union called a general meeting at the company and consulted all workers about the proposed strike.

**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 Jay 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 today? more tomorrow?



13/8

5/8/85 Mercury

Mercury Reporter

# 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" ~~HEB~~ 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"

ARGUS 7/8/85

# Wages lagging behind profits, seminar hears

Labour Reporter

SINCE 1937 retail industry wages have increased by 2 200 percent, while company profits have risen by 11 389 percent

Even in the present recession companies were increasing their profits while workers' wages were being eroded, showing unions were needed to protect their members' wages and improve working conditions, Ms Dulcie Hartwell, general secretary of the National Union of Distributive Workers (Nudaw), said yesterday at a seminar on trade unions in the retailing industry

The seminar, at the University of Cape Town, was part of the Commerce Students' Society's focus on trade unions

She said unions were there for workers and not, as some people thought, to promote the political ambitions or "ego trips" of others

Mr René de Wet, personnel chief of Pick'n Pay, said the company's association with unions had been a "fast learning process", especially in the past year

The company had always regarded itself as sympathetic to employees, but confrontations with the Commercial, Catering and Allied Workers' Union (closely associated with Nudaw) in two strikes had shown that it had not really come to grips with talking to employees

Management had learnt that it needed to be seen to be fair in order to negotiate. It was not enough to set up committees. In the process of learning this it had also learnt that what it thought of as non-negotiable management prerogatives were seen by workers as completely negotiable

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# Ccawusa to stay all-black?

**THE Commercial, Catering and Allied Workers Union holds its annual conference at the Lutheran Church in Soweto today and tomorrow.**

The conference will be faced with a major problem — that of deciding whether to open the organisation to whites or stay exclusively black

There is a school of

thought in the organisation which believes that as whites are part of wage negotiations, represented by their white union, Ccawusa should also open its ranks to whites

This section is predominant in the Cape and Natal regions of the organisation

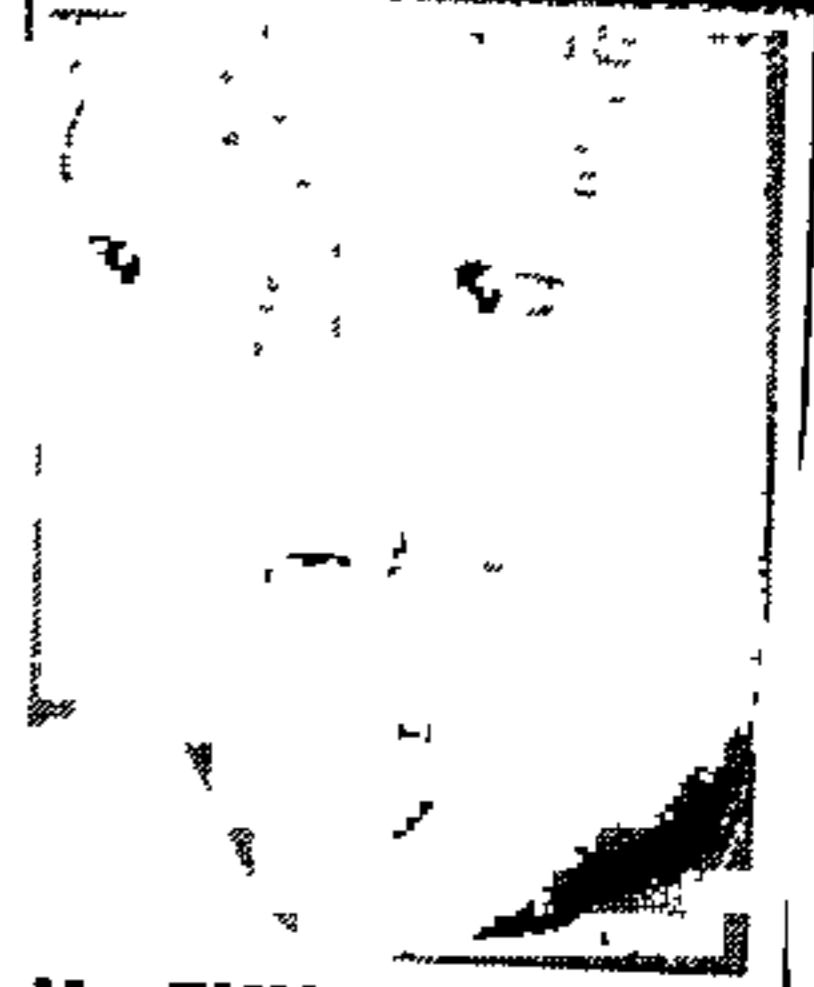
In the Transvaal there is a strong feeling that the organisation must be

exclusively black, only accomodating Africans, coloureds and Indians. This is the present position

This issue was postponed to this year at the 1984 conference

Other issues to be discussed are agreements, disputes and other organisational matters

General secretary Mrs Emma Mashinini said most branches would attend and there was a



**Mrs EMMA MASHININI**  
Ccawusa general secretary.

move towards greater unity in the organisation

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SOWETAN

9/8/85

# Shop union to admit whites

STAR

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The largest shop-workers' union, the Commercial, Catering and Allied Workers' Union of South Africa (CCAWUSA), decided at a national conference at the weekend to open membership of the previously all-black organisation to whites

The union's president, Mr Makhulu Ledwaba, said that the Pietersburg branch had opposed the decision and the Johannesburg branch, which had no mandate on the matter, was not prepared to stand against a decision of the national conference

12/8/85

Last year the union resolved to open membership to coloured and Indian members.

At the same meeting last year it was decided not to allow white members after the issue seemed likely to cause a split in union ranks

It is not known at this stage what will be the fate of the union branches which opted to exclude whites

"This decision is an approval of the union's participation in talks on a proposed 'super federation' and the union has approved of white members taking their place in such a federation," said Mr Ledwaba

## Strike at Woolworths

BLACK workers at several Woolworths' stores in Johannesburg downed tools in protest against an incident in which a colleague collapsed and died after complaining of being sick while working in a "freezing room" on the factory floor.

Mr Sam Mashaba, a migrant from Ginyane and a staunch member of the Commercial, Catering and Allied Workers' Union (Ccawusa), was allegedly forced to work in the room even after he had refused to do so, the union claimed yesterday.

Mr Mashaba's death last week has angered several colleagues, including shop stewards, who immediately called for a work stoppage to protest against the working conditions at chain stores.

Woolworths' director Mr Robert Stern confirmed the work stoppage and said that workers would not get paid for not working.

He said that according to a certificate they received, Mr Mashaba died of natural causes.

"We have always taken the safety and welfare of our staff at heart," he said.

# Union opens doors to whites

THE Commercial Catering and Allied Workers' Union has opened its ranks to include white workers.

This is one of the resolutions taken by the union at its annual conference in Soweto at the weekend 14/8/85.

The opening of doors to all workers will have wide-ranging implications on the union's future, Mrs Emma Mashinini, Cawusa's general secretary, told The SOWETAN yesterday.

The union's constitution catered for the interests of blacks at numerous industries, including chainstores, "but we have decided to include all workers."

"The main reason for opening our doors is that we have signed wage and recognition agreements with chainstores, including giant supermarkets, where blacks and whites have benefitted."

Workers at a supermarket have even gone on strike demanding the reinstatement of a dismissed white worker. The union has been supportive of a white union, the National Union of Distributive and Allied Workers' Union, when negotiating wages with OK Bazaars.

She dispelled reports that a split was likely in the union because of the Transvaal branches' attitude towards including whites and because of political ideology.

A PRESS statement after the talk last week was supposed to be released, but in vain.

Why is the Press not given a feedback on the deliberations?

We admit we probably do not have to be present, but for crying out loud, why is the Press not given statements?

**SOWETAN**  
TWO unions representing about 10 000 workers in the electrical industry have finished a merger after nearly two years of talks. The Electrical and Allied Trades Union of SA, representing coloured and Indian workers, has merged with the Electrical and Allied Workers Union of SA which represents black workers.

The new name of the union will be 'Electrical and Allied Workers' Trades Union', whose new secretary is Mr Tommy Olphant.

## Union calls for end to emergency

The Commercial Catering and Allied Workers' Union (CCAWUSA) has called on President Botha to lift the state of emergency and to call a national convention to decide on SA's future

In a strongly worded statement after its weekend annual conference, CCAWUSA blamed apartheid and the "minority regime" for causing "misery, suffering and frustration".

Other demands made by the union included the unbanning of political organisations, the release of all political prisoners and detainees and that political exiles be allowed to return to SA

"The failure by the oppressor to meet the demands of the working class and all the oppressed of our country will result in the intensification of our struggle for liberation and the ending of the conspiracy between the State and capital"

# Crucial talks for Mwasa

~~138~~ 138

ABOUT 150 delegates are expected at the annual national congress of the Media Workers' Association of South Africa which will be held at Ipelegeng Community Centre in Soweto on Sunday.

The congress will bring six Mwasa regions Eastern Cape, Western Cape, Border, Natal, Southern Transvaal and Northern Transvaal which were split early in 1984 because of differences over Mwasa's affiliation to the UDF and over opening the union's doors to whites

The three Cape regions backed affiliation

to the UDF and the opening of Mwasa's doors to whites, while the Natal and Transvaal regions opposed the move

SOWETAN Appeal 16/8/85

The Southern Transvaal regional chairman, Mr Sam Mabe, yesterday appealed to all members to attend the congress which he said could be one of the most important congresses to have been held by the union

He said everybody should be at the centre at 8 am for the opening of the one-day congress

## Recession hurts transport

# Sats heads for unprecedented loss of R400m

*B-Day*  
*138* *16/8/85*

A MASSIVE collapse of rail, air and sea traffic was going to produce an estimated R400m loss for the Department of Transport Affairs, Hendrik Schoeman said yesterday.

The Minister of Transport was addressing the Natal National Party congress in Durban.

He said the recession had affected all his departments. Railway staff had been cut to the bone — by nearly 40 000 to about 230 000 — in the past two years and could not be reduced any further without disrupting services and contributing to unemployment.

Since the July holiday, travel had fallen off so badly that flights had had to be withdrawn.

He said SAA losses for the first quarter ran to R17m.

"For the first quarter this year Sats showed a loss of R40m.

"If the present trends continue, then we expect a loss of between R300m and R400m for the book-year.

"We are going to introduce further savings to try and bring that figure down," he said.

Economists warn that the threatened huge R400m Sats losses will have seri-

### Business Day Reporters and Sapa

ous consequences for the economy.

They include higher rail and air fares and freight tariffs from the start of the new financial year in April, inflated costs throughout commerce and industry, and a boost to SA's high inflation rate.

Sats union leaders say the threatened big losses will not modify their salary demands.

The Federal Council of Sats Trade Unions, headed by Jimmy Zurich, will meet Schoeman next Monday to press a demand for 25% increases from January 1.

The PFP finance spokesman Alf Widman feels the huge deficit is a spin-off from the recession.

However, the implications of so big a deficit are alarming.

If the loss is indeed going to be so great, higher rail and air fares and freight tariffs are certain.

This will add greatly to SA's inflation problem.

The minister's announcement, too, could be an early warning to Sats trade unions that their hopes of substantial increases next year were slim, if not non-existent, he says.



# INE UNIONS OW LOOMING

By JOSHUA RABOROKO

*SOWETAN 21/8/85*  
THE silver cup is broken. Two of the country's black miners' unions are at each others throats for control of the industry's black labour force, numbering about 500 000 workers.

The two are the National Union of Mineworkers (NUM), led by Cyril Ramaphosa and the Black Allied Mining and Construction Workers Union (Bamcwu), led by Phandelani Nefolovhodwe. Incidentally, the two leaders share the same alma mater, the highly volatile University of the North (Turfloop)

Until recently, the two unions have had a gentleman's agreement not to cross each other's paths. But the emergence of the new federation, instead of drawing them nearer to each other, has them fighting tooth and nail

Also, black South Africa's traditional political positions, black nationalism and multi-racialism, have now reared their heads. The National Union of Mineworkers, previously regarded a black consciousness organisations, now espouses non-racialism, while the Black Allied Mining and Construction Workers Union remains in the black consciousness fold

BAMCWU's Phandelani Nefolovhodwe

ramaphosa

## Talks

In addition, Cyril Ramaphosa, tipped as the next secretary of the new super federation, is the man who signed the letter, barring BC unions from talks on the new federation

The National Union of Mineworkers (NUM) and the Black Allied Mining and Construction Workers Union (Bamcwu) have made claims and counter-claims of "poaching" at mines in the Transvaal

Their squabbles started when the two unions recruited members on the Evander and Kimberley mines a few months ago. Both claim to have substantial membership at these mines

Bamcwu's publicity secretary, Mr Motsum Mokhine, said they started organising members at De Beers' diamond mines in Kimberley. Shortly thereafter the NUM started organising at the mine

"There soon emerged a clash of interests when our members claimed that they were being forced to join NUM. We objected to this claim and our members promised us support and continued membership.

"We have a large membership at this mine, but NUM is now trying to recruit our members," he charged.

"We have a verbal agreement that we will not interfere where one union is organising. We find this very strange and arrogant"

# Workers demand 25% rise

Labour Reporter  
DEMANDS for a 25 percent  
across the board wage increase  
have been made by Western  
Cape Development Board  
workers.

The demands were among  
grievances raised at a meeting  
of the Western Cape Develop-  
ment Board Workers' Union at-  
tended by about 1 200 members  
in Guguletu last night. The  
union has about 2 000 members  
in all categories of employees.  
The board has 30 days to re-  
spond to the wage demand

In another wage-related is-  
sue members rejected the one-  
third cut in annual bonuses de-  
cided on by the board and  
called for the full bonus to be  
paid when due in November.

They said workers with the  
Western Cape Development  
Board were the lowest paid de-  
velopment board employees in  
the country.

Workers also called for an  
increase in the long-service bo-  
nus. Workers also called for a  
revision of the board's pension  
scheme

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# Unions condemn plan to extend shop hours

138  
STAR 22/8/85

The main unions in the retail industry, representing thousands of workers, have strongly criticised plans to extend Transvaal shopping hours from Mondays to Saturdays from 5 am to 11 30 pm

Earlier this year the Cape-based National Union of Distributive and Allied Workers (Nudaw), supported by the Commercial Catering and Allied Workers' Union, presented a memo to the Minister of Manpower stating workers' objections to extended hours

The Retail and Allied Workers' Union yesterday also criticised the extended hours move

Nudaw met Mr A J Botha, the MEC in charge of shop hours regulations in the Transvaal, and other officials to discuss extended shopping hours prior to the gazetting of draft legislation

"We asked them to restrict hours to 6 am to 9 pm and are disappointed that they have stuck to 11 30 pm as a closing time," said the general secretary of Nudaw, Miss Dulcie Hartwell, yesterday

"It is quite clear that the workers have no representation in the provincial council nor in the city council," said Miss Hartwell

Nudaw's objections included

- Workers had tremendous transport difficulties and few if any employers provided transport home after work. A few provided transport to bus stops and stations. Workers had to travel long distances

- During normal times crime was a problem at night and early in the

morning. With the current unrest the risk to workers was "horrifying"

- Running costs of business premises would increase with extended shopping hours and would fuel inflation

- Overseas studies had shown that the number of full-time jobs in shops were reduced by as much as 25 percent in some cases, when extended shopping hours were introduced, in favour of casual labour. This put fulltime workers under pressure of understaffing

- Workers experienced pass problems when working strange hours

- Unsocial hours interfered with family life

- South Africa did not have the population nor the spending power to warrant extended shopping hours

## PAID DOUBLE

- South African employers, unlike overseas counterparts, did not compensate workers adequately for unsocial working hours. New York workers, for instance, were paid double for working odd hours while in South Africa night work only drew an extra 10 percent of a worker's wages

Miss Hartwell reminded employers that they were obliged to pay workers double for shifts worked on public holidays

"We submitted certain proposals about working hours to the Presidents' Council at the beginning of June but have so far had no reply," said Miss Hartwell

● See Page 21

(130)  
B. Day 23/8/83

# Pressure builds to pay public servants more

GOVERNMENT workers should get good pay increases by April next year to prevent their drift to the private sector when the economy improves, senior officials in Pretoria said yesterday.

They said they would stress the point at the annual general meeting of the Public Servants' Association (PSA) in Pretoria next month.

Pressure on the government to clarify increase prospects and restore the full service bonus is expected to mount in the next few months.

PSA president Colin Cameron said parity between public and private sector earnings was needed or many services would

Pretoria Bureau

suffer the same staff crisis they had two years ago.

Earlier this week, Minister of Transport Affairs Hendrik Schoeman rejected the Sats union demands for a 25% increase.

He refused to commit himself on the prospects for reasonable increases at the start of the new financial year next April.

Post office workers are also demanding increases.

General secretary of the Postal and Telegraphs' Association Frank Gerber said representations were made two weeks ago to the Postmaster General.

# All set for union talks

By JOSHUA RABOROKO

THE Black Allied Mining and Construction Workers' Union is prepared to meet the National Union of Mine-workers to resolve their problems of poaching members.

Bamecwu's publicity secretary Mr Motsomi Mokhine said his union did not see the NUM as rivals in the mining industry hence their traditional preparedness to withdraw from mines originally organised by them.

Both unions have made claims and counter-claims of poaching members in the mining industry. However, they have disputed the claims.

In a statement to The SOWETAN at the weekend, Mr Mokhine said they had mutual respect

for each other, despite NUM's confession that they were poaching "our members".

"This to us makes mockery of their apparent commitment to endeavours to unite workers and their organisations, both in this country and abroad. It is unfortunate that the poaching of our members plays in the hands of management which always welcomes a divided workforce."

"We hope that NUM will withdraw from the mines we have already organised. We see this as an encroachment into the rights of workers to establish themselves as a formidable bloc to project and further their aspirations," the statement said.

Mr Mokhine said it was for this reason that

they wish to meet NUM and discuss the matter.

However, NUM was not prepared to comment on the proposed meeting.

26/8/85

SOWETA

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# Trade unions call for re-instatement of workers fired

28/08/85 DISPATCH 138

**Dispatch Reporter**  
EAST LONDON — Six trade unions here have sent telegrams to Henderson Agencies, a stock distributing company, calling for the re-instatement of 41 weekly paid workers dismissed last week.

The Commercial Catering and Allied Workers Union of South Africa (CCAWUSA) organiser in East London, Mr V. Danile, said the un-

ions had decided to send the telegrams after meeting on Monday evening.

The managing director of Henderson Agencies, Mr A. Preston, would not comment on whether he had received the telegrams yesterday afternoon.

Mr Danile said the unions also called on the company's management to enter into negotiations with CCAWUSA.

"If the company does not re-instate the workers, we will have no other alternative but to take further action."

At the meeting representatives of the South African Allied Workers Union, the Food and Canning Workers Union, the Transport and Allied Workers Union, the General Workers Union, the National Automobile and Allied Workers Union and CCAWUSA, all pledged their support for the dismissed workers.

In a joint statement, the unions condemned the company's action and expressed their concern and anger over the dismissals.

"The arbitrary action taken by Hendersons is viewed as a direct attack on CCAWUSA," the statement read.

Mr Danile said the workers had been dismissed after they had left work last Wednesday morning to heed calls to attend a memorial service for those who had died in Duncan Village.

# Union, Sasol clash over safety

CLAIMS and counter-claims about safety procedures have been made by a union and Sasol, owner of Middelbult colliery near Secunda, where 30 miners died in a methane gas explosion recently.

The Chemical Workers' Industrial Union (CWIU), which represents 60 percent of the mine's 8 700 workers, said it was high time companies put the lives of workers above profits.

The union and the company have held meetings to discuss the blasting procedure and several other issues which could not be made public.

CWIU's spokesman said workers at the Middelbult plant claimed that, although modern equipment for the testing of methane gas is supplied often safety procedures are ignored

## Claims

Production was more important than safety

However, Sasol said it cared for its employees and safety enjoyed the highest priority.

It said that apart from the mine safety competitions at the plant monthly audits by independent mine officials were carried out, as well as quarterly inspections and audits by senior management.

The mine recently won a five-star rating for safety from the Occupational Safety Association, the spokesman said.

The union claims that workers at the plant, following the blast on August 12 refused to go underground and that management has threatened them with dismissal.

Sasol has disputed these claims and said workers had reported for work as usual without any threats being made. Eighty percent of the workers refused to go underground and those who did so, were returned to their hostels.

The union claimed that workers said there was inadequate compensation for death and injury and that there was no insurance cover. Their only compensation came from Workmen's Compensation Act.

The union has also made certain proposals to the management, including that their team be incorporated in the investigating team inquiring on the cause of death.

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2/9/85

2/9/85

# FCWU call to lift emergency

AGS 3/9/85 (138) 2/10/85  
Staff Reporter

THE powerful Food and Canning Workers' Union has called on the Government to lift the state of emergency and has put its weight behind the consumer boycott to protest against Government measures

The FCWU, whose conference at the weekend was attended by delegates of 130 factories, has also deplored the jailing of former union general secretary and organiser Oscar

Mpetsha and the banning of the student organisation, Cosas.

The union, which has recently merged with the African Food and Canning Workers' Union, also came out strongly in support of the mineworkers' strike and condemned the "intransigence of the three mining houses, Anglo-Vaal, Gencor and Goldfields, which have refused to grant the same increases as the union has negotiated and accepted with the other mining houses".



... top of the ...

# Union declares dispute

The Black Allied Mining and Construction Workers Union has declared a dispute with Cromore, of the Samancor group of companies, over wage increases at the Montrose coal mine in the north-eastern Transvaal

A spokesman for Cromore confirmed the union had applied for a conciliation board to settle the dispute which concerned about 400 workers

Originally, the union asked for a 40 percent across-the-board increase but reduced its demand to 30 percent. The company says it is offering increases ranging from one to 25 percent

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STAR 4/9/85

# Union man taken from home and beaten to death

Mercury Reporter

A MAN who went into hiding for several days after receiving threats was taken from his Umlazi home on Wednesday by a gang of about 20 armed men and beaten to death, police said yesterday.

The body of Mr Thabo Mokoena, 34, National Federation of Workers' Union organiser and a UDF activist, was found on a hill near his home

6/9/85  
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 in Zululand.

Mercury  
A police spokesman said Mr Mokoena had been abducted from his home in Section V and beaten to death with sticks.

A murder docket has been opened, but no ar-

rests have been made

Mrs Irene Mokoena, widow of the dead man, said they had been woken by loud knocks on the door early on Wednesday.

'When I opened the door I was confronted by a group of 20 armed men who were shouting that they wanted Thabo,' said Mrs Mokoena.

Her husband had returned from hiding earlier in the week.

A CHROME mine owned by the South African Manganese Corporation (Samancor) is threatened by a legal strike following a wage dispute declared by a black trade union.

240 138  
The Black Allied Mining and Construction Workers Union (Bamcwu) has applied to the Minister of Manpower, Mr P.T.C du Plessis, to appoint a conciliation board to resolve the dispute — failure to do so within 30 days may open doors towards a legal strike.

SOWP  
The union is demanding wage increases of 30 percent to all black miners at the Montrose chrome mine, in the north-eastern Transvaal. They originally demanded a 40 percent wage increase

## Strike looms at Samancor chrome mine

across the board

10/9/85  
The company was offering 11 percent for higher grade workers and 25 percent for lower grade, but this has been rejected by the union, which maintains that "we want a living wage for our members," according to Bamcwu's publicity secretary Mr Motsomi Mokhine

In a surprise move the United Mining and Metal and Allied Workers Union (UMMAWUSA), which bargained together with Bamcwu, accepted management's offer.

Mr Mokhine argues that the percentage offered by management falls well below the Supplementary Living Level (SLL) wage minimum rate drawn by Unisa — this means R350 per month.

"It is because of this that we declared a dispute with management when they refused our demand. Our members in rural areas get low pay. They have families to support and we cannot allow poverty wages," Mr Mokhine added.

# Workers stage sympathy sit-down

By Sheryl Raine

Employees at 17 branches of Edgars, Jet and Sales House stores in Johannesburg and on the East and West Rand are staging a sit-down work stoppage in sympathy with 27 employees dismissed from one of the group's stores yesterday.

The company's group director for Human and Public Affairs, Mr Fred Haupt, confirmed the employees had been dismissed after failing to comply with a deadline to return to work after a previous sit-down lasting 50 working hours at the Cresta branch this week.

Mr Haupt said there were between 60 and 100 workers involved in today's work stoppage.

He said a dispute had arisen when 27 employees, belonging to the Federated Council of Retail and Allied Workers, staged a sit-down at Edgars in Cresta on Monday.

He said a hearing to investigate their grievances was held on Tuesday and was attended by representatives of the union.

The main grievance was a complaint against a store controller who had apparently used abusive language in dealing with the staff.

## "RACIST"

The union said today they were demanding to removal of the controller from the Cresta branch and accused him of racist attitudes towards the staff.

"The union gave us every indication they had accepted the decision which was reached at the hearing," said Mr Haupt.

"The sit-down continued on Wednesday and yesterday, however we told them they could

make further representatives or bring new information about their grievances but they refused to return to work."

Mr Haupt said the sit-down had continued and a deadline for the workers to return was set for 2.30 pm yesterday.

It was extended to 3.30 pm and when they refused to return to work, they were dismissed.

"It was made clear that they could re-apply for their jobs and their applications would be considered. We are trying to come to an amicable solution to this problem," said Mr Haupt.

# Talks continue over sackings at Edgars

STN. 17/9/85

Negotiations for the reinstatement of workers dismissed from 24 Edgars stores will continue today

The Federal Council of Retail and Allied Workers (Fedcrow) and Edgars management began the talks yesterday

Fedcrow said about 400 workers at stores on the Reef and in the Free State had been fired after stopping work in solidarity with 27 colleagues dismissed from Edgars Cresta branch last week

But the group's human and public affairs director, Mr Fred Haupt, said between 250 and 300 had been dismissed

The Cresta workers had staged a sit-down to back a demand for the

suspension of a white store controller who had allegedly used abusive language against a black worker

Fedcrow's president and national shop steward in the Edgars group, Mr Masilo Mpiti, said before negotiations began yesterday that the union would seek the reinstatement of the workers and the reopening of negotiations over the fate of the white supervisor

Mr Mpiti said management had told the union it would not suspend the store controller because of complaints by a black worker. The union viewed the attitude as racist

Mr Haupt said the allegations of racism had not been substantiated

Continued on page 1

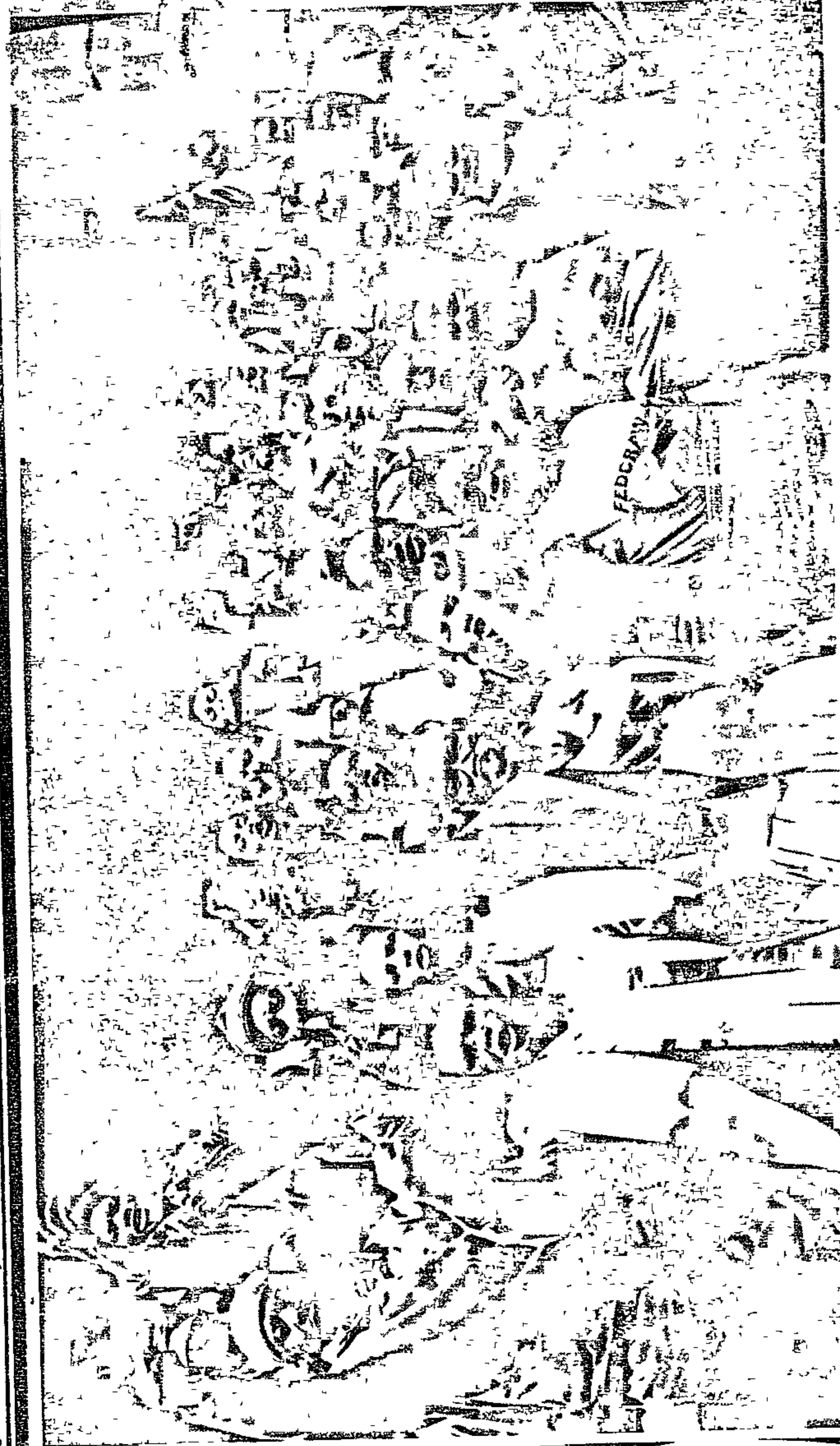
# Stores sack 400

MORE than 400 workers from the country-wide Jet, Edgars and Sales House chainstores, yesterday claimed they had been dismissed for taking strike action after demanding the sacking of a white supervisor at one of the stores.

At a meeting in Johannesburg, the workers, mainly members of the Federal Council of Retail and Allied Workers' Union (FCRAWU) called for a boycott and appealed to the unemployed to take up jobs at the stores.

Stores of the workers, chanting freedom songs and making black power slogans, including shouting "an injury to one is an injury to all", assembled at Khotso House where they discussed their problems.

The strike was sparked off by what the workers regard as racist and rude attitude of a white supervisor who allegedly used abusive language against workers at the health branch staff



SOME of the workers from Jet, Sales House and Edgars stores who have been dismissed for going on strike

After several meetings were held in an attempt to resolve the issue, the workers downed tools and were supported by other stores. Edgars' human and public affairs manager, Mr Fred Haupt, confirmed that workers have been dismissed after refusing to work. Several of their stores' staff have joined the industrial action and the company was due to hold a meeting with the union yesterday.

He said the workers had complained about the usage of abusive language by a white worker. The matter was investigated and the said worker was warned after claiming that he did not recall using "bad language" and asked for forgiveness.

30 arrested at placard protest  
against Edgars

(138)

The dispute between the Federated Council of Retail and Allied Workers (Fedcrow) and Edgars yesterday led to the arrest of 30 union members staging a lunchtime protest in Johannesburg's city centre.

The demonstration followed the breakdown of talks between Fedcrow and Edgars management, which began on Monday.

About 10 protesters stood silently in Eloff Street, holding up placards displaying scrawled slogans condemning the racism allegedly practised at Edgars.

Some union members handed out pamphlets calling on the public to boycott all the stores in the Edgars group, including Jet and Sales House.

Two police vans and three carloads of policemen with dogs arrived on the scene at about 1.30 pm. Without warning them to abandon their protest or to disperse, policemen started bundling all the placard bearers and those who were handing out pamphlets into the vans.

#### SHOUTING SLOGANS

As the vans drove off the detained protesters began shouting slogans. About 50 bystanders joined in and showed black power signs. The police cars stopped and three policemen with dogs got out to disperse the small crowd.

In the negotiations preceding the strike, the union demanded the unconditional reinstatement of about 400 workers dismissed for going on a sympathy strike with colleagues at the group's Cresta branch.

Twenty-seven Cresta workers were dismissed last week after going on strike to back a demand for the suspension of a white store controller who made an allegedly racist remark against a black worker.

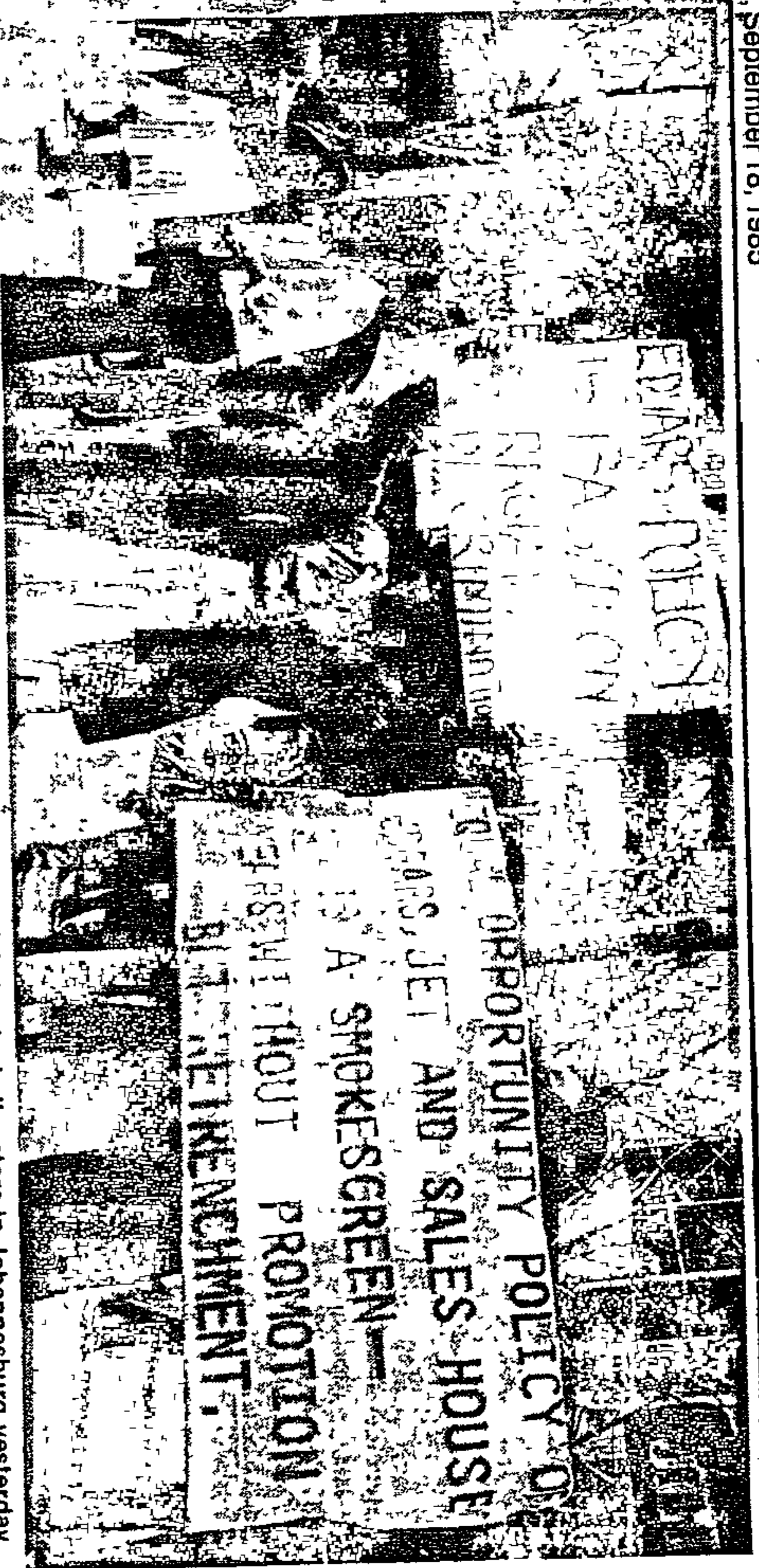
According to the union, negotiations between Fedcrow and Edgars which began on Monday, broke down yesterday when the company insisted on taking back the workers only with a final warning — a next 'offence' would lead to instant dismissal.

Fedcrow rejected this condition because it did not offer workers satisfactory job security.

The director of Human and Public Affairs for the Edgars group, Mr Fred Haupt, said it had been made clear during the meeting with the union that the company would be willing to reinstate the dismissed workers. But this would be on condition that any future 'wildcat action' would mean dismissal.

ired workers want to  
return unconditionally

# POLICE ARREST SCORES AS STRIKERS PICKET



PLACARD carrying dismissed strikers at Edgars staged a lunch-hour picket outside the store in Johannesburg yesterday.

18/9/85 SOWETAN

HUNDREDS of people watched as scores of strikers fired by the Edgars group were arrested yesterday during a lunch-hour picket outside several stores owned by the company in Johannesburg.

The pickets wanted the chainstores — Jet, Sales House and Edgars — to reinstatement them unconditionally and to open fresh negotiations with the Federal Council of Retail and Allied Workers' Union.

The Police Directorate of Public Relations in Pretoria yesterday confirmed the arrest of 62 workers and said they were distributing pam-

**SOWETAN Reporter**

being "racist" and using abusive language to workers

Pickets displayed placards accusing Edgars of being undemocratic and practising apartheid at its stores throughout the country

The pickets said they demanded the unconditional dismissal of a white supervisor, a Mr



# INERS PICKET

18/9/85 SOWETAN

HUNDREDS of people watched as scores of strikers fired by the Edgars group were arrested yesterday during a lunch-hour picket outside several stores owned by the company in Johannesburg.

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The Police Directorate of Public Relations in Pretoria yesterday confirmed the arrest of 62 workers and said they were distributing pamphlets while others boycotted the chainstores.

The chainstores workers' picket is part of a campaign by Fedcrow to win the reinstatement of strikers dismissed by the company last week.

The workers took the industrial action after accusing the company of

## SOWETAN Reporter

being "racist" and using abusive language to workers.

Pickets displayed placards accusing Edgars of being undemocratic and practising apartheid at its stores throughout the country.

The pickets said they demanded the unconditional dismissal of a white supervisor, a Mr Web, from their Cresta plant in Blackheath because he "uses racist remarks".

However, Edgars' Mr Don Finlay, said after several negotiations with the union the question of Mr Web's dismissal was non-negotiable. The company was prepared to re-employ the workers on condition they are not paid while on strike and that they accept written warnings.

He denied the company was racist and regretted the boycott and arrests.

In another labour move, three trade unionists — Mr Cunningham Ngcukana, general secretary of African Workers' Union (AWU); Mr Malusi Radebe, organiser of Hotel, Liquor, Catering and Allied Workers' Union, and Ms Mapule Makwela, typist at AWU — were detained after police confiscated documents in their Johannesburg offices yesterday.

Police have confirmed the incident and said it happened during a "routine check-up" which they declined to comment on.

Meanwhile, about 600 members of the National Automobile and Allied Workers' Union (Naawu), employed at Alfa Romeo's Brits plant, were yesterday on strike after dispute with management.

# Servants get R60 a month <sup>18/9/85</sup> and ~~no~~ respect <sup>138</sup> in <sup>Mercury</sup> wealthy suburb

## Labour Reporter

DOMESTIC workers employed in the plush Indian suburb of Reservoir Hills were earning an average of R60 a month, which was far below the minimum wage rate, Miss Nyami Mtethwa, a field worker of the South African Domestic Workers' Association, said in Durban yesterday.

The association held a meeting of domestic workers at the St John's Lutheran Church in Reservoir Hills to discuss pay and conditions of employment.

'The average salary is about R60 a month and some workers reported that they were not allowed to use their employer's toilet facilities and were forced to answer calls of nature by going to the bush,' she said.

Miss Mtethwa said one worker, who earned R140 a month, claimed she started work at 6 a.m. and finished at 10 p.m. with only an hour's lunch break.

### Three shops

'One woman reported that she cleaned three shops belonging to her employer before cleaning the house at 1 p.m. and received R80 a month. She was locked in when she started working in the house.

'Others said when their employers registered them with the Natal Development Board's labour bureau they promised to pay them a certain salary but in actual cash it was far less. Workers pay for their own medical expenses,' she said.

Miss Mtethwa said the general complaint among workers at the meeting was that their employers showed no respect towards them.

'They won't sit down and try to resolve disputes and misunderstandings in a realistic manner. They simply do not care,' she added.

ment to introduce legislation protecting the rights of domestic workers and making it compulsory for employers to make contributions towards a pension fund and also give sick leave pay.

She said the association was asking for minimum monthly pay of R146.

The association, which is campaigning for legal protection for the rights and conditions of employment of domestic workers, is holding meetings in various suburbs to listen to grievances.

It recently made representations to the Govern-

Union <sup>1938</sup>  
STAK  
members  
in court <sup>1938</sup>

Twenty-six members of the Federated Council of Retail and Allied Workers (Fedcrow) appeared briefly before a Johannesburg magistrate yesterday following a protest at Edgars store in the city on Tuesday

PAMPHLETS

The Fedcrow members, all employees of Edgars in Market Street, were charged under the municipal by-laws for illegally distributing pamphlets 19/9/85

They were not asked to plead and the case was adjourned to October 23

A further 30 union members will appear today in the Johannesburg Magistrate's Court in connection with related charges

# Fight for <sup>138</sup> better pay <sup>19/9/85</sup> for servants <sup>Mercury</sup> 'will continue'

## Labour Reporter

THE South African Domestic Workers' Association will continue its battle with employers to pay their servants a 'living wage', Miss Nyami Mtethwa, the association's field worker, said yesterday.

She told the Mercury the association had received further evidence of 'gross underpayment' of wages of domestic workers employed in some of the elite suburbs.

Although the average pay in Westville was R105, some workers were being paid R60 a month, she said. Mrs Rebecca Mkhwanazi, who has 10 years' service and occupies the servants' quarters at her employers' home in Westville, earns R150 a month.

## Average

'A survey of households in Kloof showed that domestic workers are being paid an average of R100 a month. The highest paid worker was Mrs Thembi Cele, who earns R200. Others were paid R180 but, in most cases the servants lived on their employers' premises and received other benefits including food and clothing.

'At Hillcrest the average pay is R90. However, some workers still earn R60 a month. Mrs Patricia Luthuli, who lives on her employer's premises, is paid R150 a month.

'Domestic workers in the plush suburb of Durban North earn an average of R90 monthly.

One woman who has been working for 15 years and living-in earns R110 a month. In some cases, the pay is R150.

'Workers in Montclair are also paid an average of R90. One woman with 10 years' service is paid R70 a month,' she added.

Miss Mtethwa said although some employers were paying their servants above minimum wage rates, most workers were not happy.

'What is going to happen to these people once they reach retirement age? There is no provision for pension and other benefits associated with long service,' she said.

Mr J N Hitchcock, divisional inspector of the Department of Manpower in Durban, said yesterday that there was no provision in the Labour Relations Act on wage controls for domestic and farm workers.

'Until the Act is amended we are powerless to take any action against employers who underpay their workers,' he said.

# Stalemate in union talks with Edgars 138

The dispute between the Federal Council of Retail and Allied Workers (Fed-craw) and Edgars' management over the dismissal of workers has reached a stalemate but there is some hope that the parties will return to the negotiating table

So far 315 workers have been dismissed for illegal work stoppages according to Mr Fred Haupt, director of Human and Public Affairs for Edgars. A further 41 workers are on strike and about 20 stores on the Reef and in the Free State have been affected by the dispute

Union members were arrested outside city stores in Johannesburg this week for allegedly distributing pamphlets and holding an illegal gathering

STAK  
R100 BAIL 20/9/85

About 26 members have been charged with pamphleteering and released, while 36 have been charged under the Internal Security Act for allegedly staging a demonstration and bail has been set at R100 each

Trouble began last week when workers took exception to language allegedly used by a store controller at the Cresta branch of Edgars while addressing a staff member. The controller was given a written warning

The union demanded his removal and staged a sit-down strike. Twenty-seven workers were dismissed and this sparked sympathy sit-down strikes and further dismissals

A meeting between the dispute parties ended in deadlock on Tuesday



NUM's Cyril Ramaphosa



BAMCWUS Motsoni Mokhine

# Workers, unite!

<sup>138</sup>  
 SIR — The recent development in the labour movement and the political bickering and point scoring that has befallen the "union unity talks," has compelled me to write this letter to voice out my concern about the apparent disunity in the "unity talks."

I have been following the unity talks since they were started with keen interest and optimism that at last the Black United Worker Front that black workers have been craving for was about to become a reality, until the exclusion of Azactu and the withdrawal of Cusa from the talks destroyed this

thinking that will be final in the unity talks. Does the unity of the black workers have to be sacrificed for some abstract principles, personality clashes and hegemonic interest? May I also address myself to some of the principles which led to the exclusion of Azactu and the withdrawal of Cusa

## Claims

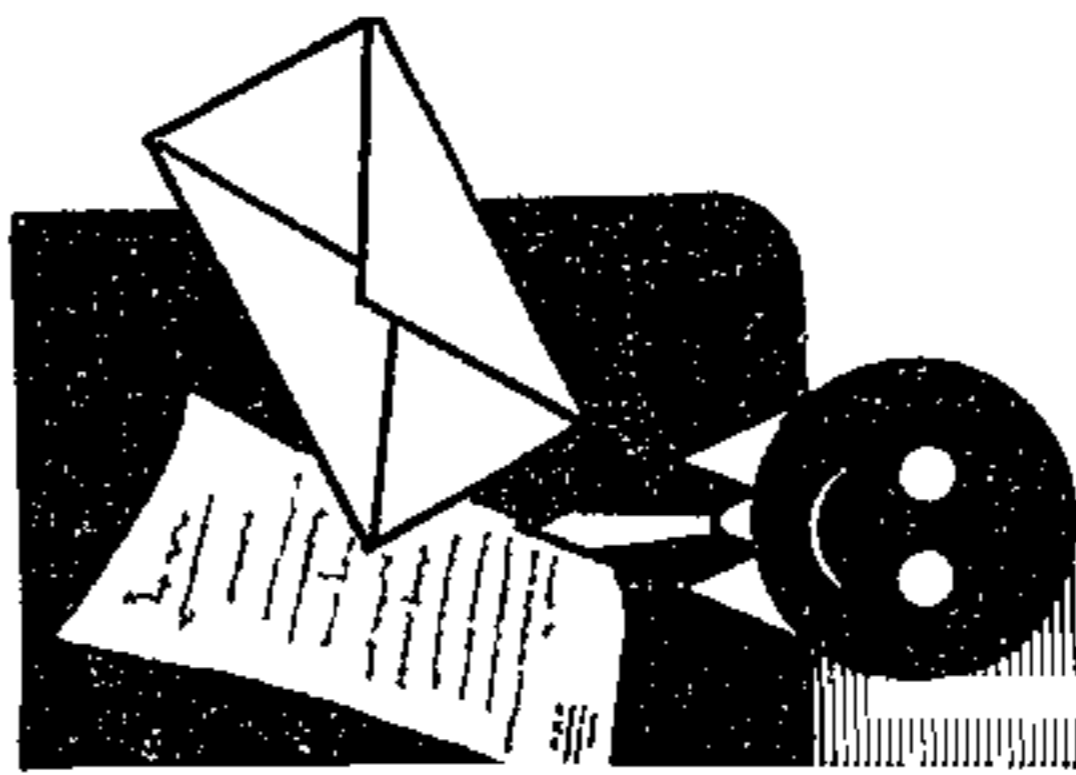
The feasibility commission claims that the unions agreed to embrace non-racialism or multi-racialism as a principle for the new "giant federation", even though certain unions have openly refuted the claim that they ever agreed to accept those principles

The refused to adopt black worker control or black leadership of the federation as a principle, but opted for white control of a black federation which they prefer to call non-racialism or multi-racialism. The position of Tusa only shows us what non-racialism or multi-racialism is all about. I have always thought and still maintain that union leadership must only adopt a certain position per mandate of union members, but I find it difficult to reconcile that position with the claim that black union members mandate their lead-

ers to adopt a non-racial approach and reject black leadership of their unions. I really can't understand how black workers can say they don't want to lead their unions and want to be led by an Alec Erwin or his likes. What worries me is that what Fosatu and Mr Cyril Ramaphosa or as they call it, the feasibility committee say, is that the black mine workers have opted to open their union to the same conservative and racist aristocracy of labour, the white "mine workers" who bully them in the mines, and at worst to be led by the same whites. I doubt if that is the position of the black mine workers, Mr Ramaphosa

hope I would like to address myself to some of the reasons that led to the arbitrary exclusion of Azactu from the talks by the feasibility committee and the withdrawal of Cusa from the "Union Unity Talks". The exclusion of Azactu is a setback to the unity of the black workers and a destruction of a great work and effort that has been put on the unity talks. To expect Azactu to agree to some principles which it was not party to their drawing and adoption, was a subtle way of kicking Azactu out from the unity talks. One other

position or as they usually say, not yet ready to lead their unions



One other thing is the position of the federation in relation to political movements fighting for the total liberation of the black man. It has always been and it will always be Fosatu's position to be an independent federation of workers or labour movements. So Azactu's relationship with the Black Consciousness Movement was in clear conflict with Fosatu's and Ramaphosa's 'Independent Labour Movement'. To Fosatu and Ramaphosa I have the following to say. The problems encountered by black workers on the factory floor are not divorced from the problems they encounter as the result of the oppressive and exploitative laws of this country. It is high time that Fosatu

and it's likes transcended their reformist nature of fighting for some bread and butter issues and some concessions from management, and addressed themselves to the dismantling of the status quo. It is only under the leadership of the black workers that we can march to an 'Anti-racist, Socialist Republic of Azania'.

## Struggle

But when the Fosatu's and Ramaphosa's of this world are still around, it will take some time to reach a new society. So the new giant federation must put it in clear terms what their relationship with liberation movements will be and what the role of the black workers is in our struggle for liberation. May I also add my voice to those who feel that without Azactu and Cusa, the new giant federation won't be complete. Without agreement on the principles I have mentioned above, the unity of the black work-

ers will still remain an IDEAL. To say that unity shall have been achieved with the launching of the federation in November when thousands of black workers won the part of the federation will be fooling ourselves. Anyway without them a new giant federation of black workers, can be a reality. May I call the union leaders to forget their personality clashes and the hegemonic interest that go with the formation of the new giant federation for the

# 550 strikers dismissed

ABOUT 550 members of the Food Canning Workers Union at Dairy Bell on the East Rand have been dismissed after a strike over the firing of a security guard who found his white manager stealing.

The strike was sparked off after the security guard was himself arrested and later released by police at his home for allegedly stealing goods at the factory a few days after his white manager was found not guilty by the company.

By JOSHUA RABOROKO

Angry workers claim that the white manager was not dismissed while their colleague and other union members have in the past been fired after being accused of theft.

Dairy Bell employees at three other plants in Pretoria had a work stoppage in support of the workers and demanded that they be unconditionally reinstated.

The industrial action is likely to affect thou-

sands of consumers in the Witwatersrand/Pretoria areas and will be joined by other plants today, according to union sources.

The union spokesman said the dismissal of the workers has been regarded as "blatant racism" aimed at "stifling the strength of the union at the plant". They also accused management of not following procedures stipulated in the recognition agreement.

Management was not available for comment yesterday.

23/9/85

SOWETO

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# More join strike at 3 chainstores

MORE workers have joined the strike by about 400 employees of Jet, Sales House and Edgars.

The action, which is entering its third week, continued yesterday with workers calling for a consumer boycott of all these chainstores because "the racist management" has refused to reinstate the workers

The strike was sparked off by what the Federal Council of Retail and Allied Workers' Union (Fedcrawu) regarded as "racist attitude" by management towards employees

Management dismissed the workers and agreed to reinstate them on condition that they accepted written warn-

ings and that they would not be paid while on strike. Workers have rejected these conditions

• Meanwhile the strike at four plants of Dairy Bell on the East Rand and in Pretoria entered its second week yesterday

The Food Canning Workers' Union (FCWU) has demanded that the company reinstate the workers sacked after the strike

The workers downed tools after a black secu-

rity man was dismissed after his discovery that his white personnel manager was allegedly involved in theft

Operations at two multinational motor industries returned to normal yesterday after a week of strikes

Mercedes Benz and Alfa Romeo have reached agreement with the National Automobile and Allied Workers' Union (Naawu) on dismissal and severance pay and other benefits.

By JOSHUA RABOROKO

Sawetam 24/9/85

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# Domestics' anger rising over rights

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STAR

25/9/85

Growing anger and frustration is being expressed by members of the South African Domestic Workers' Association (Sadwa) at the Government's lack of response to the urgent memorandum it submitted in 1982 urging labour legislation for domestics and farm labourers.

"How much longer do we have to wait for recognition of the vital role we play in South Africa?" asked Mrs Mary Mkhwanazi, Sadwa's tough and articulate national organiser, who is herself a former domestic.

"With farm labourers, we are the oldest type of worker in the country and we are still left out of labour legislation. We have no legal rights, no minimum wages, no conditions of employment, no medical aid, no workmen's compensation if we are injured, and no official pensions

## WAGE RISE

"Yet, give me a chance to spirit away all the domestic workers, and what would happen? Who wakes up South Africa? Who brings up other people's children while our own are left in the hands of old people?"

"Employers have got domestic workers right here," she said, pointing to the palm of her hand.

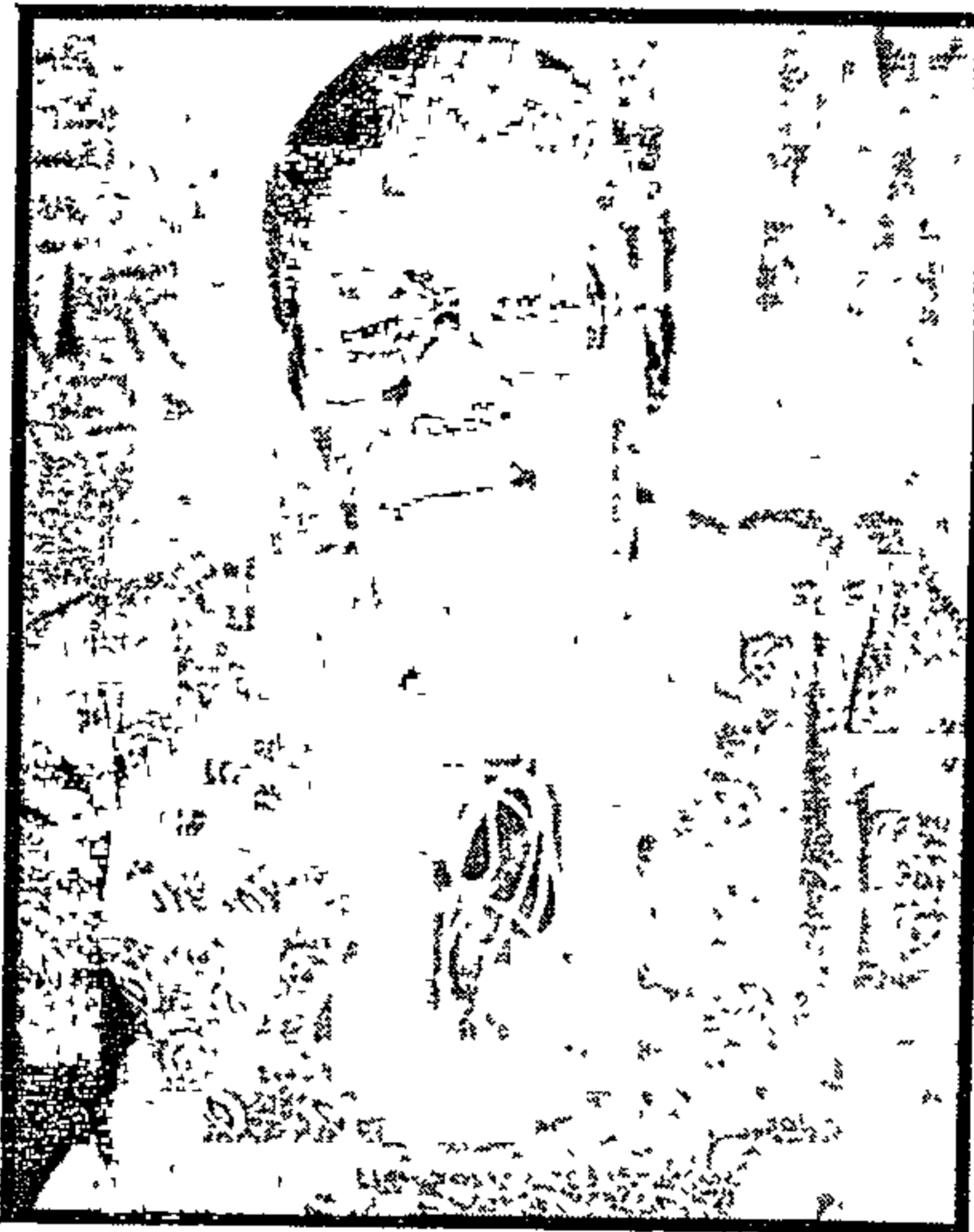
"Workers are angry and frustrated but, understandably, afraid to take real action because of fear of losing their jobs."

"But we are getting to the stage that if the Government does not do something, we will take action."

"What do you say to a woman who has been summarily dismissed after 19 years, and who earned R50 a month?" she asked.

She said that according to the latest figures in Natal alone, there are

South Africa's domestic workers are not included in any labour legislation and have no legal protection or rights. JILL GOWANS talks to Mary Mkhwanazi, national organiser of the South African Domestic Workers' Association, about their growing anger at the Government's delay in introducing protective legislation.



MARY MKHWANAZI: "Give me a chance to spirit away all the domestic workers and what would happen? Who wakes up South Africa? Who brings up other people's children while our own are left in the hands of old people?"

103 820 registered domestics in the province, excluding thousands unregistered.

"Yet when we ask for a minimum wage the public cries out. 'You're doing the domestic out of a job'."

"I remember in 1978 when we recommended R60 a month, employers said: 'We'll do without.' But they didn't. When the price of petrol goes up, people don't stop driving their cars."

In its 1982 memorandum to the Department of Manpower, Sadwa asked for, among other things:

- A written contract of employment.
- A 40-hour week.
- A minimum wage plus a transport allowance

if travelling is involved.

- The benefits of workmen's compensation.
- Unemployment benefits
- A month's notice, or one month's pay in lieu thereof.

"We submitted the memorandum as a matter of urgency," said Mrs Mkhwanazi. "A year later we received acknowledgement of it."

"In 1984 I was asked by the association to go to Pretoria to find out what was happening."

"I did this and was told the investigation into the memorandum was complete, but the report still had to be translated into English and would be brought before Parliament in the first half of this year."

"Nothing has happened, despite our letters and telephone calls

"In the meantime thousands of domestics are becoming more and more impoverished as they battle to make ends meet."

"Some people believe Sadwa is a political body trying to cause trouble. I can tell you we don't know what politics means

"All we want to do is get the workers out of the iron grip of employers and into a reasonable working situation

"Of course, there are plenty of good employers who pay well and treat their workers well. But the workers don't realise their employers may move away or not want them any more, and they have no guarantee the next job will be as good."

## NO COMMENT

Officials of the Department of Manpower refused to comment on the progress of Sadwa's memorandum, but Dr Alex Boraine, Progressive Federal Party MP and its spokesman for labour, said the report on the memorandum would be tabled towards the end of the year. He would raise the matter in Parliament as soon as possible.

Sadwa, formed in 1981 as an independent employee-run offshoot of DWEP, the Domestic Workers' and Employers' Project, now has six branches throughout the country.

Among its aims are:

- To protect workers against exploitation and to secure fair and reasonable working conditions.
  - To help workers with problems and to become a mouthpiece for them in negotiations with employers.
  - To work towards a trade union.
- Sadwa's telephone number is (011) 23-0667.

## Minimum wages for domestic workers

SADWA's Johannesburg branch will issue a pamphlet in October with revised recommended minimum wages for domestic workers.

These include:

- 138
- Full-time living-in, relatively unskilled workers: R143 a month for an eight-hour day. With special skills, R156 a month for an eight-hour day
  - Living-out semi-skilled workers should receive R150 a month. With special skills, R200 a month for an eight-hour day.

STAR  
25/9/85  
In addition, living-in workers should get three meals a day, and living-out workers two meals plus transport costs.

It is recommended that employers pay into a pension scheme for their domestic workers.

Off duty for both living-in and living-out workers: domestic workers should not be required to work at all on their days off.

The domestic worker should receive one day off a week and one or two en-

tire weekends off from Friday afternoon to Sunday evening each month

In the week where she has the weekend off, the domestic worker would forfeit her day off during the week. Domestic workers should receive three weeks fully paid leave a year.

Living quarters: A room with adequate ventilation, burglar proofing, a lock on the door, heater, a comfortable bed with a mattress, a wardrobe, chest of drawers, at least two chairs and a table.

● Daily casual workers: R13,20 a day plus transport expenses and two meals. R6,50 for half day plus breakfast and transport costs.

Overtime pay: R4 an hour

Last year there were more than 800 000 registered domestic workers, although the actual number is thought to be far higher.

To get SADWA's new minimum wage pamphlet write to SADWA at Room 24, Tudor Mansions, 78 Troye Street, Johannesburg or telephone (011) 23-0667.

# STONES DAY

THE NATIONAL NEWSPAPER FOR DECISION MAKERS

## 1% rise would push State pay bill past R10bn

### Louw

A SALARY increase of 1% for government workers would push up the salary bill by R100m to more than R10bn, Eih Louw, the Minister for Administration and Economic Advisory Services, said in Pretoria yesterday.

He was addressing the annual meeting of the Public Servants' Association after its president, Cohn Cameron, had called for a double-digit increase in April.

Cameron also called for the restoration of State workers' full bonus, which was cut by a third this year.

Pretoria Bureau

Louw said about 800 000 officials were paid fully or partly by the State.

If the service bonus, employers' contribution to pension funds and the allowance for annual notch increases were taken into account, the State's salary bill was more than R10bn.

"Personnel expenditure must simply be contained within affordable limits," he said.

Louw said the Commission for Administra-

tion had launched a programme that would lead to privatisation of certain functions.

Privatisation, he said, "should bring us closer to a public service of optimal size and efficiency". It would also lead to a more rational division of work between the private and public sectors.

Cameron said private-sector salaries had increased by 12% in the past year and it was forecast a further 12% would be granted in the next 12 months.

Further disparity or backlog in government

workers' pay could not be tolerated, he said.

The buying power of State employees has dropped by between 20% and 25% since the last increase in January, 1984.

The PSA had no objection to the principle of privatisation provided it were carried out in an orderly and responsible manner, Cameron said.

The greatest care would have to be taken to ensure monopolies did not arise or that contracting out did not become a ready mechanism to channel funds into private pockets.

# Workers end strike over assault

138  
About 200 workers who went on strike on Friday at the Pretoria cable manufacturing firm, Asea Electric, returned to work today after a foreman who allegedly assaulted a colleague resigned.

26/9/85  
The workers were part of a staff complement of about 700 at three plants who downed tools demanding the dismissal of the foreman, on the grounds it was procedure under the company's disciplinary code to dismiss workers guilty of assault.

STAR  
About 135 workers who went on strike at Structural Hollow Flooring Company at Robertsham on Tuesday returned to work yesterday after successful wage negotiations between the company and the Black Allied Mining and Construction Workers' Union.

THE Media Workers' Association of South Africa scored a victory last week when the Industrial Court ordered the reinstatement of its eight members who had been dismissed by a Johannesburg publishing company.

# Mwasa has eight sacked members reinstated

By JOSHUA RABOROKO

The workers, who were employed by Facts Investors Guide in Commissioner Street, were dismissed in December last year during a brief work stoppage in sup-

port for a demand for a Christmas bonus. The court ordered that they be reinstated

on terms and conditions not less favourable to them than those which governed their employment before their dismissal. The management of

the company was ordered to pay the costs of the hearing and to give each a total of three months' salary. Prior to their dismissal on December 14, the workers had been made to sign new employment contracts with a dormant company, Facts Investors Services, which management later said was not making

money and was under liquidation.

The workers did not get their December pay and their Christmas bonus.

Mwasa's Southern Transvaal regional chairman, Mr Sam Mabe, hailed the court's decision as a victory for Mwasa and pledged his union's determination to fight relentlessly against any unfair labour practices directed at Mwasa's members.

Mr Mabe also asked all Mwasa members to attend a regional mass meeting to be held at the Orlando DOCC Hall on Sunday, September 29 at 9.00 am.

He said matters to be discussed at the meeting would include the recent national congress which healed a 19 months' split within the union, and Mwasa's attempts to gain recognition at City Press, where the union has more than 90 per cent membership.

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.

Handwritten notes and stamps: 'FM', '27/9/85', '138', and 'FM' with a date stamp '27/9/85'.

# Row over <sup>Sowetan</sup> union rights

138

By JOSHUA RABOROKO

27/9/85

TWO Transkei migrants claim they have been harassed, intimidated and threatened with "police action" by their bosses for belonging to a trade union after being transferred from Vereeniging to Bophuthatswana.

The workers, employed by the Department of Water Affairs' construction division in Mafikeng, said they had been forced to sleep in a Bophuthatswana police cell because they tried to influence their colleagues to belong to a trade union.

The Oranje-Vaal General Workers' Union, representing the workers, said they attempted to arrange a meeting to voice the workers' grievances, but had met with "disappointment" from management.

A company spokesman said they received complaints from the

union. They were investigating and would probably react in future.

The workers claim that while in Vereeniging they were allowed trade union rights. They were under the impression that they would continue their practices while in Bophuthatswana, but "we are disillusioned".

## Conditions

"We did not know that while in Bophuthatswana we will not be allowed our rights anymore. The reason for that is that we are still employed on the same conditions.

"Our bosses have threatened to send us to jail on numerous occasions until they actually summoned the Bophuthatswana police who locked us in their cells in Lichtenburg."

The Bophuthatswana police were not available for comment on the arrest of the two workers.

## Agreement reached by union and management

28/9/85

138

A JOB security agreement between the Electrical and Allied Trades Union and JMR Electrical is the first of its kind to have been concluded in the electrical contracting sector, the union says.

The agreement signed last week, includes grievance, dismissal and retrenchment procedures.

Herald

The union said it meant that certain procedures would have to be followed before workers are dismissed and that they would have the right to appeal against any dismissals which do occur.

Workers will also receive redundancy pay when they are retrenched.

A joint press statement from the union and JMR management said the agreement represented a major achievement in the field of labour relations and was regarded as an important commitment to respect the rights of electrical workers.



# Civil service

recognises

138. ~~2~~  
B. Day 11/10/85  
three more

## staff groups

THREE more public service staff associations, representing black, coloured and Indian civil servants, have been recognised by the Commission for Administration for representation on the Joint Advisory Council (JAC) of the Public Service.

Previously only the Public Servants' Association, the constitution of which provides for white membership only, had been recognised, the chairman of the Commission, Dr Johan de Beer, said at a Press conference in Pretoria yesterday.

De Beer said the public service had kept up with the country's reform process and that increasing numbers of permanently employed blacks, coloureds and Indians were joining the service.

It had been necessary to give recognition to them and the commission had advertised in the Government Gazette for applications for recognition from associations which were prepared to meet the minimal requirements.

Four had applied, he said, of which three, the Public Servants' League, the Public Servants' Union, and the Institute of Public Servants, which respectively represented the interests of coloured, Indian and black civil servants, had been accepted.

De Beer said public service staff associations were at present mainly racially based, but emphasised the commission did not prescribe to the organisations how they should be made up.

It might well happen in future that the emphasis would shift away from racial group interests to common interests, he said.

"The field is open, but we would like to see any change taking place on an evolutionary basis and with freedom of association."

The staff associations were "sounding boards," through the JAC, for the commission to test proposed relevant legislation and other matters.

De Beer said the council would now have 16 members as opposed to 12 previously. Eight of these would be nominated by the commission and the other eight jointly by the recognised staff associations. — Sapa

# Civil service recognises three more staff groups

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# Metalworkers elect new <sup>138</sup> leader after unions' clash

<sup>11/10/87</sup>  
CLAIRE PICKARD-CAMBRIDGE

THE powerful SA Co-ordinating Council of the International Metalworkers' Federation has elected a new chairman after a clash between two of its key unions.

Des East, general secretary of the Motor Industry Combined Workers' Union (Miewu), has been elected chairman of the 200 000-strong council after the resignation of Ike van der Watt, president of the SA Boilermakers' Society

Van der Watt said he had stepped down to make it easier for the council to resolve differences between society and the Metal and Allied Workers' Union (Mawu)

Conflict between the two unions, which used to work closely together, was sparked by a strike at Fer-alloys in Machadodorp two months ago when the society accused Mawu of intimidating its members

The relationship has deteriorated further with the society arguing that Mawu has taken other unilateral decisions affecting society members

"But we've arranged some meetings with Mawu and I'm confident this will improve the situation," Van der Watt said yesterday.

Van der Watt and the National Automobile and Allied Workers' Union (Naawu) general secretary, Fred Sauls, have been elected vice-chairmen of the metalworkers' council

The council is about to submit proposals for the restructuring of bargaining arrangements in the industry to the Industrial Council. Included are proposals from Mawu, which is particularly unhappy with the bargaining system.

Boilermakers' Society general secretary Okkie Ooshuizen said yesterday the Minister of Manpower would meet employee and employer representatives in Johannesburg on October 24 to discuss the future of industrial councils in most industries.

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# Black worker reduced to a commodity

138

Sowetan

3/10/85

THE black workers in South Africa neither owns nor has any control over the goods he produces, and like his products the worker is reduced to the level of a commodity.

This was said by a delegate of the South African Black Municipal Allied Workers' Union (Sabmawu) at the 25th world congress of the

By ALI MPHAKI

Post Telecommunication Telegraph International (PTTI) held in Switzerland recently.

The delegate said the black worker has a feeling of misery rather than of well being, and does not develop freely his mental and physical energies but it physically exhausted and mentally debased.

Sabmawu was the only South African trade union represented at the congress.

The PTTI is an international trade union which has affiliates throughout the world. Sabmawu is also an affiliate.

The delegate went on to say that a low monetary value is placed on the worker's head, and the cost of his labour assessed in the same way or even less than the cost of machinery or raw material.

## Slavery

"Our type of wage labour is a system of slavery, involving the exploitation of black workers"

The delegate told the congress that though it was good to hear other unionists from other countries talking about basic union rights and automatically thinking that the employer will have to toe the line

'It was saddening in

South Africa that before we can think of that stage where we can negotiate for trade union rights, we first have to struggle to organise our own brothers and sisters, who would rather suffer silently than join trade unions — for fear of being harassed and arrested"

## Ideology

The delegate said that for a long time ago State had transmitted ruling class ideology, thereby creating "false consciousness," which largely maintained the subject class in its subordinate position

"This not only justified and legitimated ruling class ideology, but also reproduced the attitudes and behaviour required by the minority groups in the division of labour

"It taught workers to accept and to submit to their exploitation, and the agents of exploitation and repression — the managers and administrators — how to practice their crafts and rule the workforce," the delegate said.

The PTTI executive committee also proposed draft resolutions on South Africa, saluting also those in the country who struggle against apartheid — all the martyrs, victims and heroes of the "struggle"

## Geldof 'broke'

NEW YORK — Rock star Bob Geldof says his efforts to aid African famine victims have left him "broke".

Geldof, the Irish lead singer for the Boomtown Rats who organised the successful "Live-Aid" concert, told a news conference this week that friends had to put up the money for him to fly to New York and promote a book about the concert

"I'm broke I get people to pay for my airfare (to promote the book). The same with hotels every penny and cent that people give to Live-Aid and Band-Aid goes to fight famine," he said, adding as a joke that his girlfriend worked.

The 192-page book of colour photographs has already sold 200 000 copies in Britain, and is expected to sell a half-million copies in the United States, Geldof said

"I could say how useful this is as a Christmas present, but I'm four months too early," the singer said. — Sapa.

# EPOL RETRENCHING 300

Cape Times  
3/10/85

EPOL will close its Matieland factory and at least 300 employees are being retrenched — possibly the biggest single retrenchment in the Western Cape food-processing industry in 10 years.

In a press release yesterday Epol Pty Ltd said that as a result of the depressed state of the economy coupled to the excessive production facilities that exist in the animal-feed industry in the Western Cape Epol has decided to close its factory in Matieland on a temporary basis.

"The erection of a modern cost-efficient plant will form part of Epol's current rationalization programme. Production at the existing factory will cease on October 31, 1985.

"Every effort will be made by the company to secure jobs for as many of

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When approached for comment yesterday Mr Jar Theron, general secretary of the Food and Canning Workers Union which represents most of the white coloured and African workers at the factory said the union would fight the decision and would meet Epol management today.

"We deplore the closure of the factory which is being shut not because there is no future for it but because they are installing new plant and machinery. It is the height of social irresponsibility to do such a thing when the livelihoods of more than 300 people are at stake.

Mr Theron said he believed this was the biggest single retrenchment in the food-processing industry in at least the past 10 years.

# Boilermakers do site pay deal

138  
THE SA Boilermakers' Society (SABS) has signed its first site level bargaining agreement with a company which is also governed by the main agreement of the metal and engineering industry

SABS's procedural agreement with the Kew Site of Barlows Manufacturing Company covers all conditions of employment and comes at a time when the

12/10/85  
CLAIRE PICKARD-CAMBRIDGE

merits of plant or site level bargaining are being notiv debated.  
The union has accepted an across-the-board increase of 6c per hour and the company has agreed to extend the hike to 200 non-union members, effective from November

### A short-time option

Shopkeepers in the eastern Cape, squirming for nearly three months under the pressure of an almost total boycott by black consumers, are attempting to save their businesses by severely cutting their employees' working hours

The Manpower Department has granted shopkeepers and restaurateurs in East London and Queenstown a blanket exemption from wage determination regulations which forbid short-time work. The exemption permits working hours, and hence wages, to be reduced by up to 80%. This move followed an application by the local Chamber of Commerce

Port Elizabeth retailers are now emulating their East London counterparts. The local Commercial Employers' Association (CEA) has just asked the Manpower Department for a similar dispensation. The CEA, however, is not requesting a blanket exemption. Rather, it wants the department to approve of the idea in principle and to have officials at the local Manpower office assessing exemption applications on the basis of individual shopkeepers' needs

Employer spokesmen, aware of the tense situation in the eastern Cape, have gone to great lengths to emphasise that their moves should not be interpreted as hostility towards the black community and shopworkers. Says PE Chamber of Commerce director Tony Gilson "This is not a counter-boycott measure. It is a means of maintaining employment levels."

But Emma Mashinini, general secretary

Financial Mail October 11 1985

FM 11/10/85

of the Commercial, Catering and Allied Workers' Union of SA (Ccawusa), is sceptical of the motives. "This is a move to put pressure on people to end the consumer boycott. They are trying to set black on black instead of negotiating and meeting the demands of the consumer boycott committees," she says

Ccawusa, the largest black shopworkers' union, previously threatened to target stores which use the boycotts to retrench employees for "further action." Mashinini believes that the threat prompted the decision to opt for short-time work instead. And while unhappy about latest developments, Ccawusa clearly prefers them to the retrenchment alternative

So does Dulcie Hartwell, general secretary of the white, coloured and Indian National Union of Distributive and Allied Workers (Nudaw). "Earning 20% of a normal wage is better than nothing," she says

One feature of the East London exemption which may soften black hostility is the requirement that short time may be implemented only after full consultation with employees affected. The PE CEA has recommended that consultation be a precondition there, too

A source at the Manpower Department interprets "full consultation" as meaning that agreement from employees must be obtained before short-time measures are implemented. Complaints from workers about lack of consultation will be investigated by the department, he says

East London Chamber of Commerce secretary Jock Allison — who estimates that the majority of shops in the area are working short time — says the chamber has informed members of this provision. Most workers have accepted short time, realising that the alternative is retrenchment, he says

Ccawusa's spokesman in the city, Vumile

Danile, says that the major chainstores, in which union membership is concentrated, have not at this stage implemented short-time work. But the threat of it does not appear to have dampened the enthusiasm of those workers for the consumer boycott

According to Danile, employees entitled to staff discounts at their workplaces continue to refuse to patronise their stores. But Hartwell believes that the boycott organisers should recognise the "harm their activities are doing to their own people"

While the eastern Cape boycott continues unabated, the boycott in Natal was called off last week. Organisers say the decision was made to prevent divisions in communities and to avoid bloodshed. They allege that the Inyanda Chamber of Commerce has made threats of violence to end the boycott

And in the Transvaal there is little sign of the boycott having gained widespread popular support

# Race laws not ill-conceived — Pik

By Stuart Flitton, 138  
Municipal Reporter

Laws to enforce racial discrimination should never have been made, Mr. Pik Botha, the Minister of Foreign Affairs, said yesterday at a public meeting in Meredale.

Mr Botha told the meeting, in support of Mr Theuns Oosthuizen, the National Party candidate in the forthcoming Johannesburg City Council Ward 47 by-election, that the concept behind racially discriminatory laws — of all communities achieving complete independence from each other — was not ill-conceived.

"There has not been a basic or fundamental change in objective — but there have been important changes in the methods to achieve the objective," he said.

He said influx control was in-

troduced to protect the relatively settled blacks in urban areas from too much competition.

Mr Botha said President Botha announced amendments to National Party strategy this year as they were made.

"It is not correct to say he should have suddenly made one big statement. We did not start making reforms from external or internal pressure but after years of looking for peaceful solutions and the co-operation of all people along one road.

"The future of this country will be determined either by those seeking peace in a system of joint responsibility, security and prosperity, or in a system enforced on all South Africans by a group for ideological purposes to create a tyranny — nationalising industries and allowing only a State-controlled Press," he said.

"Join us in creating a South Africa through negotiation with all the communities. Help us remove racial discrimination in a country where community life will be voluntarily agreed upon and there will be more rights and security by allowing more South Africans of different colours to enjoy prosperity."

Mr Oosthuizen said anyone who claimed there should be no politics in local government was asleep and not aware of developments.

The regional services councils (RSCs) were part of the Government's policy of differentiating between own and general affairs.

The National Party coalition in the city council (with the Independent Ratepayers' Action group) had the interests of residents at heart, Mr Oosthuizen said.



# Azactu, Cusa may rejoin unity talks

By JOSHUA RABOROKO

THE trade union unity talks took another turn yesterday when participants stated that the door was open for the Council of Unions of South Africa and the Azanian Congress of Trade Unions to rejoin them.

*Soweto*  
Azactu was excluded from the talks in July and Cusa withdrew about the same time. The talks have been plagued with disagreement regarding the composition of the envisaged federation without these two groups.

The doors have been open to these two federations but, significantly there was no resolution that they be invited back. This means that the organisers of the talks could have taken the decision to clear their conscience — rather than invite the two federations back.

There is no doubt that the presence of the two federations will once more force the talks to centre on non-racialism and black leadership, the underlying reason for the expulsion and withdrawal of the two federations in the first

place. The decision follows the conflict which was caused over the issue of representation at the inaugural conference of the new federation between the 20 small unions affiliated to the UDF and a group of larger unions.

The conflict had resulted in the walk-out of two giant unions, the Metal and Allied Workers Union (Mawu) and the National Union of Mineworkers (Num). However at yesterday's meeting the unions resolved to "bury the hatchet" and committed themselves to the unity

of the unions. *138*

Both Num and Mawu, together with other unions have argued that unions should be accorded voting power on the basis of proportional representation, whereas UDF unions contended that unions should have equal representation.

Union sources at yesterday's meeting disclosed that it was resolved that small unions be guaranteed a minimum amount of representation.

*15/10/85*  
In addition, the ratio of voting delegates to members will be lower

in the case of larger unions. This arrangement means that the smaller unions will not be outnumbered to the same extent as they previously feared.

Until late yesterday the unions, including 10 Fosatu affiliates, Food Canning Workers Union, Commercial Catering and Allied Workers Union, Cape Town Municipal Workers Union and Num, were still locked behind closed doors "ironing out" their differences and planning the November inception conference programme.

# Unions, OK <sup>2</sup>

## against longer shopping hours <sup>15/10/85 (138)</sup>

<sup>287</sup> By Sue Leeman, Pretoria Bureau

The provincial authorities are to press ahead with their plans to extend shopping hours in the Transvaal — in spite of resistance from a number of unions and at least one large supermarket chain

It is now highly likely that traders will be able to open their doors between 5 am and 11 30 pm six days a week, probably from next May

The Transvaal Provincial Council is expected to give the draft ordinance the green light at its final sitting in February

However, OK Bazaars has objected to the move, as has the National Union of Distributive and Allied Workers, which says that longer hours can mean retrenchments and less pay

Their objections contrast to the arguments of many small traders, particularly those in Hillbrow, who claim limited shopping hours are forcing them out of business

An OK Bazaars director, Mr Alan Fabig, said his company objected to longer hours because of the social consequences for staff, who would now have to work an effective six-day week

Another reason was the security aspect. Central Johannesburg was usually deserted after hours and staff could be open to attack on their way home

The union's general secretary, Miss Dulcie Hartwell, said employers would bring in ordinary shift systems to cover the extra hours, robbing workers of overtime

She said her union's objections were supported by the Commercial Catering and Allied Workers Union and the South African Society of Bank Officials. Clicks and Grand Bazaars had also given their backing to the union's objections

# Super union

## merger may

### be forged

E. Vest 15/10/88 (138)

Post Reporter

WORKER bargaining power would increase substantially if a super union emerged through a merger of three large unions. Mr Dennis East, general secretary of the Motor Industry and Combined Workers Union (Micwu) said today

He confirmed moves to form a new metal and automobile super union which would have a combined membership of nearly 100 000

Merger talks were in the pipeline for the National Automobile and Allied Workers Union (Naawu), the Metal and Allied Workers Union (Mawu), and Micwu.

From his perspective such a merger would be welcomed

He would be receiving a mandate from the national general council on November 11. He assumed the mandate would lay down policy guidelines

On November 28 the issue would be discussed further at a national general council meeting

Mr East said certain issues would have to be

considered carefully. He could think of no drawbacks to the merger — only plus factors

All three unions are registered

A merger would give workers more bargaining power, show solidarity more effectively and resolve disputes more quickly

Mr East said Micwu had some 7 000 members in PE

It is understood that at the end of next month the Federation of SA Trade Unions (Fosatu), the Council of Unions of SA (Cusa) and several other large black independent unions will form a new labour federation representing about 400 000 members

Naawu an affiliate of Fosatu claims to have about 35 000 members

Micwu an independent union claims to have a national membership of just under 36 000

Mr East said Micwu remained adamant they would not get involved in any federation for at least the next year

Naawu and Mawu spokesmen could not be reached for comment

Consumers will pay, warn unions

# Extra shopping hours opposed

TRADE unions yesterday restated their opposition to extended shopping hours after the announcement by MEC Skippie Botha that a draft ordinance permitting shops to remain open between 5am and 11 30pm would come before the Provincial Council in February unaltered

National Union of Distributive and Allied Workers Union general secretary Dulcie Hartwell said longer hours would be inflationary

Her view was backed by the SA Society of Bank Officials, the Commercial, Catering and Allied Workers Union and the National Council of Transport Workers

Hartwell said she agreed fully with the OK Bazaars, which has argued that extended shopping hours would lead to price rises

"Shoppers must watch closely the pattern of prices in Hillbrow (Johannesburg) when late shopping starts there. Employers' costs must rise and will be recovered from consumers," she said

Pretoria Bureau

If the ordinance had to go through, it should restrict shopping from 6am to 9pm, Hartwell said

Pick 'n Pay chief Raymond Ackerman said that although extended hours placed an extra burden on management and staff, they would be in the interests of consumers

Experience in Cape Town, where shops could open from 6am to 9pm, had shown clearly the strong demand for flexible hours. The effects of extended hours on turnover had been favourable

Meanwhile, PETER WALLINGTON reports that while the Hillbrow Traders Association has welcomed the move, it would have liked extended hours to be implemented immediately

Spokesman Peter Rose said shoppers had waited a long time for flexible shopping hours and saw no reason why they should wait any longer

# Mining union calls on Govt to release political prisoners

The almost 10 000-strong United Mining Metal and Allied Workers Union (Ummawusa) has called on the Government to release all political prisoners and detainees and to abolish apartheid.

At its second national congress attended this

week by about 200 delegates, the union blamed apartheid for the deaths of 'thousands of innocent people'.

This it said was 'to pay the price of a system condemned by the whole world and South Africans

of all races

Delegates to the congress passed a resolution to support progressive organisations

They also expressed anger at the 'bureaucratic decisions taken by the metal industry's group pension fund' and man-

dated the union to seek membership of the fund's management board

On the union unity talks it was decided that the union should take part in these talks because the union was committed to the unity of workers

Star

18/10/85

# Court action over dismissals

Labour Reporter

138  
TWO labour disputes involving the dismissal of striking workers are to be referred to the Industrial Court according to trade unionists representing workers from the affected Durban plants

Mr B Khumalo, general secretary of the Black Allied Workers Union, said yesterday the union was preparing an application

to the Industrial Court for a status quo order following the dismissal of 20 workers of Fine Scrap Metals in Jacobs

They were dismissed after going on strike according to Mr B E Fine, the company's managing director. He said the matter was in the hands of his lawyers. 23/10/85

The workers downed tools on Friday

Mr Khumalo said the workers were protesting at the arbitrary withdrawal of October 10 as a paid public holiday.

MERCURY  
Whereas in the past the company recognised Kruger Day as a paid public holiday this year the employer changed his mind apparently in retaliation to the workers' refusal to work overtime on Saturday

The second dispute which trade unionists said would be brought before the Industrial Court was over the dismissal of about 20 workers from the Hooper Motors' panel shop in Clairwood

Mr Ashley Shezi, a branch organiser of the South African Allied Workers' Union, said the workers were dismissed after going on strike over a pay dispute

**IN BRIEF**

**THE Public Servants' Association put its case for increased pay from April 1, and a restoration of the full service bonus, to the Commission for Administration in Pretoria yesterday.**  
No statement was issued after the meeting but sources said the submissions included a request for increases of between 12% and 15%.

□ □ □

**THE NGK minister who plans talks in Lusaka with the African National Congress has no intention of seeking an interview with President P W Botha but would meet him "should the need arise"**

Reports that Dr Nico Smith wished to see Botha yesterday drew a sharp response from the State President's office which said appointments were "not arranged through the media".

□ □ □

**A DETAINEE who was allegedly seen in prison "in pain, full of blood and with lacerations on his legs" was yesterday freed on the eve of a court hearing of an application for an interdict restraining Ciskei police from assaulting him**

The Ciskei Supreme Court ordered the State to pay the costs of both counsels

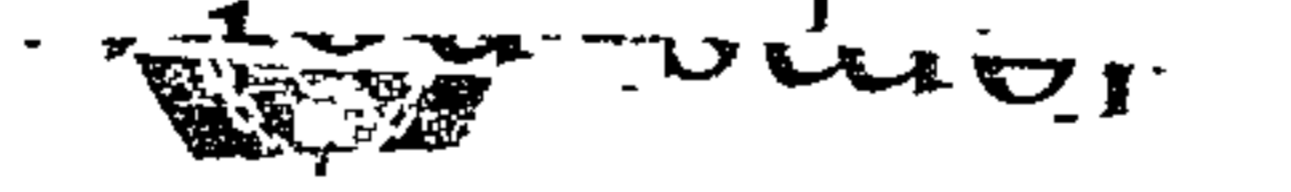
□ □ □

**SELF-confessed ANC member Matthews Dime Kekane who admitted having blown up a railway power line in Soweto in 1982, was convicted of high treason in the Rand Supreme Court yesterday. Two co-accused were acquitted**

□ □ □

**NINE Section 50 detainees were released yesterday but three of them, including Atlantis Residents' Association chairman, Noel Williams, were re-arrested immediately and are to appear in court on Monday.**

conomic



# 500 on strike over company's 'racist policies'

By MONI  
NKOMC

ABOUT 500 workers at Metal Box in Rosslyn have gone on strike in protest against what they describe as "the company's unjust racist policies"

The employees are members of the South African Allied Workers Union (SAAWU) and downed tools in protest against the company's retrenchment policy. The SOWETAN was told yesterday.

A union spokesman said the work stoppage was sparked off by the company's decision to employ three white men — two months after 22 black workers were retrenched.

The workers are de-

manding that the three white men be dismissed immediately.

The spokesman said management was not prepared to discuss the matter.

"They say workers are not going to let them now to run their business," he said.

Mr A. A. J. McLeish, the company's plant manager yesterday confirmed the work stoppage and said the strike followed the implementation of the retrenchment programme which was agreed to with the union.

Mr McLeish said the cause of the strike appeared to be the recent engagement of three non-union members into skilled positions.

This decision, he said, was reached de-

cause there were no suitable candidates to fill the positions.

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29/10/85

SECRET



5/10/85  
200  
Public servants lobby for pay hike  
138

Pretoria Bureau

The Public Servants' Association this week took its pay demands to the Minister of Administration and Economic Advisory Services in the office of the State President, Mr Eli Louw. The delegation is known to have asked for an increase of around 12 percent.

PSA President Dr Colin Cameron said recently that a double figure increase was vital if public servants were to keep their heads above water.

At its annual meeting in September, the association decided to begin lobbying for a general increase differentiated according to profession as well as for the reinstatement of full public service bonuses, which were cut by a third this year.

The State's total wage bill — already about R10 000 million annually — will soar even further if the Government accedes to all the demands coming from public servants in different sectors.

Railway workers have said they want 26 percent.

# Tambo: Police probe

SOWETAN  
6/11/85

POLICE are investigating a charge of contravening the Internal Security Act against Cape Town's English morning newspaper, the *Cape Times*, which published an interview with the leader of the ANC, Mr Oliver Tambo, on Monday

SABC radio news quoted a spokesman for the Department of Law and Order in Pretoria as saying the Minister Mr Louis le Grange had called for the prosecution of the newspaper for quoting a banned person without the Minister's permission

The spokesman confirmed that the department had not received such an application

The case is to be referred to the Attorney-General once the investigation has been completed

# FUTURE OF THE WORKING CLASS

By JOSHUA RABOROKO

TWO black consciousness-orientated trade unions have formed a sub-committee to explore the future of the working class in South Africa

Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu) representing more than 200 000 workers took this decision at a meeting in Johannesburg at the weekend

The move is seen in trade union circles as a step towards forming an alliance of the working class after the two federations have been excluded from the talks aimed at forming a super federation to be launched on November 30/December 1

Cusa pulled out of the

talks and Azactu was excluded from further talks after the controversial summit of all trade unions at the Ipelegeng Centre last June

The two believe in black leadership in the trade union movement and have been opposed to white leadership as propounded by most of those in the super federation

The weekend meeting agreed on the following principles

- Worker control
- Black leadership
- Acceptance of white involvement at the grassroots level
- Non-affiliation to political organisations
- Agreement on finan-

cial accountability to members within unions;

- Independent action of the unions within a federation, 6/11/85
- Method of international financial assistance, and SOWETAN
- Continued community involvement

A spokesman for Azactu said that further meetings would be held with other unions that believe in black leadership especially the Media Workers Association of South Africa (Mwasa)

A spokesman for the proposed super federation said there was no need for two federations to be formed in the country Cusa and Azactu should be invited back to the talks aimed at forming the federation



Cape Times 5/11/85

## Chairman of civic federation detained

By BARRY STREEK

THE chairman of the Federation of Cape Civic Associations, Mr Aubrey Haupt, has been detained under the emergency regulations

Police headquarters in Pretoria yesterday confirmed his detention

Mr Haupt was reported to have been taken from work in Maitland about noon on Friday

A number of other detentions at the weekend have been reported but these have not been confirmed by police and under the emergency regulations their names may not be published until then

Yesterday, the Food and Canning Workers' Union expressed its "outrage" at the detention of Ms Lizzie Phike, one of its national organizers

In a statement by its general secretary, Mr Jan Theron, the union expressed "full confidence in her"

"Her detention shows the absurdity of the government's claim that it is trying to maintain law and order

"It shows they are detaining people who are prominent in their community — and they are the very people it should be negotiating with

"We call for her release and the release of all other detainees," the union said

BRIAN Williams in one of the vandalised offices on Monday morning.



# Vandals raid trade union office

VANDALS raided the offices of the Electrical and Allied Trades Union in central Cape Town at the weekend, just days before the union's annual meeting.

Mr Brian Williams, the union's Southern Areas secretary, said on Monday morning that he viewed the break-in in the same light as "the Corporation Street incident" in which several offices belonging to unions

and community organisations were destroyed by fire recently. Shortly before noon on Monday, documents were still strewn over the floors of the two offices in Boston House, Strand Street, while Mr Williams and his colleagues were waiting on the police to investigate.

## LOCKED

Mr Simon Magwentshu, the union's administration field worker, said: "When I arrived here at about eight o'clock this morning, the door was still locked. I came inside and found all these documents lying around. "I started packing some of it away, but after a while I realised that something strange had happened here."

Mr Magwentshu said an almost inaccessible window, overlooking a quadrangle closed in by several wings of the building was open.

Mr Williams believed there was a link between the weekend break-in and the annual meeting which is to take place at the Athlone Civic Centre on Tuesday evening.

## SCARE

"One of the important things we will be raising at the meeting is our amalgamation with the progressive Electrical and Allied Workers Union of the Transvaal."

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Nov. 1985

★ Cape Times, Tuesday, November 19, 1985 3

## Union offices ransacked

Staff Reporter

THE offices of the Electrical and Allied Workers' Union in Boston House, Strand Street, were broken into and ransacked at the weekend.

It appeared that nothing was taken from the offices, Mr Brian Williams, secretary for the union's Southern Areas, said yesterday.

A number of the union members have been detained under security

legislation recently

Mr Williams said he viewed the break-in in the same light as the recent burning of Corporation House, headquarters of a number of unions.

"It is an attempt to intimidate and silence workers' organizations and I think we will get more of this type of action against trade unions," he said.

A police spokesman confirmed that a case of housebreaking at Boston House was being investigated.

## Trade union offices ransacked

Nov 18 1985

Labour Reporter

THE city-centre offices of the Electrical and Allied Trades Union was broken into and ransacked at the weekend.

Mr Brian Williams, branch secretary, said today that nothing of value appeared to have been taken, although there were tape-recorders and other equipment in the offices.

## DOORS LOCKED

Filing cabinets and desk drawers were opened and files and letters were dumped on the floor.

A window to the offices on the second floor of Boston House, Strand Street, was open but the doors were still locked when staff arrived today.

Mr Williams said the matter had been reported to the police.

THE ARGUS

# Union offices ransacked

Staff Reporter

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"It is an attempt to intimidate and silence workers' organizations and I think we will get more of this type of action against trade unions," he said.

A police spokesman confirmed that a case of housebreaking at Boston House was being investigated.

# 'Clipped wings' policy angers pilots

By DEANNA GALBRAITH

POLITICS could ground top South African pilots, who may be unable to find other jobs on international airlines if they are victims of SAA's threatened cutbacks.

South African Transport Services are to begin implementing across-the-board staff reductions in view of the economic recession.

"We don't have the freedom of movement people with internationally-acceptable passports have," one concerned Jumbo pilot at Jan Smuts Airport said this week.

"And SAA can't recruit overseas pilots because they are unable to pay their salaries," said the pilot who, like his colleagues, feared repercussions if he was named.

"Skilled pilots should be viewed as a limited resource. We do not believe management has the competence to decide on the disposal of such a key asset."

## Vacancies

Flight engineers also face the axe in staff cut-backs.

The Flight Engineers' Association is meanwhile trying to find employment for retired members with international airlines.

"The problem is that our South African passports are an embarrassment to international airlines," Mr Peter de Beer, the association's chairman, said this week.

"United States and European aviation companies are going into a boom, so there should be a lot of vacancies in the new year. But they have to prove there are no flight engineers available in their own countries before employing foreigners," Mr de Beer said.

"SAA is cutting back on some 1 000 staff members, 20 of whom are expected to be flight engineers."

"We're in a difficult situation. If 20 flight engineers retire we won't be able to cope with special flights over Christmas."

## Protection

According to member pilots, the SAA Pilots' Association has "no muscle in negotiations with management," but its president, Captain De Villiers Steyn, said they would do everything in their power to protect pilots' interests.

"SATS does not recognise us as an official staff association so we're forced to negotiate through the Salaried Staff Association."

"Our entire remedy is an in-house process and we are by law denied access to the Industrial Court."

"However, we are negotiating with management and may follow the lines of arbitration laid down by SATS."

"As far as we're concerned no competent pilot wishing to stay with SAA should be forced into retirement for economic reasons," Capt Steyn said. One pilot said they had not received a salary increase in nearly three years.

INDUSTR. REL. - WORKERS' ORG. - UNREG. UNIONS -  
UWUSA, SADWA etc

1986

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JAN. ——— OCT. ———>

allegations because, he said, nobody had lodged such com

"People see the of

See Page 11.

vincial council.

# SWATF kills four Swapo in Angola

STAR  
7/11/86

# PO workers walk out

139 By Sheryl Raine 7/11/86 STAR

The Star's Africa News Service

WINDHOEK — A military spokesman in Windhoek has confirmed that units of the South West Africa Territory Force (SWATF) have returned to the country after a short follow-up operation into Southern Angola.

He said four Swapo insurgents were killed and three AK rifles, a 60 mm mortar and uniforms had been seized.

The security forces suffered no casualties during the mission, which took place over the weekend.

Military spokesmen have also dismissed Swapo claims that the organisation was planning a big offensive in Northern Namibia this rainy season and had opened up a "military corridor" to the south of the territory.

A Swapo spokesman said recently Swapo would be able to strike deep into the territory, including in Windhoek.

A SWATF officer said during 1985 security forces in Namibia had killed 599 Swapo insurgents for a ratio of one member of the security forces to 19 Swapo fighters.

About 200 workers from the Post Office's Lewisham engineering yard, near Krugersdorp, walked out yesterday morning in protest against poor wages and alleged unfair dismissals.

The General and Allied Workers Union (Gawu) said labourers and technical assistants were involved.

"Most of the workers are being paid R216 a month," said Mr Samon Ndou, Gawu president.

A spokesman for the Post Office in Pretoria confirmed the walkout but said some employees had returned to work. "The department has taken note that some people are unhappy about their salaries and is investigating," the spokesman said.

"For several months the workers have tried to talk to management, but without success. They then walked out in protest," said Mr Ndou. "Officials have said the Post Office regarded the matter as a domestic affair and did not wish to talk to the union."

The Post Office spokesman said workers could present their grievances through labour committees.

## 'Toti victims still in hospital'

Five victims of the Amanzimtoti bomb blast in December are still being treated in Durban's Addington Hospital, but all are in a satisfactory condition.

They are: Mr J L Elliot (60), who owns a gift shop in the shopping arcade which was bombed, the Bothma brothers from Behoni, Gavin (13) and John (22); and Mrs Anna Hogan (45) and her daughter, Sarah (9), of Amanzimtoti.

The hospital's deputy medical superintendent, Dr R McCarter, said another victim, Mrs Lynnett Latt, was being treated as an outpatient.

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ARGUS 7/1/86 (28) (139)

# 200 PO workers stage walk-out protest over pay

The Argus Correspondent

JOHANNESBURG — About 200 black workers employed at the Lewisham Engineering Yard of the post office near Krugersdorp staged a walk-out in protest against poor wages and alleged unfair dismissals

According to the General and Allied Workers Union (Gawu), those involved in the walk-out included labourers and technicians' assistants. Some were Gawu members, the union said

"Most of the workers are being paid R216 a month," said Mr Samon Ndou, president of Gawu. He said workers were also protesting against alleged unfair dismissals of colleagues

A spokesman for the Post Office in Pretoria said some of the work-

ers had returned to work

"The department has taken note that some people are unhappy about their salaries and is investigating," the spokesman said

"The workers tried to talk to their management without success for a number of months. They then walked out in protest," said Mr Ndou. "Officials have said the Post Office regarded the matter as a domestic affair and did not wish to talk to the union"

The Post Office spokesman said workers were able to present their grievances through labour committees which represented the workforce

It is the second time in less than two months that the General and Allied Workers' Union has been involved in a labour dispute concerning government departments

## RADITSELA INQUEST

### Held up

The inquest into the death of trade unionist Andries Raditsela, who died in May last year shortly after being released from detention, has been held up

This week, lawyers for Raditsela's family were preparing to launch an urgent application to the Supreme Court to prevent counsel for the Minister of Law and Order, Piet Oosthuizen, SC, from asking inquest witnesses leading questions. This move comes

Financial Mail January 24 1986

after inquest magistrate T R Steenkamp overruled an objection to Oosthuizen's methods of cross-examining a police witness from advocate Piet Streicher, counsel for the family.

The inquest got underway in the Johannesburg Magistrate's Court last week. From the start it was unsettled by squabbles among legal representatives.

Central to the reason why the Supreme Court application is being launched is the fact that the nature of Oosthuizen's brief changed after the proceedings began. Originally, Oosthuizen announced he was representing the Minister of Law and Order as well as all the policemen and soldiers involved in the incidents surrounding Raditsela's death. However, he subsequently said he was representing the Minister only. This left him free to cross-examine police and defence force witnesses.

It was during Oosthuizen's cross-examination of Warrant Officer John Wiese, the man who arrested Raditsela, that Streicher objected to him asking leading questions. Leading questions are generally understood to be questions to which the answer is implied. The Supreme Court application is based on the premise that Oosthuizen should not be able to ask leading questions of witnesses who share his interests. The Supreme Court's ruling will clear the way for the inquest to continue.

Raditsela, a senior shop steward in the Chemical Workers' Industrial Union and an executive member of the now defunct Federation of SA Trade Unions, was arrested in

Brakpan's Tsakane township on May 4 last year. He died in Baragwanath Hospital on May 6, after being transferred there from the Far East Rand Hospital where police had taken him from a temporary charge office in Tsakane — where he had been held in custody.

Mr Justice R A Coetzee delivered a precedent-setting judgment in the Rand Supreme Court when he ruled that the police had exceeded their powers and acted illegally last year when they seized documents from the attorneys representing the Raditsela family — Cheadle, Haysom and Thompson. The documents were handwritten notes taken during a preliminary interview with a witness. The judge ruled that "When, in future, the police intend to seize similar material, they should, before taking it away, afford the attorney or client concerned an opportunity to apply to court to set aside the warrant."

INKATHA

# Going into labour

139  
FM

A meeting of Inkatha supporters held at Esikhawini near Richard Bay last Sunday has resolved to establish a new federation of trade unions loyal to Chief Mangosuthu Buthelezi's Inkatha movement.

The move is a direct challenge to the Congress of South African Trade Unions (Cosatu). Future developments are likely to go a long way towards resolving the hotly-disputed question of the extent of Inkatha support in various regions of Natal and other parts of the country.

According to Inkatha labour specialist, Simon Conco, people from all over Natal were at Esikhawini on Sunday. There was a strong feeling, he says, that "something has gone radically wrong since the establishment of Cosatu and workers were against being used to advance its political aims."

An organising committee, to be known as the Co-ordinating Association of Trade Unions, has been established to oversee the formation of the new federation. It is to be led by M P Gumede, a disaffected ex-leader of Cosatu's Paper, Wood and Allied Workers' Union.

Conco says it is not yet clear if the new federation will directly affiliate to Inkatha. But it will certainly align itself politically with the organisation, and its two main policy planks — support for foreign investment in SA and for the free enterprise system — are in line with Buthelezi's views.

Conco declines to detail, at this stage, how Inkatha's labour efforts will be financed. He says, however, the organisation plans to appeal to both local and international supporters for financial aid.

Future organising strategy will involve encouraging all unions opposed to Cosatu to join the new federation. And workers wanting to establish new unions will be assisted to do so. This will be done initially through the establishment of Inkatha committees in factories, as suggested by Buthelezi to the Inkatha central committee two weekends ago. Once there are a number of these committees operating in the same sector they will form themselves into industrial unions, says Conco. He envisages the new federation spreading to other parts of Natal and, ultimately, throughout SA.

One of its first affiliates will be the National Union of Sugar Refining and Manufacturing Employees (NUSRME) which is the one union presently affiliated to Inkatha. Conco says that although the union is split into two factions (there has been dissension over the acquisition by ex-general secretary Selby Ntsibande of a luxury Daimler), it is united in its opposition to Cosatu. The FM understands that another estab-



**Inkatha supporters .. the basis for a new union federation?**

lished union which may join soon is the Natal-based Black and Allied Workers' Union (Bawu). Bawu was established by black consciousness adherents during the Seventies, but after a series of splits it has recently been making pro-Inkatha noises.

Cosatu has reacted by condemning attempts to establish new unions and criticises "uncritical support for an exploitative free enterprise system." It accuses employers of sponsoring buses to bring people to the Esikhawini meeting and warns them that serious problems could result if they support attempts to set up new "sweetheart" unions. While Conco has lauded the meeting as a successful starting point for Inkatha's labour offensive, this is disputed by a Cosatu official who attended. Conco says it was attended by 3 000 enthusiasts, but the Cosatu source estimates that only 500 people were there. Furthermore, he says many of them were Cosatu loyalists who had merely gone along to observe.

Whatever the truth in these claims and counter-claims, Inkatha's labour clout will ultimately be measured in terms of union membership figures and the ability of the new federation to win economic benefits for its members. The stakes are high — a lack of success in organising workers in an area considered to be an Inkatha stronghold will mean a severe dent to its credibility. ■

## THE NATAL OPTION

### Coming closer

Firm proposals for the joint administration of Natal and KwaZulu, soon to be put on the table, could provide the first true test of

20/21/86  
**Schoeman to see unions**

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BUS DAY

GERALD REILLY

TRANSPORT MINISTER Hendrik Schoeman is arranging an urgent meeting with the Federation of Sats Trade Unions to discuss the strike threat and the "unacceptable" 10% pay hike, according to a ministerial spokesman.

Federation chairman Jimmy Zurich welcomed the minister's decision to meet his executive "There are a few options open to the minister which would help defuse the explosive situation." These included a shorter working week — hours had not changed since 1944 — payment of market-related salaries, and service increments similar to those paid in the civil service, he said

# Case highlights bars to union organisation

By Sheryl Raine

Early next month Mr Edward Manxiwa, an organiser of the Municipal and General Workers' Union of SA (MGWUSA) will appear in a Booyens court to face a charge of trespassing

Mr Manxiwa was arrested at a Johannesburg municipal compound in Rosettenville Road on February 11

His case, say unionists who have tried to organise municipal workers and others employed by the state or provinces, is an example of the lack of freedom of association which still exists in many sectors

The municipal sector is one area where emergent trade unions have battled to find a foothold

Most municipalities have rejected "independent unions" and made it impossible for them to operate. According to unions which have tried to break into this sacrosanct sector, municipal authorities tend to favour "sweetheart unions" or staff associations which create little trouble

In recent weeks *The Star* has been approached by Johannesburg municipal workers complaining about the effective closed-shop arrangement which exists with the Union of Johannesburg Municipal Workers (UJMW)

It is a condition of employment that

every black worker employed by the municipality must belong to a union. The municipality recognises only unions which are registered and members of an industrial council. The UJMW qualifies for this recognition while many emergent unions do not

Many Johannesburg municipal workers complain they have never met a UJMW organiser, that the union does little for them and yet the union takes R1 a month from every member in union dues

The MGWUSA is an unregistered union which is not a member of an industrial council. It is affiliated to the United Democratic Front and the Congress of SA Trade Unions

It has applied over the years for recognition in Johannesburg, Krugersdorp, Dobsonville, Bloemfontein, Welkom, Thabong and Newcastle. Claiming to have a 51 percent plus support from workers, the union has been rejected each time by municipal authorities.

"Among our biggest problems are freedom of association and access to workers on a daily basis," explains Mr Baxter Mbuthuma, Transvaal regional organiser.

"We are not terrorists or hooligans. We are unionists whose purpose is to act on behalf of our members"

# SASJ on 'tragic closure' of the Cape Herald

*ARGUS 27/2/86*  
IF the management had taken note of and acted on journalists' views about the Cape Herald the newspaper's "tragic closure" might not have been necessary, the Argus chapter of the Southern African Society of Journalists said today

It noted with distress the loss of jobs caused by the closure of yet another Argus newspaper, especially in the light of financial sacrifices made by the newspaper's staffers last year in an effort to reduce the running costs of the newspaper

"The committee notes with concern the contention of Herald staff that the newspaper's declining circulation could have been remedied by a shift

in editorial policy and a change of editor"

● The Argus Company has announced that Mr E J (Ted) Doman, editor of the Cape Herald, had asked to be released from his position. The company has with regret acceded to his request

It was announced yesterday that the Cape Herald would cease publication at the end of March — Staff Reporter anti. Sapa

# Union leader held says wife

Dispatch Reporter

MDANTSANE — A member of the national executive of the African Allied Workers' Union, Mr Samkelo Mngaza, 32, has been detained by South African security police, his wife said yesterday

Mr Mngaza is also the organiser of the Azanian National Youth Unit.

A spokesman for the police directorate in Pretoria, Lieutenant C J Marais, said yesterday that he could not confirm the detention of Mr Mngaza

Lieut Marais had been asked to comment after a local security spokesman had referred all inquiries to Pretoria

Mrs Thembeke Mngaza, 28, said when she last saw her husband he told her he was leaving for Middledrift on December 11

Mrs Mngaza said he had indicated he would be back in a week's time, but had not returned

She said that on December 19 a security policeman from Cambridge, East London, called at her house. He informed her that she should take clean clothing for her husband, who was detained at Cambridge

Mrs Mngaza said the



Mrs Thembeke Mngaza with her six-month-old baby, Noma-Afrika.

policeman did not give any details of her husband's arrest and told her she would be told by his superiors at Cambridge police station

She said when she arrived at Cambridge, she was given her husband's dirty clothes, which she took home

She said she was told her husband had been detained since December 12

Mrs Mngaza said she was not told where he had been arrested or in connection with what.

She had not heard from him since

"I would like him to be charged before a court of law or released immediately as I am not working, I am alone and have to feed two children," she said

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DISPATCH  
13/86

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# UCT, employees sign labour agreement

Staff Reporter

A HISTORIC recognition agreement, which entitles employees at the University of Cape Town to strike without fear of dismissal, was signed by the UCT Workers' Committee and the university yesterday afternoon.

The university also agreed to allow the workers to celebrate May Day with educational programmes during four working hours on every May 1.

Yesterday's agreement was termed by both parties as an "historic" advance in South African labour relations.

The main feature of the agreement is the university's acceptance of the right of employees to strike without fear of dismissal — provided that the agreed dispute procedure has been ad-

hered to

"The University of Cape Town thus becomes the first employer in South Africa, I think, to endorse the view that the exercise of power through strike action, where agreed procedures have been exhausted, can only be meaningful where employees are not under threat of dismissal," said Professor J V Leatt, acting deputy vice-chancellor and chairman of the UCT Industrial Relations Management Committee.

The chairman of the UCT Workers' Committee, Mr Ebrahim Patel, said the agreement represented the emergence of a "new worker power" on campus.

"The university has taken a bold and correct step. It is an historic

achievement for all workers in South Africa — not only for those of the university," he said.

The agreement also allows the chairperson of the Shop Steward's Committee one day a week on union business with full pay.

The agreement covers about 600 employees in all departments on campus.

"The university's traditions of tolerance and human rights will be severely tested in the days to come.

"This ceremony is a fitting point at which to dedicate ourselves to the attainment of justice and peace in our troubled land, and to demonstrate that dedication by the quality of our industrial relations now forged with this agreement," Professor Leatt said.



Cape Times 15/3/86

# SAP SASJ in press card row

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Staff Reporter

THE dispute between the Commissioner of Police, General P J Coetzee and the Cape Times has highlighted differences between police and many journalists over the two-tier press card system which has been in operation since 1981

Until that time, all press cards were issued by the Commissioner of Police and all that was required was an application from the newspaper editor

These were withdrawn in September 1981 and replaced by a dual system instituted in terms of an agreement between newspaper proprietors and the police. Press cards, bearing the journalist's photograph and signature, are now issued by the Newspaper Press Union (NPU) and signed by the editor. According to the police/press agreement, they are recognized by police for obtaining crime news

In addition, a special system of police accreditation was instituted, similar to the system for accredited military correspondents, which entitles the holder to "confidential or sensitive information". These accredited cards, issued by the Commissioner of Police, must be applied for and are only granted to senior journalists who pass a security clearance check

It is this system of special police accreditation which has been opposed

by the South African Society of Journalists (SASJ) and very few journalists have applied for it. The principal objection is that the system would allow police, not editors, to select which journalists would report on police matters

According to the agreement the holder of any press card, including the "ordinary" cards signed by editors, may interview senior officers and may contact officers by telephone. The information obtained may be published provided it does not infringe any law, hamper police investigations, obstruct the police or interfere with the administration of justice

The Cape Times crime reporter, Mr Chris Bateman, who reported on the Guguletu shootout between police and seven alleged ANC guerillas, has been informed he is no longer welcome at daily police crime conferences because he has not applied for special police accreditation. Like other Cape Times staff members, Mr Bateman holds a valid NPU press card signed by the editor, Mr A H Heard

In a letter published in the Cape Times yesterday, General Coetzee said that the Cape Times had failed to comply with the accreditation of certain journalists. Accordingly he no longer saw any reason why the police "should allow the Cape Times any access to any information regarding police matters"

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The crowd at the initial Cosatu rally in Durban

# Trade union battleground?



Chief Mangosutho Buthelezi — at the forefront

By DICK USHER, Labour Reporter

THE emergence of Uwusa has brought a new acronym to the South African union lexicon and the probability of turbulent times on the labour front.

The United Workers Union of South Africa was launched last week as Chief Mangosutho Buthelezi's Inkatha movement's response to the 500 000-strong Congress of South African Trade Unions (Cosatu).

Formal war has yet to be declared, but insults are flying and there have been several violent incidents in Natal.

Chief Buthelezi, who called Cosatu an ANC front shortly after the federation was formed, has called it "a parish sweeping down on society to take the pickings of black frustration". At several meetings last weekend Cosatu spokesmen said he was on Pretoria's payroll and could never be a legitimate leader.

The main battlefield is likely to be Natal, birthplace of Inkatha and stronghold of several unions in the Cosatu fold, but it is likely to have repercussions throughout South Africa if Cosatu unions under attack apply their slogan "an injury to one is an injury to all" in their defence.

Uwusa has several things going for it.

● It has the Government.

Although Inkatha is opposed to the Government, the Government is not opposed to unions, especially those which are against disinvestment and for free enterprise and capitalism.

● It has Chief Buthelezi.

There are very few Natal pies in which Chief Buthelezi — backed by Inkatha and with strong support in the province — does not have a finger. Almost any dealings on any front would eventually involve the Kwazulu government, and Chief Buthelezi is indisputable boss.

● It has Inkatha.

Now claiming a million members, membership of Inkatha is practically a prerequisite for advancement in any field touched by the Kwazulu administration. It can also call up plenty of disciplined muscle to defend its own interests as it has demonstrated on many occasions.

Given those three factors, it is probable that Uwusa will find favour with many businessmen. Rarely pro-union, the business community, if it is going to have to deal with unions, is likely to prefer dealing with those which favour investment in South Africa and free enterprise, rather than unions committed to disinvestment, worker control of industry and dictatorship of the proletariat.

They will also see it as advantageous to deal with three wings of the same dynamic — the Kwazulu govern-

ment, Inkatha and Uwusa — than with organisations diametrically opposed to each other.

**THE United Workers Union of South Africa was launched last week as Chief Mangosutho Buthelezi's Inkatha movement's response to the 500 000-strong Congress of South African Trade Unions (Cosatu). What is it all about?**

This could lead to business giving Uwusa affiliates preferential treatment on matters such as access to workers stop-order benefits and closed-shop agreements. It was only after bitter struggles that older Cosatu unions such as the National Union of Textile Workers and the Chemical Workers Industrial Union won any recognition.

The organisation has also acted swiftly to snatch a piece of the high ground from Cosatu.

A rally has been planned for Durban on May 1, the traditional workers' solidarity day, and with Inkatha's ability to turn out the masses it is sure to be an impressive demonstration of the organisation's potential numerical strength.

But Natal is also the home base of several of Cosatu's best organised unions formed after the Durban strikes in 1973, merging into the Federation of South African Trade Unions and then entering Cosatu.

Preferential treatment is already said to be given to Inkatha members in vital matters such as jobs and housing, and the emergence of Uwusa could pose a serious dilemma for many of their members.

Added to this, Cosatu is at a vulnerable stage in its development.

It is committed to the establishment of one national affiliate in each industry. This is a delicate and laborious process involving the transfer and amalgamation of members. Officials of the Cosatu unions are generally hard-pressed to keep up with day-to-day issues such as grievances and disputes, let alone negotiate national amalgamations and the process does not appear to be going as quickly as hoped in December when the congress set a six-month deadline.

Cosatu, however, committed to political action and invoking the tradition of the ANC, has a strong organisational base and a vision of a worker controlled South Africa, neither of which it will abandon without a struggle.

And it is here that the ripples of any disturbances in Natal are likely to spread round South African industrial relations — and beyond.

An injury to one is an injury to all, and any company "sweethearting" of Uwusa unions in disputes with Cosatu members could lead to national action against them.

This is unlikely to be confined to industrial action as Cosatu has strong

links with the UDF, is committed to community/worker interaction and has already begun working towards a worker/student alliance.

In addition, it has made it clear that Cosatu is still open to all "progressive" union formations, including the Council of Unions of South Africa (160 000 members) and the Azanian Confederation of Trade Unions which late last year eventually opted out of the unity

movement. They both have unions with branches in Natal and will feel the effects of Inkatha muscling in on the trade union front.

Cosatu will also be able to marshal international support through various affiliations and sympathisers to pressure companies against Uwusa.

The Chinese have a curse. May you live in interesting times. It appears times may get very interesting indeed.

# Inkatha a target — Buthelezi

CAPE TIMES 14/11/86 139

## Own Correspondent

DURBAN — Chief Mangosuthu Buthelezi has warned of plans to stage violent confrontations in KwaZulu/Natal before June 16, with Inkatha as the main target for enemies of negotiated peace for South Africa.

He called on all who rejected disinvestment — and the starvation and increased unemployment it would bring — to turn out at Durban's King's Park Stadium on May 1 for the launching of the United Workers' Union of South Africa (Uwusa).

## Blamed

In his presidential address to Inkatha's central committee on Saturday, Chief Buthelezi blamed President Botha's intransigence and inability to face real reform for the emergence of the pro-disinvestment Congress of South African Trade

Unions (Cosatu), which Uwusa will oppose.

However, he strongly criticized 'fashionable white super-liberals' and those white-owned newspapers who castigated Inkatha for defending itself against attacks instigated by anti-democratic forces and who helped create a climate of "ANC euphoria".

They were behaving like mobs which egged people on to commit suicide by jumping off tall buildings.

Chief Buthelezi said there was no outcry when the UDF and Azapo killed each other and when the ANC Mission-in-Exile ordered blacks to kill fellow blacks.

## Expectations

However, whenever ordinary black people resisted the politics of violence and intimidation, Inkatha was blamed bitterly.

"We are expected to behave so that we do not contradict white liberal traditions, whereas those same white liberal traditions lead to our castigation by some of the clergy, the Black Sash, Nusas, the SACC, Diakonia, university groups and the like," he said.

If white society did not do something about the government, and if white liberal opinion tried to use Inkatha as a smoke-screen for its failure, they should not expect Inkatha to bear the brunt of their failures, he said.

Certain white-owned newspapers expected Inkatha to bear the brunt of attacks against democracy without retaliating.

When supporters of the UDF killed those of Azapo, and vice versa, it

was reported as a political fact.

When Inkatha defended itself against Azapo and the UDF, however, it was accused of committing hideous crimes against humanity and the forces of democracy. This state of affairs could no longer be tolerated, said Chief Buthelezi.

He recalled having told the KwaZulu Legislative Assembly last week that he was sceptical about whether whites had learnt anything. This was because they were doing nothing to halt the State President's blundering into a political abyss and were allowing Mr Botha to drag South Africa down by his refusal to address fundamental issues.

"We will perish if we sit and wait for the State President to make meaningful moves which will defuse the violence in South Africa. I do not exercise my leadership with the prime objective of perpetrating it (to) perish in the pursuit of futility," said Chief Buthelezi.

## Gets rough

"I lead to win. When the going gets rough, I will get rougher. When courses of action, which are imperative for survival, have to be adopted, they must be adopted, even at great risk."

Chief Buthelezi called on the Inkatha Central Committee to "exceed all the bounds of duty to the movement" by ensuring that people were at the launching of Uwusa at King's Park on May 1 in their tens of thousands.

The mass meeting had to be such a resounding rejection of disinvestment and the destruction of the economy that its message would reverberate around the world.

STAR 16/4/86

(139) (18/13) (2/11/86)

## Ultimatum for abattoir strikers

About 100 black workers at the SA Abattoir Corporation in Bloemfontein have been given until today to return to work or face dismissal

The workers, members of the unregistered Retail and Allied Workers' Union (Rawu), went on strike on Monday demanding union recognition. The corporation, a statutory body, does not recognise unregistered unions

Rawu's Bloemfontein branch secretary, Mr Ronnie Petersen, said the union applied to the Department of Manpower in January for recognition but has not had a reply. He said the union represented 90 percent of the black workers at the plant

He said production at the abattoir had been affected by the strike and local butchers were having to load and collect their own meat

A spokesman for the employers said the corporation's board of directors had decided not to recognise unregistered trade unions and would not be "manhandled" into reversing that decision. The corporation had conveyed its position to Rawu and would be happy to discuss recognition with the union once it was registered

The spokesman said the ultimatum to return to work had been issued because live animals could be affected by the strike. He said meat supplies to Bloemfontein had not and would not be disrupted

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*JCF*

# Judge warns on 'extended' rationalization

Chief Reporter

THE retiring managing director of the Cape Times, Mr Walter Judge, warned this week against the Cape Times losing, through "extended" rationalization, the entrepreneurial approach that had kept it alive, profitable and vibrant through difficult years

He was referring to the recently-announced plans of SA Associated Newspapers (SAAN) and the Argus group to rationalize on non-competitive operations such as printing and distribution, to effect major economies

Mr Judge is going on early retirement at the age of 59, after successfully taking the 110-year-old Cape Times into the electronic era ahead of every other newspaper in Africa, and keeping it profitable in difficult times



Mr Judge

Speaking at a farewell dinner given in his honour by Mr Leycester Walton, chairman of the local management board of the Cape Times, he said

"Our views in regard to the rationalization of the printing and distribution operations are well known. Since they are service functions, combining forces makes sense, the only proviso being that the implementation of rationalization should mean no loss of quality and also substantial cash savings to both parties

"What we are now faced with is not only rationalization of the printing and publishing operations, but the holus-bolus absorption by the Argus of all other departments, such as origination, accounting, advertising and management

"You could call this an extension of rationalization, but let me warn you that if this course is followed you are going to lose the entrepreneurial approach which has kept the Cape Times alive, profitable and vibrant over the past difficult years"

Mr Judge warned "There is naturally great concern about editorial independence, but if you lose management and marketing initiative, your loss will be just as great

"Your editorial message can be inspiring, but if you are not following the marketing principle of giving value for money, you are a dead duck."

## Cape Times 'firsts'

● Apart from being the first newspaper in Africa to be completely electronically edited, computer-set and litho-printed (in 1978), the Cape Times has introduced many "firsts" in Cape Town, many of which have been copied, not just locally but also throughout the country

These "firsts" include the "finders" (Homefinder, Jobfinder, Carfinder and other tabloids such as "Your Money"), free birth notices, wrap-arounds, full-colour property advertisements, illustrated lineage, free ads to private advertisers, and Budget and matric-result supplements

And latest figures show that the Cape Times' share of the newspaper advertisement market in Cape Town has risen from 21,7 percent in 1980 to 25,5 percent this year

The Cape Times' readership (the total number of people who read the newspapers sold) is, according to the authoritative All Media and Products Survey (AMPS), the highest of any daily in the Cape

Cape Times 18/4/86  
**Argus and Times  
workers unite**

Staff Reporter

Cape Times newspapers

THE Argus chapel of the Southern African Society of Journalists yesterday voiced its support for workers at the Cape Times and called

"This chapel deplores the secrecy surrounding the moves and calls on Argus and SAAN managements to make an immediate announcement

**Judge warns on 'extended' rationalization, page 9**

on the managements of SAAN and Argus to make an "immediate announcement" regarding the future of the Cape Times

The chapel statement said "The Argus editorial chapel wishes to indicate its support for fellow media workers at the Cape Times following moves by SAAN (South African Associated Newspapers) and the Argus Company to rationalize the Argus and

clearly stating their intentions regarding the future of the Cape Times

"We understand the talks are already far advanced, yet the people most directly involved — those who stand to lose their jobs — have been left entirely in the dark.

"Rumours about what the 'rationalization' will

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**B** From page 9  
entail are rife They in-  
clude.  
● That several hun-  
dred SAAN employees  
— among them Cape  
Times staff — will lose  
their jobs  
● That the continued  
commercial viability of  
the Cape Times, at pre-  
sent one of the few  
SAAN publications not  
losing money, will be put  
in jeopardy by the ra-  
tionalization moves  
● Rumours such as  
these already have cur-  
rency outside the indus-  
try and are fuelling spec-  
ulation that the final aim  
is to have one major  
daily newspaper in each  
city at whatever cost to  
press freedom and the  
public's right to know  
"A statement is all the  
more urgent in view of  
this"

ARGUS 18/4/86  
Argus support for  
Cape Times call

THE Argus chapel of the Southern African Society of Journalists has called on the managements of South African Associated Newspapers (SAAN) and The Argus to make their intentions for the future of the Cape Times known immediately.

The call was made in a statement in support of colleagues at the Cape Times who have expressed concern about negotiations between the managements to rationalise some of the operations of The Argus and the Cape Times

This chapel said it deplored the secrecy surrounding the moves and called on the managements to make an "immediate announcement clearly stating their intentions".

Call: 110 22/1/86 (139)

# 'Scrap racist salary structures'

By HILARY VENABLES  
Municipal Reporter

THE Public Service League of South Africa (PSLSA), representing 33 000 State employees, has issued a challenge to the government to immediately scrap racial salary structures in State departments.

In a statement yesterday the league says it will no longer accept the existing discrimination in the service-conditions of State employees.

The hospital authorities are the first target of the PSLSA attack.

A meeting this weekend of PSLSA members from hospitals around the Peninsula gave the league a mandate to call on the hospital authorities to scrap all references to colour or race when filling posts, to appoint supervisors solely on merit and qualifications and to investigate and adjust all job categories "where specific disparities still exist".

A memorandum from the Provincial Administration on salary adjustments for the coming fi-

nancial year shows glaring discrepancies between salary scales for the various race groups and indicates job reservation for whites in a number of top posts.

Altogether, 87 job categories, mainly senior professional or supervisory positions, are reserved for whites.

Many other categories are reserved for whites, coloureds and Asians, or offer higher salaries to them than to blacks.

Some jobs carry three different salary scales.

A white general worker can earn up to R9 216 a year, a coloured or Indian in the same position R6 708 and a black worker R5 712 a year.

There is also sex discrimination in salary scales.

● The press liaison officer for Provincial Hospital Services, Mr R B Elga, said yesterday the policy on salary scales came from the Commission for Administration in Pretoria.

The press liaison officer in Pretoria was not available yesterday.



Cape Times 22/1/48

# Staff will fight SAAN press sale

Staff Reporter

EMPLOYEES at the Cape Town branch of South African Associated Newspapers, owners of the Cape Times, have taken legal advice and representatives said yesterday they will fight any attempt by SAAN management to sell the press on which the Cape Times is printed

It was confirmed yesterday that employees in all departments of SAAN, Cape Town, are in the final stages of establishing a staff association which will represent the staff but which will not have any trade union functions or take over present union activities

Representatives said the association was being formed as rumours mounted of extensive "rationalization" of the Cape Times with the Argus and fears that this could lead to retrenchments on the Cape Times

Members of the association's steering committee said strong ru-

mours had done the rounds in the newspaper world that SAAN intends selling two presses in Johannesburg and the SAAN, Cape Town, press to cover debts and to pay off its overdraft

Attorneys acting for the committee confirmed yesterday that they have advised the association they are exploring the possibility of bringing an interdict to restrain SAAN from disposing of the Cape Town press

The steering committee of the staff association heard at its meeting yesterday that the Cape Times is a viable newspaper which has not made a loss in its 110 years of existence

Members of the committee felt yesterday that financial problems being experienced by the SAAN group nationwide were not in any way the result of the Cape Times's trading position, and that the Cape Times "should not suffer the consequences of bad management elsewhere"

## Man beat lover with iguana

Own Correspondent

NEW YORK — A man who beat his girlfriend with her pet iguana, and then tried to make her eat it, will be jailed on charges of aggravated assault and animal cruelty, a judge said yesterday.

The court was told that Harry Kostic, 32, attacked Miss Beverly Swain, 25, when she arrived at his home to remove her belongings, including the pet

Kostic threw the lizard against the wall, clubbed Miss Swain with it, cut it into pieces and tried to force them down her throat. Kostic will be sentenced on Friday, Judge Elliot said.

marathon.

# 'Deal on press can't be undone'

Staff Reporter

THE managing director of South African Associated Newspapers (SAAN), Mr Stephen Mulholland, yesterday said an agreement had already been concluded for the sale of the press on which the Cape Times is printed and that "the deal could not be undone".

Mr Mulholland was reacting to the announcement that SAAN (Cape Town) staff had taken legal advice and would fight any attempt by its owners, SAAN, to sell the printing press at Paarden Eiland.

SAAN also disclosed yesterday that it had sold its head office building at 171 Main Street, Johannesburg. Neither the price nor the buyer has been disclosed.

The steering committee of a staff association, formed to represent staff from all departments at SAAN in Cape Town, said the Cape Times was a viable newspaper which had not made a loss in its 110 years of existence.

Mr Mulholland disputed claims that the Cape Times was a profitable publication saying that "without the contract to print the Sunday Times it is a loss maker".

It was always the objective to move the press at Paarden Eiland to Johannesburg, where it would have been part of the joint printing operation with the Argus Company, he said.

He said that after ne-

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C.T.  
23/4/86

From page 1

gotiations it was decided to do without that press. An agreement had already been concluded for its sale but his approach was that the sale took place only when the money was in the bank, he said.

Attorneys acting for the steering committee of the staff association are exploring the possibility of bringing an interdict to restrain SAAN from disposing of the press.

Mr Mulholland yesterday said "the deal could not be undone".

He said it was ludicrous to suggest that the staff of a company could stop the sale of assets owned by that company.

"We are taking action to turn the Cape Times into a highly profitable publication through rationalization on the lines of the Newspaper

Preservation Act of 1969 of the United States, a country that is a paragon in upholding press freedom," he said.

He said SAAN's aim was to enable newspapers like the Cape Times to survive and prosper.

Responding to reports that a consortium of businessmen may make a take-over bid for the Cape Times, Mr Mulholland said he could not speak for the majority shareholders but he suspected that they would not be sellers.

Approached for comment, members of the steering committee said they were not prepared to speak until they had met Mr Mulholland and the deputy managing director, Mr John Featherstone, tomorrow.

It is understood that Mr Mulholland and Mr Featherstone will also be talking to a general meeting of staff tomorrow afternoon.

● SAAN sells head office building, page 10

## Paxit Pipekor strike settlement expected

Labour Reporter

23/4/80

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NEGOTIATORS are hopeful the strike at Paxit Pipekor in Stikland will be settled today.

Workers went on strike yesterday after a man — already cleared of accusations of theft at an internal inquiry — was arrested at the plant on Monday evening

A company spokesman said the management had agreed to union requests to issue a staff notice confirming that the disciplinary hearing was stopped for lack of evidence and to investigate any aspects of internal security recommended by shop stewards

Management was also prepared to discuss a meeting with police at which it would be made clear there was no objection to the charges being dropped

26 factory workers strike

Staff Reporter  
ABOUT 26 workers at a Stikland plastics factory went on strike yesterday in protest at the overnight arrest by police of a colleague who had ear-

lier been cleared by management of allegedly stealing oil.

A spokesman for the factory, Paxit Pipekor, said that after day-long negotiations with union officials at the Bridge Road premises yesterday, management had agreed to union requests that a notice be issued to the effect that the employee had been cleared in an internal investigation.

The spokesman said that negotiations, to resume today, still had to deal with union requests that management approach the police about the matter. He said management was willing to inform the police that it had no objections to charges being dropped

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# Strike at plastics factory resumed

By CHRIS BATEMAN

ABOUT 50 workers at a Stikland plastics factory resumed a strike yesterday as negotiations with the management about a colleague accused of theft reached stalemate.

After going on strike earlier in the week, the employees returned to work on Wednesday when management agreed to "assist" in the upcoming trial of the man, then held by police.

Negotiations are to resume today, with the union representing the workers now demanding that management ensures that charges against the man are dropped.

A company spokesman last night said this was impossible as only the police or the Attorney General could decide to drop charges.

The union is also de-

manding that workers be paid for the days they have been on strike. Management insists on "no work, no pay".

A spokesman for the union said the management of Paxit Pipekor in Bridge Road had reneged on promises to try to withdraw the case against the worker, Mr Jannie Witbooi.

Mr Witbooi was granted bail yesterday after appearing in Bellville Magistrate's Court. Bail was paid jointly by the company and a union shop steward.

On Tuesday management publicly displayed a notice saying the detained worker had been cleared by an internal investigation.

Management is considering declaring the workers' actions a "wild-cat strike" which does not conform to standard labour practices.

Strikers at plastics  
factory back at work

By CHRIS BATEMAN 139

ABOUT 50 workers at a Stikland plastics factory returned to work yesterday, ending a week of sporadic strikes as management undertook to discuss and clarify internal crime investigation procedures

Yesterday's return follows the arrest by police on Monday of a worker in connection with the alleged theft of five litres of oil on company premises. An internal company investigation earlier cleared the man of the alleged theft because of "insufficient evidence"

Constant negotiations between the management of Paxit Pipekor and the Plastic and Allied Workers' Union resulted in a public admission by the company that the worker had been cleared and assisting in the paying of his bail in Bellville Magistrate's court on Thursday.

The workers first went out on strike on Tuesday, returning to work on Wednesday before downing tools again on Thursday

A company spokesman said yesterday the company remained firm on not paying workers for days they were on strike, one of the subsequent demands made. He said no agreement had been reached on workers' demands that the charge of theft be withdrawn

**T**HE looming confrontation between rival trade unions this week could possibly cause a split in the already turbulent arena of black politics

Trade unionism and black politics have always been intimately intertwined, with many blacks regarding their labour as their only legal platform to flex political muscle. A confrontation in this volatile conflict zone could have violent repercussions.

Fears have been expressed that this could prove true tomorrow when the Inkatha-backed United Workers' Union of SA holds its inaugural launch at Durban's King's Park Stadium the same day as the Congress of South African Trade Unions — the country's largest union federation — stages a May Day rally at nearby Currie's Fountain.

Relations between Cosatu and Inkatha have been hostile even before Inkatha decided to enter trade unionism through Uwusa.

Inkatha leader Chief Mangosuthu Buthelezi has been the subject of stinging verbal attacks as a "homeland leader" from most Cosatu officials.

In retaliation, Chief Buthelezi has charged that Cosatu is a front for the African National Congress and United Democratic Front who have "declared war on Inkatha", and warned that the township violence manifesting itself between UDF and Inkatha supporters could spill over into the workplace.

Last week both organisations signed an agreement with Durban's Chief Magistrate, Mr J Penaar, affirming they will control their members, avoid incitement and not allow either rival meeting to be disrupted.

The rallies are important for both organisations as they no doubt will be used as a rough measure of the support each can pull. However, Cosatu says any such conclusion would be unfair as they have meetings throughout the country, whereas Uwusa is concentrating on one venue.

"It is a workers' celebration and we are not attempting to make political capital of it, like Inkatha is doing," said Mr Thamu Moholami, Cosatu's Natal regional secretary.

# May Day poser for unions

## FOCUS

**SOWETAN Correspondent**

Obviously a poor turnout could have serious credibility repercussions for Inkatha. Rumours are that the organisation is bussing

in supporters from around the country.

Chief Buthelezi, who will address the Uwusa May Day rally, has already warned of possible bloodshed if Cosatu attempts to disrupt it and says Cosatu is deliberately staging a rival rally to provoke Inkatha.

Cosatu has denied this, pointing out May Day is traditionally a workers' celebration throughout the world, and has also warned that any attacks on its members would be "defended". They have appointed marshals to patrol the grounds during the rally to ensure their people "feel secure".

### Intimidation

Cosatu has further accused Uwusa of intimidation in the townships, citing a pamphlet distributed this week in which Uwusa has allegedly threatened to send buses to Currie's Fountain to take Inkatha members attending the Cosatu rally to the Uwusa launch. Cosatu says that the presence of Inkatha buses at their rally will be "provocative and contrary to the magisterial agreement". Inkatha has denied the intimidation.



CHIEF Buthelezi.

charges. Chief Buthelezi said recently that with a paid-up membership of 1 155 000, Inkatha had no need to resort to coercion.

Apart from the inter-necine strife that has riven black politics to the core, Uwusa and Cosatu have fundamental ideological differences. Uwusa, whose campaign slogan is "vote for jobs, not hunger", says it is pro-free enterprise, against disinvestment, and plans to establish alliances with other moderate unions. The crux of Uwusa's manifesto is opposition to Cosatu's socialist orientation, as well as safeguarding jobs for workers in the face of the present recession.

Cosatu, however, advocates a radical restructuring of the South African economy to give the workers "more power", and supports disinvestment. Its leaders dispute blacks will suffer most from disinvestment, arguing that apartheid is already crippling the country economically and politically, and in the long run will do far more damage than if the system is scrapped through pressure from stringent disinvestment.

According to Chief Buthelezi, Uwusa was formed by Inkatha due to demands from the workers themselves, and is a groundswell of massive counter-reaction

against the "militant" leadership of Cosatu.

Cosatu in return has accused Inkatha and by implication Uwusa of "tribalism and racialism" and of dividing the workers with homeland unions that "are not really unions at all". They have also accused employers of favouring Uwusa because of its more reconciliatory stance.

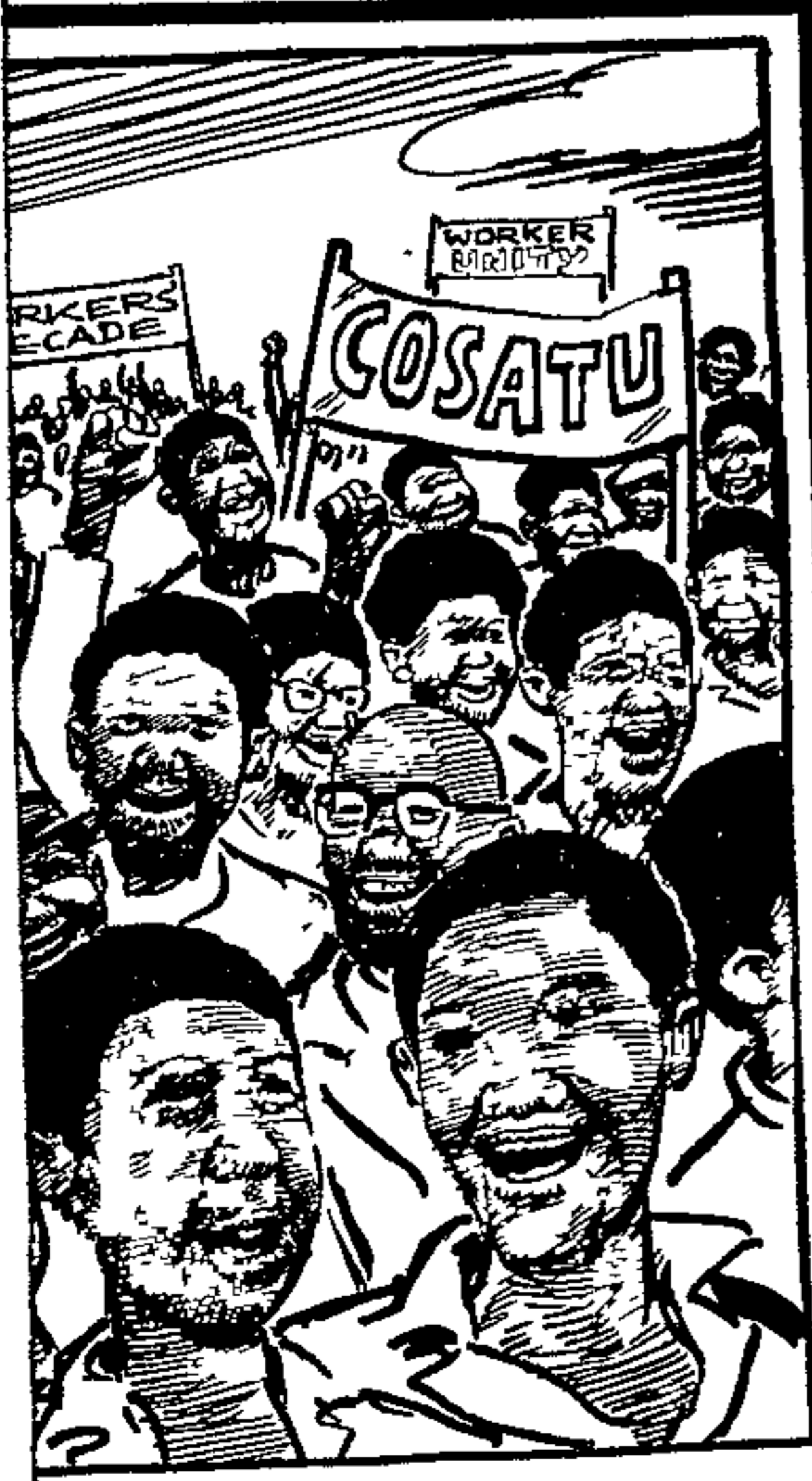
However, Cosatu denies that to date Uwusa has made any inroads into their (Cosatu's) membership, although some of Uwusa's officials — such as their rising star Philemon Gumede — are disaffected members of Cosatu's Paper Wood and Allied Workers' Union.

### Rhetoric

The rhetoric that has been flying between the two unions is certainly likely to provide kindling for a future fiery confrontation unless leaders of both organisations find some way of agreeing to differ amicably.

Employers no doubt are watching this show of muscle in the workplace with more than just cursory interest. Obviously as entrepreneurs they favour the Uwusa anti-disinvestment stance, but are aware a bitter trade union war will hardly benefit the economy even if the moderation of Uwusa does act as a buffer against some of the demands of the more militant unions.

As far as the May Day rallies are concerned employers are almost unanimously following the Chamber of Commerce recommendation of "no work no pay", but tempering their stance with calls upon the Government to recognise May Day as a legitimate public holiday. "They'll have to do it soon anyway, so it may as well be now," says Pick n Pay chairman Mr Raymond Ackerman.



Political comment in this issue by J Latakgomo and A Khaste. Sub editing headlines and posters by S Matlhaku. All of 61 Commando Road, Industria West, Johannesburg.

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# Madam's fear turned on the maid

Political upheaval in South Africa has taken its toll on domestic workers who suffer violence born of the anger, fear and frustration of their employers, says the head of the South African Domestic Workers Association. **MARIKA SBOROS reports**

Domestic workers are suffering a violent backlash from employers as the number of murders, rapes, assaults and unfair dismissals skyrockets — and South Africa's political turmoil appears to be the root cause

Mrs Margaret Nhlapo, head of the Johannesburg office of the South African Domestic Workers' Association (Sadwa), chronicles a distressing increase in violence against domestic workers, particularly since the state of emergency was declared in August last year

Sadwa has this year sent two cases of murder to lawyers, as well as over 20 cases of assault, including rape, stabbings and vicious dog attacks, and nearly 700 cases of unfair dismissal

The recent lifting of the state of emergency has done little to ease the situation, Mrs Nhlapo says

"I can only put it down to paranoia on the part of white employers. I don't think it is coincidence that the number of these cases has risen dramatically since the state of emergency was introduced last year," Mrs Nhlapo says

"I appeal to employers not to take out their rage, fear and frustration on their domestic workers. These workers are mostly women seeking to earn a subsistence living for their families

"In many cases these women are just as scared about what's going on in South Africa as employers may be. We also want things to be returned to normal. We don't like what is happening to our children"

Figures from Sadwa's files paint a bleak picture of the reaction of employers to domestic workers

From January till Au-



**MARGARET NHLAPO** "Employers must not take out their fear and anger on domestic workers."

gust last year, says Mrs Nhlapo, the number of cases for unfair dismissal handled by Sadwa did not exceed 60. Assault cases were rare, and murder was not a factor

Figures for the following months point to some kind of "collective insanity" on the part of employers

- 1985 —
- August 59
- September 69
- October 80
- November 99
- December 77

The beginning of 1986 saw a staggering increase in unfair dismissal suits

- January 230
- February 140
- March 182
- April 141

More than ever before it is vital that the Government recognises Sadwa as a trade union, Mrs Nhlapo says

"Domestic workers are the most vulnerable class of workers, with no legal protection at all"

She documents two typical cases of extreme abuse, in Sandton and in Kensington, Johannesburg, in which workers were seriously injured by

their employers

"A pregnant woman in her eighth month was stabbed in the hand as she tried to protect herself from her female employer during an argument. Fortunately, she did not lose her baby," Mrs Nhlapo said

In Kensington, when there was no tea for the boyfriend of a domestic worker's employer, the worker claimed the man set a vicious dog on her.

"She was badly bitten all over her body. She had deep bite wounds down the front of her chest," Mrs Nhlapo says

## Call for May 1 holiday for domestics

By Marika Sboros

May 1 should be an annual paid holiday for domestic workers starting from tomorrow, Mrs Margaret Nhlapo, head of the South African Domestic Workers' Association (Sadwa) said yesterday

Sadwa, an affiliate of Cosatu, made the call after moves in industrial relations circles and trade unions to have the Labour Relations Act extended to include domestic workers. This would give them a negotiating forum to push for May 1 as a holiday.

Pressure for May 1 as a holiday has escalated with the formation of Cosatu and the consolidation of other labour-affiliated bodies. Employers have requested Govern-

ment to establish a commission of inquiry into the country's public holidays with a view to demonstrating greater sensitivity to days meaningful to the black community such as May 1 and June 16

Mrs Nhlapo said after unity talks with Sadwa branches around the country, her organisation had aligned itself with the Cosatu policy decision that May 1 be recognised by the State as a paid public holiday in solidarity with workers internationally

"It's time people started recognising that domestic workers are workers like any other category. They are the most exploited class of workers," Mrs Nhlapo said.

"Their contribution is essential to the

South African economy and should be recognised. Without domestic workers, many members of the female workforce could not go out to work. The luxurious lifestyle adopted by many South African women could also not be kept up without the help of domestic workers," she added

Commenting on the abolition of the pass laws, Mrs Nhlapo said this was a welcome move for domestic workers, as long as there was genuinely no sting in the tail.

"Now many employers who have paid domestic workers exploitative wages because they could not be registered will not be able to use that as a lever."

Sadwa has been fighting for legal recognition as a trade union since its establishment in 1980



Cape Times 30/4/80

# May Day tensions

Own Correspondent

DURBAN — The May Day celebrations of the Congress of South African Trade Unions (Cosatu) and the launch of the Inkatha-initiated United Workers' Union of South Africa tomorrow have been marred by attacks on the homes of officials of both organizations

The attacks have aroused fears among some black leaders that feelings might run high at the gatherings

Tension has been heightened by claims in press statements and pamphlets which have flooded the townships

The rival organizations have placed press advertisements to woo workers to gatherings

Violent incidents

- The home of Cosatu's regional vice-chairman, Mr Jeffrey Vilane, was set alight and shot at in Empangeni

- The KwaMashu home of Cosatu's regional secretary, Mr Thami Mohlomi, was petrol-bombed and shot at

- The Umlazi home of the KwaZulu MP for Umlazi, Mr Winington Sabelo, was badly burned

Mr Sabelo has been quoted as saying that his attackers were trying to get rid of him before the launch of the Inkatha-backed union

Cosatu's general secretary, Mr Jay Naidoo, this week claimed that there was a deliberate move against his organization's May Day services and rallies.

# The unionist with a nose for business

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SIMON CONCO, 59, greying elder statesman of KwaZulu, believes the split between South Africa's trade unions Congress of South African Trade Unions (Cosatu) and the new United Workers Union of South Africa (Uwusa) should never have happened

Speaking the night before the launch of the new Uwusa, Conco said it had become necessary to form Uwusa because the existing unions had not adequately consulted their membership on a number of sensitive issues

He said that in retrospect he was not sorry that Uwusa had been formed, but he looked forward to a time in the future when the workers in South Africa would "speak with a united voice"

Conco agrees that workers' strength lies in their unity, but does not accept that Uwusa has diluted this strength

"It has been diluted, but not by us. It is the fault of a small clique within the existing unions who have hi-jacked those organisations. For example, by deciding to join certain political organisations without proper consultation. They have to bear the responsibility," he said

Conco is one-time chairman of Khulani Investments, and a well-known businessman in Natal. But he flatly rejects any idea that there would be any conflict of interests between his role in management and as worker representative. His explanation is not based on principle, but on his own assessment of his abilities, in his words "my versatility"

He points to the role he played in last year's Empangeni bus boycott "I was a leading figure there. I am always with the people. There is absolutely no conflict"

About Uwusa's strength he is reluctant to be drawn.

"We haven't been concentrating on numbers or even on recruitment. The last few months have been devoted to setting up an infrastructure, so that we can cope with a landslide of new members." But he is keen to spell out

**The leader of the new pro-free enterprise, pro-Inkatha trade union, Uwusa, is Kwazulu elder statesman Simon Conco. Conco wears two hats, he is both a successful businessman and a labour leader. And he sees no conflict in the two roles. CARMEL RICKARD spoke to him on the eve of his union's launch this week**



**Simon Conco: We regard ourselves as part of ANC**

the potential he believes Uwusa has for membership. Only eight percent of the workforce is unionised, he says, "and of the remaining 92 percent many will support our rejection of disinvestment and our backing of free enterprise"

The large number of un-unionised workers is also the reason he believes Cosatu and Uwusa need not compete for the same membership. In fact he hopes there will not be conflict between the two unions. "We need to

recognise that each has the democratic right to choose their strategies and their own position. And we must sit our members down and tell them, 'no violence, talk instead' "

One touchy subject is that Inkatha president Chief Mangosuthu Buthelezi and others who have an interest in the formation of Uwusa have urged anyone who supports the principles of the new union to attend the launching rally

Can this meeting be representative of employed workers if the people being bused in and brought by train from remote areas are not union members and probably never will be?

"Well we are talking about pay packets. The workers will be there. It's their money. But their pay packets are a family concern so their families will have a say. So will their relatives. The whole community is affected by pay packets so they all have an interest in the question of sanctions and disinvestment"

He is also opposed to boycotts and strikes — "except as a very last resort". He says Uwusa will be committed to rigorous, and if necessary, lengthy negotiations to avoid strikes and settle disputes peacefully

Conco — the Chief Whip of the KwaZulu legislative assembly — rejects the idea that trade unions should be a party political force, calling this a "British model"

"So many things go wrong when you take them from England and try them in Africa"

But his explanation about why it will not work, and the relationship which he believes should exist between worker organisations and party political groups is not clear. Nor is his attitude to the ANC. He says the formation of Cosatu was the last straw for many Inkatha members. They decided to leave Cosatu because "the tone and pronouncements by Cosatu leaders is the same tone as that of the ANC"

"Not that we're against the ANC. We have always regarded ourselves in Inkatha as part of the ANC."



# 70,000 in demo against sanctions

● BUTHELEZI

A CROWD of nearly 70 000 demonstrated opposition to disinvestment and sanctions at a rally at King's Park, Durban, yesterday launching the United Workers' Union of SA (Uwusa)

The new trade union is linked to KwaZulu Chief Minister Mangosuthu Buthelezi's Inkatha movement

The crowd roared "no" when asked by Inkatha president Buthelezi "Is it your wish that disinvestment and sanctions should now be imposed on SA?"

There was another roar of disapproval when Buthelezi asked "Shall I tell them that you are now ready to suffer even more deprivation than you are suffering already, if these are worsened by any imposition of disinvestment and sanctions?"

When this section of Buthelezi's speech was interpreted into Zulu, interpreter Zakhele Khumalo asked those opposed to

sanctions to stand All stood up Buthelezi said he was certain that, if disinvestment and sanctions could result in the downfall of the present government, blacks would support their imposition He said judging from what happened in Rhodesia under Ian Smith, sanctions would not topple the present "oppressive regime"

Buthelezi said friends of the Congress of South African Trade Unions (Cosatu) had tagged Uwusa as a "capitalist union"

This was "balderdash" and he had said many times that the free enterprise capitalist system, as it operated in SA, had thrived on the exploitation of black labour.

Buthelezi said that, unless blacks were given entry into the free enterprise system, it could have no future in a liberated SA.

Own Correspondent

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# RALLY'S MASSIVE NO, TO SANCTIONS

## African Affairs Correspondent

**MORE than 70 000 people demonstrated their opposition to sanctions against South Africa at a rally held at Kings Park yesterday to launch the United Workers' Union of South Africa (Uwusa), a new trade union linked to Inkatha.**

The crowd roared 'No' when it was asked by Chief Mangosuthu Buthezi, Chief Minister of Kwazulu and president of Inkatha 'Is it your wish that disinvestment and sanctions should now be imposed on South Africa?'

There was another roar of 'No' when Chief Buthezi asked, 'Shall I tell them that you are now ready to suffer even more deprivations than you are suffering already, if these are worsened by any imposition of disinvestment and sanctions?'

When this section of the Inkatha president's speech was interpreted into Zulu, the interpreter, Mr Zakhale Khumalo, asked those opposed to sanctions to stand. They all stood up.

Chief Buthezi said he was certain that if disinvestment and sanctions could result in the downfall of the present Government, blacks would support their imposition.

## Rhodesia

But blacks knew that not even disinvestment and sanctions could topple the Government and they had, therefore, not yet supported these strategies.

Judging from what had happened in Rhodesia under Ian Smith, sanctions would not topple the present 'oppressive regime'.

Disinvestment and sanctions would cause the economy to nose-dive, but the Government would not be thrown out. Friends of the Congress of South African Trade Unions (Cosatu) in the local and international media had tagged Uwusa as a 'capitalist union'.

This was a lot of 'balderdash', Chief Buthezi said. He had stated many times that the free-enterprise capitalist system as it operated in South Africa had thrived on the exploitation of black labour.

Unless blacks were given entry to the free-enterprise system, it could have no future in a liberated South Africa. But in spite of its handicaps, he knew of no other economic system which could create jobs in the way the free-enterprise system did.

He appealed for common sense and wisdom whenever workers felt they should use their prerogative to go on strike.

Chief Buthezi said that whoever ruled South Africa in another decade or two would need the wealth which could be created only by a stable economy.

Crowds started arriving at the stadium more than two hours before the scheduled 10 a.m. start, and many of the groups paraded around the field in traditional style before moving into the stands.

Other people moved directly into the stands and joined the singing and dancing.

The crowds were controlled by the brown-uniformed Kwazulu police, many of whom carried rifles.

## Mock coffin

One group of Uwusa supporters carried a mock coffin with the words 'Cosatu is dead', much to the amusement of the crowd.

Most of the people wore T-shirts, which ranged from a simple shirt with the slogan, 'Uwusa — jobs, not hunger', to more elaborate shirts.

Along with the first crowd of 'amabutho', who were armed with spears, sticks, axes and shields, marched young trainees from the Emandleni-Mantleng Youth Camp, dressed in kakhis overalls, caps and brown boots and looking like extras from a James Bond film.

Many of the T-shirted young people carried traditional Inkatha banners with slogans such as 'Buthezi — the people's leader Buthezi — the man of the people'.

Other banners were obviously specifically made for the day and had slogans such as 'U.S., Britain, France, Canada, Germany and all — invest for the struggle's sake', and 'Bishop Tutu, give us bread — our children did not eat last night'.

The visitors included senior members of the Right-wing National Student Front who sported Uwusa T-shirts.

Also present were members of the church group Society for the Defence of Tradition, Family and Private Property, who read out a message of support and collected names for an anti-disinvestment petition which is to be delivered to

\* TURN TO PAGE 2

P.T.O.

## Mercury Reporter

**DURBAN** was quiet yesterday with only a few incidents of stone-throwing and fist fights in the afternoon between workers and those returning from the rallies.

A Railways Police spokesman said passengers had been orderly on their way to the city centre to attend the rallies.

In the afternoon, as thousands of people thronged to nearby railway stations, there were a few isolated incidents of fist fighting between rally attenders and those returning from work.

A half-brick was hurled at a young Indian woman and her young son as they drove past a number of blacks who were on their way home after attending the rallies.

The woman, who asked not to be named, said she was driving in Cross Street when she heard a thud and realised something had been thrown at her vehicle.

'I drove as fast as I could to get out of the area. It was frightening. But at least the brick hit the small back window and only cracked it,' she said.

Police said a group at Berea Station had thrown stones at a train as it passed through on its way to Port Shepstone.

## Behaviour

While police kept their distance from the Uwusa rally at Kings Park, the proceedings were closely monitored from police and army vehicles.

Two black men were arrested for intimidation in Chesterville in the afternoon.

Mr Roger Gardner, general manager of Kings Park rugby stadium, said he was impressed with the disciplined behaviour of the crowd.

'The chiefs looking after various groups kept them together and they were marched to their seats in a clockwise fashion. I've never seen anything like it in my life,' he said.

The stadium can accommodate 45 000 people seated but with all the seats occupied people overflowed on to the field and some sat on bare concrete.

Police confiscated five petrol bombs and five litres of petrol found in a bus in Warwick Avenue, not far from the Cosatu rally at Durban's Currie's Fountain.

No arrests were made. Meanwhile, five black men were arrested after 19 petrol bombs were found in Kwa Mashu.

Workers in many industries and businesses in Durban heeded the call by trade unions to stay away yesterday to mark May Day.

Production was disrupted at all BTR-Dunlop plants in Durban and Ladysmith as workers decided to stay away, but the group's BTR-Sarmcol plant at Howick was operating normally, a spokesman for Dunlop reported.

## Milk

The giant Toyota motor assembly plant at Prospecton was shut down, but a spokesman for the company said the plant was closed for two days because of 'short-time'.

Kingsgate Clothing factory in Leopold Street, Durban, which employs about 1 000 workers, and the company's Hammersdale factory, were also closed.

Home deliveries of milk were also disrupted as Clo-

ver workers failed to turn up. Mr Eric Hornby, Clover's divisional general manager, said only the home delivery service had been affected and he apologised to housewives.

He said the company had made double deliveries on Wednesday to ensure that traders had sufficient supplies.

Putco reported that they were operating from all depots but there had been a noticeable drop in passengers on some routes.

DTMB general manager Mr Marshall Cuthbert said certain of the staff from Clermont and the northern areas did not turn up to work and services in these areas had been disrupted.

A spokesman for Durban's Electricity Department said they had a 60 percent staff turn out, but at the Alice Street depot about 50 workers arrived for work yesterday morning but decided to take a day's leave.

## Campus

Mrs Julia Murray, a spokesman for the Parks Recreation and Beaches Department, said that about 20 percent of the staff decided to take a day's leave yesterday but the department's functioning had not been affected.

Most Indian-owned shops and cafes in the Grey Street complex were closed at midday in response to a call by the Natal Indian Congress in a show of solidarity with workers.

Many shops and cafes in Umgeni Road and Warwick Avenue were closed for the whole day.

At the University of Durban-Westville students left the campus at midday to attend the Cosatu May Day rally at Currie's Fountain.

A spokesman for Bakers Ltd, the largest bread suppliers, said there had been a large number of absenteeism among their black workers. They were only doing limited deliveries but expected most of their black staff for the afternoon shift.

Mr R A Barber, chairman of the Zululand branch of the Natal Chamber of Industries, said all the major industries in the Richards Bay/Empangeni area had a very good turnout by staff.

'Those who applied for leave were granted leave. It is generally peaceful and quiet,' he added.

Mr J O Schmidt, chairman of the Isithebe Chamber of Industries said that with the exception of two factories which were closed others had good staff turnout.

## Boycott

Our Pietermaritzburg Bureau reports that yesterday's stayaway in the capital, although widespread in some fields of commerce and industry, did not bring the city to a standstill.

A number of supermarkets reported that although the majority of their black workforce was absent for the day, this had been anticipated and business carried on as usual. Turnover was, however, lower than normal.

A spokesman for the Department of Education and Training here said attendance at black high schools was nil while at primary schools half the number of children turned out for classes.

There was a total boycott of classes at technical colleges.

Indian high schools re-

ported normal attendance.

A spokesman for the municipal Transport Department said one-third of the normal number of bus passengers were carried into the city early yesterday morning but commuters began 'trickling in' during the day.

Mr John Fisser, manager of the Chamber of Commerce, said that 60 percent

# Masses attend May Day rallies but crowds orderly

Mercury

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of the stores they had contacted reported a 95 percent to 100 percent stayaway.

The Chamber of Industries said plants were working well and the stayaway had 'not been very effective'.

The Edendale and Northdale hospitals both had no problems with black staff staying away, but a spokes-

man for the Grey's Hospital said that only 30 percent of the black domestic staff had reported for duty.

It was reported that there had been no outbreaks of violence at the well-attended rally held by Cosatu at the Wadley stadium.

The meeting held by the Council of Unions of South Africa also went off without any violence.

BUW DAY  
Thursday, May 8 1986

# Uwusa aims for union federation

CLAIRE PICKARD-CAMBRIDGE

PRIMARY objective of the new Inkatha-backed United Workers' Union of SA (Uwusa) will be to establish industry-based trade unions, which will ultimately become a federation.

Uwusa president Petros Ndhlovu told a Press conference in Johannesburg yesterday that although Uwusa was at present a general union, separate affiliates would be established in each industry as Uwusa's membership grew.

The aim was that these unions would concentrate on basic labour affairs and be "free of political intimidation", Ndhlovu said.

Uwusa executive members said that although Inkatha had funded Uwusa's launch, it would step back once the union was on its feet.

However, it is believed Inkatha policy will be closely followed because all Uwusa's executive members are prominent Inkatha members. Several have also been members of the KwaZulu Legislative Assembly.

Since Uwusa's launch on May 1, it had been almost impossible to cope with the number of people applying for membership, said secretary-general Simon Conco. He did not disclose numbers.

Conco stressed that Uwusa was not an ethnic union. Its Germiston office had already enrolled 126 white members, he said.

BREWING INDUSTRY, CAPE TOWN

Parties Employer Organisation: South African Brewing Industry Association  
Trade Union: Brewery Employees' Union (Cape Peninsula)

Area Municipal Area of Cape Town

Footnotes

1. Annual Leave - Skilled workers are entitled to 15 or 18 days leave per year

2. Sick Leave - In addition to full pay for 10 and 12 days, allowance is also made for a further 15 or 18 days at 30% of full pay.

## Now, to organise

With the razzmatazz of its launching rally now over, the Inkatha-backed United Workers' Union of SA (Uwusa) faces its real challenge the nitty-gritty task of organising workers

About 75 000 people jammed Durban's King's Park Stadium on May Day to hear KwaZulu Chief Mangosuthu Buthelezi deliver the keynote address and underline Uwusa's anti-disinvestment stance. It was a day of high spirits.

Fortunately, fears that violent clashes would erupt between supporters of Uwusa and its major rival, the Congress of South African Trade Unions (Cosatu), were not realised. The only incident that marred the day was the fatal shooting of a young black man at Durban's Berea Station. A Cosatu spokesman claims the shooting occurred when a group of workers, who had attended a Cosatu rally at Curries Fountain, tried to board a train packed with Inkatha supporters.

Much of Buthelezi's speech was devoted to attacking Cosatu's support for disinvestment, but he also took pains to distance Inkatha from Uwusa. Declaring that he has no intention of interfering in Uwusa's affairs, Buthelezi said this would be assured as all Inkatha office-bearers involved in the union have resigned their posts in the organisation.

### Office-bearers

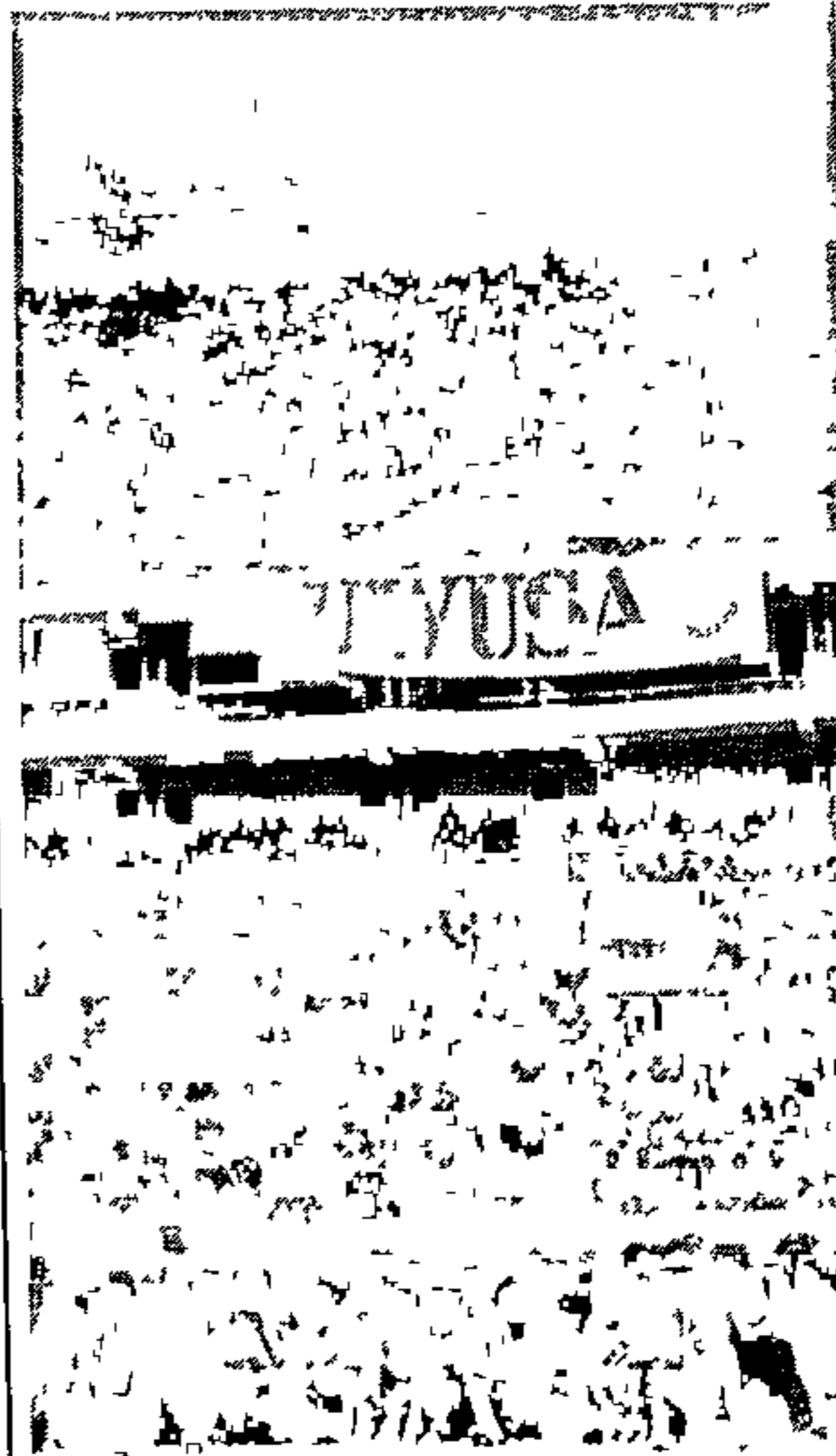
KwaZulu elder statesman Simon Conco (59) is Uwusa's first general secretary. Formerly Inkatha's chief whip and a member of its central committee, Conco is also understood to have extensive business interests. Petros Ndlovu, a personnel officer employed by Tongaat-Hulett's milling division, is the union's president. Vice-president is "Pepsi" Msomi, a township superintendent on the East Rand, and Natal businessman Peter Davidson is treasurer.

Messages of support were delivered by representatives of the small National Union of Brick and Allied Workers, a union whose reputation is sullied by the fact that it was started by a Corobrik personnel officer, and the SA Transport Services Black Staff Association.

According to Conco, fledgling Uwusa has made exceptional progress. Claiming that 29 000 people had signed up to become union members before May 1, he says numbers swelled to 85 000 in the two days following the rally. Even that figure is low, he says, as some returns have not been received and he confidently predicts that it will rise to a staggering 100 000 by the end of this week. It has not yet been revealed which factories and plants are involved.

If Conco's claims are accurate — and there will be many sceptics — Uwusa's problems could just be starting. Many unionists have discovered that signing up members is

the easy part of trade unionism. The hard part comes when members' needs have to be serviced. Conco says Uwusa has established offices in Durban, Empangeni, Germiston, Ladysmith and Maritzburg, with another to be set up soon on the West Rand. Uwusa has employed about 20 organisers. Some have union experience, but most are greenhorns. Says Conco: "We were not given much time. There were political considerations and



**Uwusa's launch ... thousands rejecting disinvestment**

we had to go ahead with the rally on May 1. Certainly, I am bit overwhelmed but I think we will cope."

Organisers need to be trained and at present Uwusa's resources in this area are limited. One source is the Inkatha Institute, which has engaged the part-time services of a consultant — Perfect Mahmela of Industrial Relations Consulting Services — to advise employer and employee organisations, and the KwaZulu government, on labour issues.

Help is also being sought from abroad. Conco recently met officials of the American Federation of Labour-Congress of Industrial Organisations (AFL-CIO). The AFL-CIO's response to requests for help with training, says Conco, was that it would be happy to aid individual unions — but not a union federation. It seems, however, that once Uwusa organises its members into industrial unions — an integral part of its programme — the AFL-CIO will pitch in. Conco says organisers will also be sent to Europe. Invitations for unionists to be trained in Israel have been received. Announcements on these — and other pressing issues — are expected this week. ■

# PEOPLE RUNS CLAIMS TO JOIN, UNION

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## Other unions also in queue, says Uwusa

THE Inkatha-backed United Workers' Union of SA was being flooded with inquiries from thousands of people as well as trade unions wishing to join the newly-formed union, according to an official.

Uwusa president Mr Petros Ndlovu, said this at a Press conference in Johannesburg this week. He, however, declined to name the unions concerned saying "they have asked us not to reveal their identity yet"

Uwusa was committed to a non-violent and negotiated freedom in South Africa, Mr Ndlovu said. The anti-disinvestment union also believed that a healthy economy held the key to freedom and liberation, he said.

Said Mr Ndlovu "The membership drive and the request for Uwusa membership since May Day has been overwhelming. The response has been so great throughout Natal and the Transvaal that our resources are being stretched to the limit."

**SIMON Conco**  
Uwusa general-secretary

The Uwusa president said there was concern among workers and employers that the union's formation and recruitment of workers would be marked by violence. Contrary to this belief, Uwusa was formed in a rally attended by about 80 000 in Durban on May Day "without a single incident," Mr Ndlovu said.

Among other things, Uwusa's standpoints were that political issues should be resolved through negotiation rather than violence, there should be the unconditional release of all political prisoners as well as the unbanning of all political organisations, Mr Ndlovu said.

Also holding key positions in the Uwusa executive committee are Mr Simon Conco (general secretary) and Mr Peter Davidson.

Questioned on their business background, Mr Conco and Mr Davidson said they had long cut their business ties "However, I cannot distinguish between a worker and a businessman — because they are both workers," Mr Davidson said.



# Uwusa warns bosses

CITY P 11/5/86  
CP Reporter

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THE new United Workers' Union of SA yesterday warned all employers not to exploit its members

Uwusa president P. Ndlovu said the union would not allow poor management to be used as an excuse for retrenchment or unacceptable pay levels

General-secretary John Conco said Uwusa was growing "by leaps and bounds" and had attracted 126 whites in Germiston. He said workers didn't want "foreign ideologies"

# In credibility gap 139

Still riding high after its May Day launch, the new Inkatha-backed United Workers' Union of SA (Uwusa) says responses to its membership drive have been "overwhelming"

But although there are clear signs that the union is beginning to make its mark in the labour arena, there is also evidence that

some of Uwusa's claims are over-inflated

Take its membership figures Last week the *FM* quoted Uwusa general secretary Simon Conco as saying that the union's signed-up membership had risen to 82 000 in the two days following its launch, and that he expected it to reach 100 000 rapidly. But at a press conference in Johannesburg, Conco would not be pinned down All he said was that the union would not "play the numbers game"

More disturbing are Uwusa's claims about its progress at a number of companies During the conference, officials stated that majorities had been attained at five companies in the Richards Bay/Empangeni area, one at the KwaZulu capital of Ulundi, four in Maritzburg, and one on the East Rand While some of these managements have confirmed that Uwusa is active in their plants, others told the *FM* they were not aware of the union's presence

Mntunzini Cartage in Empangeni, for example, says most of its workers have resigned from the Transport and General Workers' Union, an affiliate of the Congress of SA Trade Unions (Cosatu), to join Uwusa Milling and baking company Sasko confirms that Uwusa has approached management at one of its subsidiaries, Ulundi Bakery, requesting recognition Sasko spokesman Tom Duff says that if Uwusa can prove it has a majority, management will proceed with standard recognition negotiations

However, Empangeni wholesalers Erikson's Brothers says although Uwusa has called around in the last few months, its workers were not interested in joining Natal Tanning Extract in Maritzburg says Uwusa does not have a majority in any of its working units And a spokesman for Scottish Cables in Maritzburg, where Cosatu's Metal and Allied Workers' Union is recognised, says there are no known Uwusa members there

Asked about these inconsistencies, Uwusa treasurer Peter Davidson said the union has concentrated on approaching Inkatha members at home He explained "At the moment we are not really in the factories We have signed forms and know where we have a majority If management is saying that we have not approached them, that would be correct because we have not had time to get to them If they are saying they are not aware that their workers have joined our union, that will also be correct, again because we have not had time to get to them" R

Appointments with various companies have been scheduled for this week Uwusa has come close to posing a serious challenge to Cosatu at one plant, Jabula Foods on the East Rand, owned by the Premier Group In the past few months Cosatu's Sweet, Food and Allied Workers' Union



Davidson

ing the work  
Berman, Paddy  
Lawson, Chris  
Glenan, Gideon  
inberg.  
on Pincock.  
Ad Hoc Video  
pe Wine Farms:  
in and Patrick  
am Hayman.  
in Hayman.  
vs Tradition:

(SFAWU) has been attempting to regain the majority it lost there after a strike about 18 months ago. But Uwusa recently approached management claiming it had a majority. A ballot to decide was held at Jabula on Monday. SFAWU won by a small margin, polling 137 votes to Uwusa's 117. Neither union, however, complies with Premier's rule of recognising only unions which attain a majority of 50% plus one Management says it accepts that SFAWU has greater support and anticipates entering into formal arrangements with it in due course. ■ U

Responses to Poverty in  
Graham Hayman and Pat  
Accompanied by paper:  
Future Roots (Development  
I am Clifford Abrahams, T  
Mgwali: Waiting for  
McAllister.  
The Pot System: Liquor

LOCAL PRODUCE

Health Care in KwaZulu:  
Lindyl Wilson.

Trade union membership doubled

# Uwusa could create problems in labour

22/5/86 STAR 139

Own Correspondent

DURBAN — The handling of labour relations in the future is going to demand a great deal of time, patience and ingenuity, especially since the emergence of the Congress of South African Trade Unions and the United Workers Union of South Africa, according to the Deputy Minister of Foreign Affairs, Mr Ron Miller

Addressing a seminar today by the Natal Chamber of Industries, Mr Miller said the formation of Uwusa could lead to intense acrimonious shopfloor battles for membership and supremacy

"It will undoubtedly have to be treated with balance, caution and wisdom if we are to avert unhealthy polarisation, particularly between blacks, and if we are going to achieve the maintenance of stability at the workplace

"Labour disharmony and the uncertainty which surrounds it not only adversely affects the quality of life and the living standards of workers, but unduly disrupts business operations and the profitability of undertakings, as well as being socially, morally and politically defeating," he said

Membership of trade unions had increased from 0,7-million in 1979 to 1,4-million in 1985

Black membership of registered trade unions rose from zero to more than 60 000 in 1985 Unregistered trade unions had a membership of more than 700 000 at the end of 1985 - a figure which will be reduced with the recent registration of the National Union of Mineworkers with a membership of more than 100 000

Membership of multiracial trade unions had climbed from 206 000 at the end of 1978 to 769 000 at the end of 1985

## NEW LEADERSHIP

"The vast growth in the memberships of trade unions and the changes in membership structure has been accompanied by the rise of a new leadership figures, increased inter-union rivalry, the establishment of new trade unions and the formation of trade union federations," said Mr Miller

There had been 469 strikes in 1984, but last year the figure dropped to 389 The number of workers involved had increased from 182 000 in 1984 to 239 816 last year

# 'Deaf ears' to cry of press freedom

JOHANNESBURG — Journalists must find ways of returning to a higher standard of professionalism or there was a danger society would stop taking them seriously, the outgoing president of the Southern African Society of Journalists, Mr David Allen, said on Thursday night.

In his valedictory address at the opening of the SASJ annual congress in Johannesburg, Mr Allen warned "Our opponents are growing stronger, and our cries for the maintenance of press freedom are falling on an increasing number of very deaf ears

"We ignore this at our peril Freedom only exists to the extent that society recognizes it, so we need to begin winning allies, not through sycophantic pandering, but by paying very careful attention to the way our craft is practised "

## Go on line for standards

Journalists must demonstrate a new commitment, a willingness to go on the line for the standards they say they value

"To recount the many abuses, harassments, threats and assaults against journalists acting in the line of duty, to describe again the countless attempts that have been made in newsrooms across the country to have news altered or censored to suit one or other interest group, to re-tell the stories of publications which have died in the last year and the fears we have about the fate of more next year, would be unnecessarily repetitive," he said

"Yet, through it all, is the quite bizarre phenomenon that while reporters are being beaten, editors threatened, copy changed, newspapers closed and journalists retrenched, everyone — literally, without exception — continues espousing the virtues of a free press, and of a free news media in general," said Mr Allen

Lack of experienced editorial staff, the draining away of talent, declining editorial standards, the absence of entrepreneurial initiative, the growing imposition of commercial demands on editorial considerations, and other factors, had — together with the authorities' consistent undermining of the profession — done far-reaching damage to the image and reputation of the press — Sapa

# Kwazulu official threatened to kill her, says woman

DURBAN.— A judge has granted a temporary interdict against a member of the Kwazulu Legislative Assembly, restraining him from assaulting or threatening to assault a couple who allege he had threatened to have them killed and their home burned.

The application was brought by Mrs Belinda Mfeka and Mr Simon Mfeka against Mr Thomas Shabalala.

Mr Justice P M Nienaber ordered Mr Shabalala to show cause on June 20 why the order should not be made final.

Mrs Mfeka said in an affidavit that she had been approached by three women at her home on May 19.

Two of the women were wearing T-shirts with United Workers' Union of South Africa engravings, the other had an Inkatha emblem on her shirt.

She said she had been verbally abused by the women and told that as she had not paid her Inkatha fees she was a member of the United Democratic Front.

The women had searched her house before leaving. She said they had returned later and taken her to Mr Shabalala's house, where she had been denounced by the three women as being anti-Inkatha and a member of the UDF.

Later she was told to go and return the following night.

She said her husband had decided they should go to the house because Mr Shabalala was powerful and dangerous.

On their arrival at the house they were abused by the same three women.

Mrs Mfeka said she had been afraid and had asked

to be let out into the yard for a few minutes.

There, she saw a teenage boy with his hands bound. Mrs Mfeka said there were many men on the premises, armed with rifles, spears and knobkerries.

They were wearing khaki uniforms and boots.

Later Mr Shabalala appeared. He accused her and her husband and other people of being UDF supporters.

She said one man had asked Mr Shabalala why he was being held.

Mr Shabalala hit the man in the face with an open hand and shouted at him not to interrupt. Mr Shabalala then told them to leave Lindelani township immediately or his warriors would kill them and burn down their house.

She said Mr Shabalala had claimed that Lindelani was for Inkatha people and not for UDF supporters. — Sapa

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# Uwusa man gets order on 4 SFAWU unionists

Own Correspondent

DURBAN — A judge yesterday granted a temporary interdict against four members of the Sweet, Food and Allied Workers Union, from assaulting or interfering with members of the rival United Workers Union of South Africa

Mr Justice Galgut heard an urgent application brought by Mr Ernest Ngema and Mr Marungwana Mhlongo, who are members of Uwusa, against SFAWU members Mr Mzikayifani Gowabasa, Mr Mthembeni Msomi, Mr Ndodo Mkhize and Mr Sibusiso Zuma

All the men work at Clover Dairies. In an affidavit Mr Ngema said he was a canvasser for Uwusa and worked at Clover Dairies as a security officer

He said that on May 20 he started canvassing for Uwusa and persuaded six of his co-workers to join the union

The next day he received a telephone call from a Mr Enoch Mbhele who asked him to make more forms available for the enrolment of co-workers in Uwusa

Later that day Mr Mbhele and eight other persons came to the compound where he lives

They did not see him, however, and he was later informed by Mr Mbhele that these men had come to demand all the completed membership forms from him in order to ascertain which

members of SFAWU had changed their allegiance and joined Uwusa.

He said he was told these people were angry and wished to know who the sellouts were who had betrayed their union

On May 22 he had gone to the offices of SFAWU and spoken to a woman known to him as Rene Roux

He explained to her what had happened and asked her to warn the members of her union not to interfere with him

She told him she was aware that members of SFAWU were angry with him for having joined Uwusa

## 'Principles'

He had explained to her that he had chosen to join Uwusa not to fight anyone but because he was in agreement with the principles and policies of Uwusa

Later Mr Gowabasa, Mr Msomi and Mr Mkhize came to his room in his compound and demanded the completed membership forms from him

He said they were in an aggressive mood and Mr Gowabasa and Mr Mkhize threatened him, saying they were sorry for his children because he would not return from the Congella factory alive if he went there again

Mr Justice Galgut ordered the SFAWU members to show cause on June 27 why the order against them should not be made final

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# Threatened Uwusa men win order

By CARMEL RICKARD,  
Durban

TWO members of the Inkatha-backed United Workers Union of South Africa have been granted a restraining order by the Durban Supreme Court against four co-workers, including a shop steward of the Sweet Food and Allied Workers Union, who allegedly threatened them with death.

Security officer Ernest Ngema, who works at Clover Dairies, Congella, said he was a "canvasser" for the new union. On May 20 he started canvassing for Uwusa and persuaded six co-workers to join.

The next day a number of Clover workers called to see him at his room but he was not in. He was told they were angry and wanted to demand his Uwusa enrolment forms so they could see "who the sellouts were who have betrayed their union (SFAWU)".

Ngema subsequently visited the offices of SFAWU, an affiliate of the Congress of South African Trade Unions which has a majority at Clover, and a SFAWU organiser made an appointment for him to see the union's chief shop steward at Clover to discuss the matter. Later that day a group of workers again came to his room and threatened him "saying they were sorry for (his) children and that (he) would not return from the Congella factory alive if (he) went there again".

After Ngema arrived at the factory the next day, the workers downed tools. He and two other Uwusa members were escorted to the gate and "evicted" by the crowd.

The second applicant, Uwusa member Marungwana Mhlongo, who is also a worker at Clover, said he was approached by SFAWU shop steward Zuma, who allegedly said the workers at the factory did not want any Uwusa people on the Clover shop floor and that "they would necklace any Uwusa member".

If not contested, the interim interdict will be made final on June 26.

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## David takes on Goliath

LABOUR  
AFFAIRS  
DICK  
USHER



IT'S a bit like David and Goliath

The tiny Clothing Workers' Union (Clowu) this week made its first step towards challenging the closed shop arrangement in the Cape clothing industry when it had its first discussions with a company management about a recognition agreement

The union called it a breakthrough in its battle against the entrenched power of the Garment Workers' Union (GWU)

For about two years Clowu has been like a gnat buzzing around the GWU's head, issuing pamphlets attacking the GWU and its officials, organising at factory gates and trying to convince workers it can be a viable replacement for the established union

Its problems are many Clowu, a United Democratic Front (UDF) affiliate, had its offices destroyed in last year's fire in Corporation House, several of its leading members have spent periods in detention, its politics and approach to unionism are uninviting to employers with long-established relationships with the GWU and there is the closed shop agreement which requires all workers to join the GWU

But the union is convinced that the tide of history is with it and that, eventually, it will replace the GWU

Some observers say that Clowu's fight is vital to the "emergent" union movement in the Cape

GWU, an affiliate of the Trade Union Council of South Africa (Tucsa), has about 58 000 members and is by far the biggest union in the Western Cape. With significant financial strength and a large office building in Salt River it has powerful resources far exceeding those of Clowu

But as a "moderate" union it is also subject to all the currents swirling through trade unionism and politics in South Africa which make life difficult for centrist organisations

Tucsa, in which the GWU is a powerful force, has faced a slow but steady drain of unions leaving in recent years, mostly from the left, and its image has not been boosted by the recent appointment of Mr Fred Roux as general secretary to fill the gap left when the long-serving Mr Arthur Grobbelaar died about two years ago

Many were baffled by the choice of a former chief executive of an employer body, the Federated Chamber of Industries, to head a workers' organisation

The latest union to leave Tucsa was the Textile Workers' Industrial Union which, announcing its departure, said the council was irrelevant in its members' fight against apartheid



# Court orders SWAFU off Uwusa

By SIBUSISO MNGADI

THE Durban Supreme Court this week granted a temporary interdict restraining Cosatu-affiliated Sweet, Food and Allied Workers' Union from assaulting or interfering with the Inkatha-backed United Workers' Union of SA members

Judge Galgut heard an urgent application by Uwusa members Ernest Ngwenya and Marungwana Mhlongo against SWAFU members

Mzikayifane Gwabaza, Mthembeni Msomi, Ndodo Mkhize and Sibusiso Zuma

The four work for Clover Dairies and were involved in a sit-in at the weekend by workers demanding the expulsion of Uwusa members

Ngwenya said he was a Uwusa canvasser and worked at Clover Dairies as a security officer. On May 20 he persuaded six workers to join Uwusa.

He said the next day, En-

och Mbele and eight others came to his compound room looking for completed enrolment forms. He was out, but later Mbele told him they were angry and wanted to see which SWAFU members had "sold out" to Uwusa.

Later the three respondents came to his compound room to demand the completed enrolment forms. He said they were aggressive and the first and third respondent threatened him,

saying they were sorry for his children because he would not return from the Congella factory alive if he went there again.

Uwusa member Mhlongo claimed he was told by the fourth respondent at the Congella dairy on May 24 that the workers would neck-lace any Uwusa member.

The judge ordered SWAFU members to show cause on June 17 why the order against them should not be made final.

# Union's showdown looms

A LEGAL showdown is looming between the Media Workers' Association of South Africa and the rival South African Typographical Union following disclosures yesterday that some managements were forcing Mwasa members to join Satu.

At Mwasa's regional meeting yesterday, workers from the Afri-

kaans publishing company, Perskor in Doornfontein, and others from Sherman Sales in Crown Mines, alleged that they had been harassed by their bosses since they joined Mwasa.

Workers from Perskor said they were promised an increment of R4,50 if they agreed to join Satu. It was also

reported at the meeting that there was tension at Perskor on Friday following the distribution of pamphlets in which Mwasa warned members of their legal rights to belong to a union of their choice.

Some workers from Sherman Sales said they had unwillingly signed Satu's application forms, because they

were threatened with retrenchment if they refused to sign.

Mwasa's regional chairman, Mr Sam Mabe, yesterday said he was disturbed by what workers from Perskor and Sherman Sales had said at the meeting. He said the matter would be taken up with the two managements this week.

# 3 clothing union workers suspended

Labour Reporter

THREE members of the Clothing Workers' Union (Clowu) have been put on paid suspension from Cape Underwear Manufacturers Ltd after addressing employees during a tea break yesterday morning.

According to management's legal adviser, Mr Johan Baard, the three were refused permission to address the workers,

*CAPE TIMES*  
but ignored management's orders and were suspended.

The workers, Ms Gawa Hartley, Ms Mariam Smith and Ms Desiree Balie, will face a disciplinary hearing this morning and will remain under suspension until tomorrow when management is expected to reach a decision on their future.

Clowu, which claims majority membership at Cape Under-

wear, is currently engaged in recognition talks with management.

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Yesterday's prohibited tea-time meeting was a report-back on last week's negotiations between Clowu representatives and management, the union said.

Clowu yesterday called the suspension of their members

"a cowardly attempt to divert attention from the recognition discussions" and demanded their "immediate reinstatement".

All wage earners at the factory are currently represented by the Garment Workers' Union of the Western Province (GWUWP), which has a closed-shop agreement with the company.

Factory to  
appoint  
mediator

Labour Reporter

THE Clothing Workers' Union (Clowu) and Cape Underwear Manufacturers Ltd are to appoint an independent intermediary in an attempt to resolve the deadlock which has halted discussions about the firm's recognition of the union.

Talks reached a standstill this week when management suspended three Clowu members who addressed staff during a tea-break after being refused permission to do so.

The three, who are on paid suspension, were due to appear before a disciplinary committee yesterday, but refused to attend the hearing.

A meeting scheduled for yesterday afternoon to discuss the union's status at the factory was also cancelled.

The employers' legal adviser, Mr Johan Baard, said management suggested that the two sides appoint "a mediator/referee acceptable to both parties".

The suspended workers would remain on paid suspension until talks had been resumed and a decision on their future had been reached. This could take up to two weeks.

The Clowu general secretary, Ms Elizabeth Erasmus, yesterday confirmed that the union, which claims majority membership at the factory, had agreed to management's proposal.

*M. G. 5/6/86*

# 120 on strike over retrenchments

Labour Reporter

*139* WORKERS in a section of P G Wood at Epping today stopped work over a dispute with management about retrenchments.

A spokesman for the Paper, Wood and Allied Workers' Union (Pwawu) said workers clocked in this morning and about 120 refused to work

The union had been discussing proposed retrenchments with management for about a week and reported to workers last night they would rather go on short-time than have retrenchments, he said

Mr Watson Smith, managing director of P G Wood, said the company was negotiating a recognition agreement with Pwawu which had reached representivity about two months ago

It was company policy to preserve jobs by working short-time rather than retrenching but in some areas where the situation could not be offset by short-time the company had to consider retrenchments, he said

Negotiations with the union were continuing

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## Talks stalled after undies factory row

### Labour Reporter

RECOGNITION discussions between the Clothing Workers' Union (Clowu) and Cape Underwear have stalled after a series of disputes.

Three workers have been suspended on full pay for addressing staff at tea in the canteen after they had been refused permission. Two of them also left their work stations.

A disciplinary hearing scheduled for Wednesday was called off when the workers refused to attend.

The management proposed the appointment of an outside mediator acceptable to both sides. Clowu has accepted this.

The three suspended workers, Mrs Gawa Hartley, Mrs Mariam Smith and Miss Desirée Balie, said they did not feel the management had the right to stop them talking to workers. Miss Balie is on the union's executive committee and Mrs Hartley and Mrs Smith are former executive members.

They had not attended the disciplinary hearing because the management was "sidetracking from the main issue of recognition".

They said the management thought it was a favour to have a disciplinary hearing about their jobs but the workers thought attending it would weaken them at the negotiations.

The issue of the suspensions has been frozen pending the appointment of a mediator.

## Labour Beat by LEN MASEKO

**THE Media Workers' Association of SA has been granted recognition at Johannesburg-based Sherman Sales.**

The two parties' agreement was preceded by a four-hour work stoppage by Mwasa members in demand for recognition of their union last Friday.

In terms of the recognition agreement, Mwasa will represent its members during wage negotiations with the company.

Mwasa was granted recognition after notching up victory in a membership ballot in which the company's employees were asked to choose which union they wished to belong to.

Mwasa recorded 79 percent of votes while its rival, the SA Typographical Union (Satu), clinched the remaining votes.

Mwasa's regional chairman, Mr. Sam Mabe, said "The victory over Satu heralds the beginning of an offensive to be launched by Mwasa against the union in places where the two groups organise workers."

Meanwhile the National Union of Mineworkers (Num) is to resume wage negotiations with Anglo American's East Rand Gold and Aluminium.

Num members at the mine demand a 45 percent across-the-board wage increase compared to the 14 percent offered by the Anglo subsidiary.

Scores of Num members staged a four-picket demonstration outside the mine's Brakpan premises last week, demanding the wage increase.

# Unions 'in death clash'

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CLAIRE PICKARD-CAMBRIDGE and Papa

AT LEAST 10 miners died and 115 were injured in a clash between supporters of the Inkatha-backed United Workers Union of SA (Uwusa) and the National Union of Mineworkers (Num) at Hlobane colliery near Vryheid on Friday.

Supplying these figures, Colonel Fritz Brand of the Northern Natal riot squad said fighting started on Friday afternoon after NUM members called a strike for higher wages and better working conditions. Violence erupted when Uwusa members tried to stop Num miners from striking.

Num's Marcel Golding said he believed 15 people had died when Uwusa supporters, who were not employed on the mine, attacked Num strikers.

Uwusa could not be contacted for comment.

Golding said a Num organiser had been arrested by mine security officials, manhandled and released. Uwusa members then entered the mine, and attacked striking workers, he said.

*Business Day* could not contact management yesterday.

Golding said hundreds of workers had been dismissed by management. Reuters reports management saying 560 Num members had "resigned" as a result of the clash.

□ The Chamber of Mines is expected to announce an offer on wages and conditions for black miners this afternoon.



# Fatal Iscor clash, not result of union dispute

The bloody clash which left 10 dead at Iscor's Hlobane colliery near Vryheid last week had not been caused by a dispute between the National Union of Mineworkers (NUM) and the Inkatha-backed United Workers' Union of SA (Uwusa), says the NUM.

NUM press officer Mr Marcel Golding said that as far as the NUM could tell the clash had not been the direct result of a dispute between NUM members and those of Uwusa.

At least 115 people had been injured during the fight at the No 3 shaft on Friday. Three are in a critical condition in the Vryheid Provincial Hospital.

Police claimed the fight was a result of a clash between NUM and Uwusa.

The NUM is affiliated to the Congress of SA Trade Unions (Cosatu). Uwusa has received considerable backing from Chief Mangosuthu Buthelezi's Inkatha movement.

Cosatu and Uwusa differ on a num-

ber of key issues such as disinvestment and capitalism.

There have been minor clashes between the groupings in Natal and heated words have passed between the organisations in recent months.

Mr Golding claimed that mine security had called in non-mine workers after a peaceful strike had been staged. A NUM organiser was not allowed to go on to the mine, he said.

"The organiser was manhandled and hounded from the premises. We believe mine security then permitted non-mine workers to enter No 3 shaft with the aim of attacking the workers and breaking the strike," Mr Golding said.

He condemned "attacks by Inkatha thugs" and said the clash was not a direct result of a dispute between the NUM and Uwusa.

Mine management were not available for comment at the time of going to press.

9/6/86. Sowetan

## Honour for Mazwai

THE News Editor of the *Sowetan*, Mr Thami Mazwai, who has been attending the International Federation of Journalists annual congress in Elsinore, Sweden, was elected an executive member of the IFJ's bureau.

The conference was attended by delegates from 34 countries. South Africa was represented by five delegates — four from the Media Workers' Association of South Africa (Mwasa) and one from the South African Society of Journalists (SASJ).

The IFJ unanimously adopted a resolution on South Africa calling for the immediate establishment of full democratic rights for all South Africans.

CAPE TIMES 9/6/86

# 10 die in bloody clash at mine

Own Correspondent

MARITZBURG — Production at the Hlobane Colliery, near Vryheid, is expected to return to normal today following a bloody clash between thousands of members of the National Union of Mineworkers (NUM) and the United Workers' Union of South Africa (Uwusa), in which at least 10 miners were killed and 115 injured at the weekend

Up to Saturday night 560 miners, mainly NUM supporters, had resigned from the colliery as a result of the trouble, said Mr P du Plessis, public relations manager for Iscor (which owns the colliery)

He said it was hoped everything would return to normal today

The fighting at the colliery broke out apparently over a disagreement between the Cosatu-backed NUM and Inkatha-backed Uwusa over whether to strike for higher wages and better working conditions

Sapa reports that the press officer for the NUM, Mr Marcel Golding, yesterday said "as far as we can ascertain" the clash was not a direct result of a dispute between the NUM and Uwusa

However, according to Colonel F H Brand, officer commanding the riot squad for Northern Natal, the fight was "undoubtedly between NUM and Uwusa members"

Mr Golding denied this, claiming "mine security called in non-mine workers after a peaceful strike had been staged"

Mine management were unavailable for comment last night

# SOWETAN

## Hundreds flee colliery

By LEN MASEKO

ABOUT 1 000 miners — mostly members of the National Union of Mineworkers (Num) — have left the trouble-torn Hlobane Colliery in Vryheid following fighting at the mine over the weekend.

And the death toll at the Iscor-owned colliery has risen to 11

Accounts of events that led to the clashes at the mine between members of Num and the Inkatha-backed United Workers' Union of SA (Uwusa) varied widely yesterday

The earlier version which attributed the feud to difference of

opinion over the desirability of a wage strike has since been discounted

Iscor management said the clashes broke out last Friday after Num members stopped work to demand that a union organiser, who had been barred from entering the mine, be allowed back on the mine

Col F H Brand of the Natal police, said the fight broke out between members of Num and Uwusa, who objected to the work stoppage

He said about 4 000

workers were involved in the fight, adding that "hundreds had fled into the bush and the mountains"

Num spokesman, Mr Marcel Golding, has blamed the mine's security for the feud, saying they had allowed two busloads of armed Inkatha members from Mahlabathini into the mine

Workers had refused to go back to work until the ban on the organiser was revoked and the Inkatha members left the mine, he said

"The trouble began when the mine's security allowed the Inkatha

group into the mine, to join their fellow-members in the attack against Num workers," Mr Golding told the Sowetan

Num has a majority membership at the mine

Mr Piet du Plessis, Iscor's public relations manager, denied that management was "forcibly paying off" miners, saying hundreds had decided to leave of their own accord

"We did not let any Inkatha members into the mine to attack Num members," said Mr du Plessis

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CLAIRE PICKARD-CAMBRIDGE

(139) (139) BUS DAY 11/6/85  
**June 16 stayaway advised**

THE United Workers' Union of SA (Uwusa) has joined most trade unions in advising members to stay away from work on June 16, the 10th anniversary of the 1976 Soweto student uprising

Speaking at a Press conference in Johannesburg yesterday, Uwusa secretary-general Simon Conco said the union also recommended that members negotiate with employers for the day off.

Conco denied reports that Uwusa members were responsible for violence at Iscor's Hlobane colliery near Vryheid on Friday, which resulted in 11 deaths and widespread injuries

Conco said the union supported a non-violent and negotiated freedom in SA. He blamed the violence on striking National Union of Mineworkers' (NUM) members, saying they attacked a group of workers — including Uwusa members — trying to enter a shaft to continue work.

NUM denies this, saying Uwusa has a small presence on the mine and that armed Inkatha supporters entered the mine and attacked NUM members, who were striking to protest at management's refusal to allow an NUM organiser access to the mine, and to accelerate

recognition talks between management and the NUM

The NUM believes more than 500 workers have been dismissed at Hlobane as a strategy to undermine the union and employ Inkatha supporters. Both management and Conco reject this, saying workers resigned voluntarily.

□ The National African Federated Chamber of Commerce (Nafcoc) has called on all black businesses in SA to observe June 16 by closing for either part of the day or the full day

Uwusa urges  
day of prayer

The United Workers Union of South Africa (Uwusa) has called on its members to observe June 16 as a holiday and will hold prayer services.

A statement released by Uwusa yesterday said "We are recommending to our members to negotiate with their employers — on the same basis as the May Day workers' holiday — a day on which they are free to pay their respects to the fallen heroes of 1976.

"However, Uwusa does not subscribe to the day being extended into a period of prolonged stayaways"

Sowetan 11/6/86

# COURT RULES AGAINST SABC

and

**THE Industrial Court has ordered the reinstatement of 14 employees of the South African Broadcasting Corporation who were retrenched at the end of last year.**

The 14 workers, all of them members of the Media Workers' Association of South Africa (Mwasa), are to be reinstated on the same terms and conditions which applied before their retrenchment in November and December.

In launching the case against the SABC, Mwasa said the retrenchment of its members was unfair in that:

- The SABC advertised vacancies after the retrenchment;
- The accepted principles of retrenchment were not followed,
- The SABC failed to consider ways and means of avoiding or minimising retrenchment,
- Insufficient prior warning was given to workers on pending retrenchment,

By **LEN MASEKO**

- The SABC did not apply a fair selection to workers to be retrenched, and

- There was no proper consultation before a final decision was taken on retrenchment

The SABC's argument that the Industrial Court had no jurisdiction over it because the retrenched workers were State employees was rejected by the court.

- The Pretoria Supreme Court yesterday granted a temporary order evicting 270 dismissed strikers at the Sasko Flour Milling Company at Bon Accord, Pretoria West, where they have been sleeping in since last Friday

Mr Tom Duff, Sasko's manpower relations manager, yesterday confirmed the ruling and said the company filed an urgent application after the dismissed workers — all members of the Cosatu-affiliated Food and Allied

Workers' Union — refused to leave the premises

The application was not contested by the union following an agreement that the order, if granted, would not affect 42 shift workers who were presently staying in the company's hostel, Mr Duff said

The union has been given two weeks by the Supreme Court to show cause why the order should not be made final, Mr Duff added

A spokesman for the union yesterday said they were receiving national support on the strike and were now going to consult the executive committee of Cosatu to decide what the next step should be

The workers went on strike since last Friday in protest against the company's plans to retrench 40 of their colleagues. Mr Duff said the retrenchment followed the closure of one of the three mills

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# NUM is to blame - Uwusa

THE United Workers' Union of South Africa yesterday said the fighting which claimed 11 lives at Vryheid's Hlobane colliery broke out when its members were forced to join a work stoppage at the mine.

Uwusa general secretary Mr Simon Conco said Uwusa members were also threatened with "necklaces" if they

By LEN MASEKO

ignored a strike call by members of the National Union of Mineworkers. He said a pile of tyres and cans of petrol had been placed at the confrontation point as a "necklace" threat to Uwusa members.

"Fighting broke out when Uwusa members

set fire to the tyres and tried to enter the shaft. This resulted in loss of life and a great number of people being injured," Mr Conco said.

Mr Conco told a Press conference in Johannesburg yesterday that NUM members at the mine had organised the work stoppage in protest against the banning of a NUM organiser from

mine property

The Uwusa official said he was unaware of Inkatha's involvement in the clash. He was responding to the police reports that busloads of Inkatha members entered the mine to join the fight.

• Meanwhile about 70 striking Tembisa Town Council workers were arrested in a pre-dawn raid on council-owned property yesterday, a union official reported.

Mr Philip Dlamini, general secretary of the South African Black Municipal and Allied Workers' Union appeared in the Kempton Park Magistrate's Court charged with — among other charges — participating "in an illegal strike".

He said the case was postponed to June 23 and that a bail of R200 each had been fixed.

• Metal unions are due to meet today, to decide whether their members should go on a mass strike in support of their wage demands in the industry.

## DOCTOR ASSAULTED - EVIDENCE

A FRENCH doctor and member of the World Health Organisation yesterday told the Smith Commission of Inquiry into the Winterveldt shootings how she was assaulted by the Bophuthatswana Police.

Dr Benedicte Chanut (29), a member of WHO, told the commission in Ga-Rankuwa that she and a colleague had gone to a scene of shooting when they were arrested on March 26.

"My colleague and I went there to check if people were not injured so that we could help with first aid. We saw men and women running in different directions as police hit them with flexible canes," Dr Chanut said.

Her colleague Dr Vincent Faucherre approached the police in a bid to explain they were doctors. "But he was grabbed and taken away. I jumped out of the car hoping I could

be able to convince the police that there was no reason for us to be treated that way as we were doctors," she said.

One policeman stopped her and hit her with a fist, grabbed her wrist and pulled her towards where police vans were parked. "Others hit me with large flexible canes which gave me a burning feeling," she added.

"Police laughed mockingly at the crowd as they assaulted them. It was a hurtful sight", she said. She was treated for injuries by a Johannesburg doctor on the third day after the shootings.

The commission heard that Dr Chanut and other women and her colleague were pushed into a van and driven to the Ga-Rankuwa police station where large numbers of people were being brought in police vans.



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# Chapel concern over journalists under fire

Staff Reporter

THE SAAN Cape Town chapel of the South African Society of Journalists is deeply disturbed by developments regarding journalists in the KTC area of Cape Town in the past two days

In a statement yesterday, the chapel said

"One of our colleagues is critically injured, another three of our colleagues have been wounded

"Journalists have come under repeated gunfire from both sides involved in the fighting

"A number of journalists, some of them from the Cape Times, have

also been shot at and harassed by police and a Cape Times and an Argus vehicle have been hit by rifle fire.

"Journalists covering a conflict situation claim no special rights or privileges. But when the South African Police appear to be deliberately firing at journalists doing their job, this gives rise to serious concern

"We call on the Minister of Law and Order to publicly explain his position as regards press freedom and the right of journalists to cover conflict situations without interference by his police force"

## Police burnt by petrol bomb

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CAPE TIMES

CAPE TIMES 11/6/86 775

# Rival unions wage war of words

A war of words has erupted between two rival unions over the violent clash which occurred between mineworkers at Iscor's Hlobane colliery and which resulted in 11 deaths

The Inkatha-backed United Workers Union of SA (Uwusa) has claimed the violence was caused by National Union of Mineworkers (NUM) members who intimidated Uwusa members.

Both Iscor and the NUM have denied the violence was a direct result of a clash between Uwusa and NUM

At a Press conference in Johannesburg yesterday Uwusa claimed fighting at Hlobane broke out last Friday afternoon when Uwusa members who did not want to join a strike were intimidated by

members of the NUM. NUM press officer, Mr Marcel Golding denied the Hlobane clash was between NUM and Uwusa. Iscor has also denied that the clash was caused by direct conflict between the two union groupings

Mr Golding said Uwusa had a small presence at Hlobane and the miners were killed by Inkatha vigilantes bussed into Hlobane from outside

Uwusa's Secretary-General, Mr Simon Conco, was not prepared to deny Inkatha supporters were used in the clash but said Uwusa was a separate organisation from Inkatha and had not received reports of outsiders being involved

"If Inkatha was involved at all then let there be an inquiry to find that out," he said

Hlobane SPAL  
139

# Management, <sup>(134)</sup> Clowu agreement <sup>(139)</sup>

Labour Reporter

THE Clothing Workers' Union (Clowu) scored a significant breakthrough in its quest for recognition at Cape Underwear Manufacturers Ltd yesterday with the signing by management of an interim agreement giving the union "reasonable access" to workers and the right to collect subscriptions from members at the factory

The agreement effectively breaks the closed-shop arrangement which the rival Garment Workers' Union currently enjoys at the factory, according to Clowu's general secretary, Ms Elizabeth Erasmus

Clowu will conduct a ballot tomorrow to establish whether it enjoys majority support among Cape Underwear workers

If Clowu can prove its support, it will begin negotiating a final recognition agreement with management early next week

Ms Erasmus yesterday congratulated management "for recognizing the rights of workers to freedom of association".

"Our union believes this can only be in the interests of sound labour relations," she said

The agreement was reached after three days of talks, during which Mr Helton Cheadle, of the Centre of Applied Legal Studies at the University of the Witwatersrand, was flown to Cape Town to act as mediator between the two parties

Mr Cheadle was appointed after discussions between management and the union broke down following the suspension last week of three union members who addressed workers without management permission

The three workers will remain suspended without pay for three months, but will lose none of their accumulated benefits, according to the agreement between management and Clowu

# Inkatha-Cosatu conflict escalates

By PHILLIP VAN NIEKERK

RIVALRY between the Congress of South Africa Trade Unions (Cosatu) and the Inkatha-based United Workers' Union of South Africa (Uwusa) took its most ominous turn yet last week with the death of 11 workers at a clash at the Hlobane coal mine.

The National Union of Mineworkers (NUM) claimed that the violence occurred after two busloads of Inkatha supporters were brought in to smash a strike at the mine.

However, Uwusa general secretary Simon Conco told a press conference in Johannesburg this week that the violence resulted from NUM members intimidating Uwusa members into striking.

The faction fighting came within days of the release of detailed Cosatu allegations of Inkatha harassment of unionists in Natal.

These allegations include the bombing of houses, attacks of people in their homes by armed Inkatha mobs, the breaking up of meetings by Inkatha, and the beating and killing of unionists.

Cosatu has also issued a detailed list of Inkatha people — some of them fairly senior officials in the organisation — and police officers alleged to have been involved in the violence.

“These are not incidents of random unorchestrated violence. They are organised and involve Inkatha functionaries — sometimes senior functionaries,” Cosatu said in a statement.

“The police are not curbing this violence. They are either active in it or failing to take action against illegal paramilitary forces.”

The fighting at Hlobane, however, appeared to take conflict between the two groups into a completely new phase.

Conco said the deaths were a result of NUM members intimidating Uwusa members to go on strike.

The strike occurred last Friday after a NUM organiser, Enoch Phulane, was refused entry to the mine where the NUM claims in a majority representation and is in the process of being recognised.

Marcel Golding, press officer of NUM, said Uwusa representation on the mine was negligible and that, as NUM was the majority union on the mine, there was no question of a straight clash among members of the two unions on the mine.

“The violence was the result of an outside agency,” said Golding. “It seems the Inkatha vigilantes were brought in to smash the strike, undermine the union and create a vacuum which would allow Uwusa into the mine.”

A spokesman for Iscof, Peter du Plessis, said “The cause of the riot was that a number of workers wanted to go on strike because a NUM representative was apparently prohibited from mine property. Another lot didn't want to go on strike.”

Du Plessis said he had no knowledge of the presence of Uwusa on the mine.

An Inkatha representative said in response “Inkatha denies that Uwusa is an Inkatha-based union.

Investigations into the clash at Hlobane coal mine last week reveal that the clash was unpremeditated and spontaneous, being purely between two groups of workers. Inkatha denies that any of its supporters were brought in to smash the strike at Hlobane.

“It rejects Cosatu's claims of Inkatha harassment of unionists in Natal,” the representative said in a statement.

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**It's war**

Fears that rivalry between the Congress of South African Trade Unions (Cosatu) and the Inkatha-backed United Workers' Union of SA (Uwusa) would spill over into violence have materialised

In recent weeks both organisations reiterated allegations that opposition supporters were responsible for threats and physical attacks on their members. Some of the allegations have been tested in court — with embarrassing results for both sides

In May, for example, two Uwusa members working at Clover Dairies in Durban obtained a temporary Supreme Court interdict restraining four members of Cosatu's Sweet, Food and Allied Workers' Union from assaulting or interfering with them. They were

threatened for recruiting for Uwusa.

Cosatu hit back last week in a 45-page dossier containing affidavits and statements summarising incidents, threats and assaults involving Cosatu officials and members (and some non-Cosatu people) in Natal. Cosatu's allegations are directed against Inkatha supporters — not at Uwusa members. But the federation says "the link between Inkatha and Uwusa is so interrelated that it is not always possible to separate them"

Some of the documents concern the chairwoman of the Inkatha Women's Brigade in Ntuzuma, Virginia Shandu. Kisa Dlamini, an official of Cosatu's Health and Allied Workers' Union, and his father Samuel, cited Shandu in a successful urgent application restraining her from threatening and assaulting them. Other documents contain allegations against Inkatha members, including KwaZulu Health Minister Frank Mdadlose and Finance Minister Hugh Madonsele.

Last Friday, Hlobane colliery near Vryheid became the focus of Cosatu-Uwusa conflict. Mine-owner Iscor, Cosatu's National Union of Mineworkers (NUM), and Uwusa each give differing accounts of events there. However, the core of the matter is that 11 people died and over 100 were injured in a bloody clash.

According to Iscor, tensions rose last week after management denied a NUM organiser access to the colliery because of unhappiness with "certain things" he had done. Matters came to a head when NUM members refused to go down for the morning shift. A fight then ensued between pro- and anti-strike factions. Last Saturday, some 780 workers resigned voluntarily. Iscor refuses to speculate on whether the anti-strike group had affiliations with Uwusa.

Uwusa, on the other hand, clearly states that some of its members were among the group opposed to striking. It blames NUM shaft stewards, alleging they threatened to "necklace" those who wanted to work.

NUM, however, claims that the clash occurred when mine security officials allowed non-mine members (whom it says were Inkatha vigilantes) to enter the colliery to smash the strike. Furthermore, it says the workers who "resigned" were actually dismissed, NUM accused management of acting in concert with Inkatha to undermine its presence at the mine in favour of Uwusa. ■

# Who's giving and who's taking?

W/E AR64  
14/10/86  
139

LABOUR  
AFFAIRS  
DICK  
USHER



THERE'S a lot of American money going into trade unionism in South Africa, and it seems that the Inkatha-backed United Workers' Union of South Africa is after some of it

According to an American publication, Africa News, two top Inkatha men, Mr Simon Conco and Mr Peter Davidson, were seen dining in Washington with a South African exile, Mr Nana Mahono, co-ordinator of South African programmes for the AFL-CIO's African-American Labour Centre (AALC)

When asked about the dinner, Mr Mahono at first denied that the two were in Washington and later denied dining with them

He retracted, but insisted they had not asked for AFL-CIO aid.

AALC executive director Mr Patrick O'Farrell later backed Mr Mahono

"We're not supporting them, they didn't ask for our support, we're not giving them any. Quite frankly they don't need it," he said

But back in South Africa, Mr Conco and Mr Davidson told a Johannesburg press conference they had sought funding from the AFL-CIO

The AALC's current South African programme, according to Africa News, is funded by the US Government. After an initial grant in 1983 from the Agency for International Development (AID) for \$85 000, funding rose to more than \$900 000 in 1985 and is projected at \$1.5 million for 1986 and 1987.

The report says that during the first 27 months of operation AALC's South Africa project provided \$359 486 in direct assistance to 29 unions.

In 1985 about 20 percent of the funding went to Congress of South African Trade Unions (Cosatu) affiliates. Another 20 percent went to Council of Unions of South Africa affiliates, 15 percent to the Azanian Confederation of Trade Unions and about 45 percent went to unaffiliated unions

In March this year Cosatu decided not to take AFL-CIO money or co-operate with any of its programmes

Cosatu general secretary Mr Jay Naidoo is quoted "We believe that certain sections of the AFL-CIO have been very divisive in their relation to the worker movement in South Africa"

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## Uwusa workers to pray

THE United Workers' Union of SA has advised its members to observe June 16 as a holiday.

"We are recommending that our members negotiate with their respective employers - on the same basis as with May Day - for a day in which they are free to pay their respects to the fallen heroes of 1976," Uwusa secretary-general Simon Conco said in a statement

"However, Uwusa does not subscribe to the day being extended into a period of prolonged stayaways which will do further harm to the security of their jobs."

Uwusa members will attend prayer services by the Inkatha Youth Brigade and other youths groups. One will be held at Durban's Curries Fountain, he said. - Sapa.

**Pay strikers  
defy bosses**  
**1 000 fired**

Staff Reporters **139**  
MORE than 1 000 workers at Irvin and Johnson's Woodstock branch, on strike for higher wages, were dismissed when they defied an ultimatum to return to work

The workers, all members of the Food and Allied Workers' Union (Fawu), went on strike on Tuesday demanding an across-the-board increase of R16 as opposed to the R12 offered by management

Workers said about 1 200 employees, including day and nightshift workers, out of a workforce of 1 600 went on strike on Tuesday

Mr. C Atkins, group general manager of the seafoods division, said his company has an agreement with Fawu which lays down a procedure for wage increases

He said I&J was following this policy

A spokesman for Fawu said it was not union policy to comment until there is a total breakdown — we are still talking



Cape Times 2-7-68

# Clothing unionists missing

Labour Reporter

THE entire office staff of the Clothing Workers' Union (Clowu) was not to be found on Wednesday afternoon, soon after addressing workers at Cape Underwear Manufacturers Ltd, where the union is trying to secure a recognition agreement.

The factory management gave the union permission to address workers on Wednesday, prior to today's ballot which will establish whether Clowu or the Garment Workers' Union of the Western Province has majority support among workers.

Management confirmed that Clowu had distributed a pamphlet at the factory yesterday, informing workers of the disappearance of six unionists.

Industrial relations executive Mr Johan Baard said the giant Seardel Group — which owns Cape Underwear — is engaged in talks with the authorities concerning a Clowu member.

17/16/66 27/6/66  
139  
139  
139

# Ballot to challenge closed shop

By DICK USHER  
Labour Reporter

A BALLOT at Cape Underwear will today decide whether workers there will be represented by the Clothing Workers' Union (Clowu) or the Garment Workers' Union (GWU).

The ballot is the first challenge in many years to the closed-shop agreement in the garment industry by which all workers become GWU members.

Clowu, which has been in existence about two years, claims majority membership at the factory.

The ballot has been delayed several weeks because of disputes.

Clowu officials have said they will be available to scrutinise the ballot, but the GWU has said it will not take part. The management has invited GWU shop stewards to act as scrutineers.

Two members of an international firm of auditors will supervise the ballot.

1986/87 11/1/86

# Schools workers outline grievances

Labour Reporter

SCHOOL caretakers and cleaners in the Peninsula have a long list of grievances including discrimination, arrogant principals and poor salaries

At a meeting of the Public Servants League (PSL) in Hanover Park on Saturday they also complained of long working hours and the lack of protective clothing

Regulations said they had to

work at least 48 hours a week but caretakers said they were often expected to work a 12-hour day

Because schools could not be left unguarded, when security guards failed to arrive they had to stay on duty until the following morning. However, there was no provision for them to be paid overtime

There was general dissatisfaction with salaries. Several

caretakers with long service, some had from 21 to 29 years, were earning R451 a month

They were all temporary staff, which led to insecurity about jobs and they had to wait two years before being eligible for the pension scheme

Many said they had never received protective clothing in spite of the cleaning and grounds care work they had to do

9/16/1976 28/1/16  
**'Raid' on  
railway  
union** (139)

**Labour Reporter**

THE fledgling Cape Town branch of the South African Railway and Harbour Workers' Union (Sarhwu) was raided by security police last week, according to a union spokesman

The spokesman said, police entered and searched the offices in the City soon after lunch on Friday

"They questioned workers here, but they didn't arrest anyone or take anything," he said

Security police were harassing the union because it was attracting so much interest from local railway and harbour workers "but they won't cripple us", he said

A police liaison officer, Captain Jan Calitz, referred the Cape Times to his head office, the public relations division in Pretoria.

A spokesman, Major S Van Rooyen, said last night that police "do not comment on routine police duties"

# Tembisa gives nod to union



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Solve for  
26/1/86

By **LEN  
MASEKO**

**THE** Tembisa Town Council, fresh from a wage strike by its 1 200 employees, has granted recognition to the S A Black Municipal and Allied Workers Union.

The council announced its decision this week at a meeting between Tembisa Administrators, now responsible for the running of the township, and the union.

Mr Solomon More, chairman of the administrators, said his board decided to recognise Sabmawu despite opposition from senior white officials.

"We, as administrators, feel obliged to recognise a union representing our employees' interest," Mr More said

"On the other hand,



**Mr BENNY Alexander...**  
Sabmawu official.

senior white officials in the council have emphatically told us that they are not prepared to negotiate with the union, meaning that they do not want to talk to the representatives of our employees "

Yesterday's meeting has paved the way for the drawing up of a recognition agreement binding the two parties

Mr More said the recent sacking of 21 white employees in the council was but the beginning of a move to have qualified

blacks, "denied promotion previously" occupy senior positions

The administrators have also extended the reinstatement period due to have ended on August 30, to September 30 for workers fired after a wage strike in May this year

"The way white officials handled employees' grievances was the cause of the strike," said Mr More

The council was paying Sabmawu members wages for the period they were out on strike, the administrator said Some of the employees had had their wages upgraded after the strike

Sabmawu publicity secretary Mr Benny Alexander welcomed the administrator's decision to recognise the union He said long-standing grievances to be dealt with included salary structures and working conditions

3/10/86

~~140~~ 139

BUSDAY

CONGRESS of SA  
Trade Unions (Co-  
satu) assistant gener-  
al secretary Sydney

# Cosatu 'doing its job'

ALAN FINE

Mafumadi yesterday, disputed charges made against the organisation by Simon Conco, general secretary of the United Workers' Union of SA (Uwusa).

Speaking at the Institute for Personnel Management convention in Johannesburg, Mafumadi said Conco's accusation that Cosatu was tackling national political issues while neglecting to serve

members' shop-floor interests did not stand up to the facts.

Mafumadi said a recent survey showed that the three unions achieving the highest increases so far this year were Cosatu affiliates, and Cosatu was committed to fighting apartheid.

# Union holds 5th congress

*benefit*  
14/10/89

THE Media Workers Association of South Africa will hold its fifth annual national congress in Soweto this coming weekend.

The congress, to be hosted by the Southern Transvaal region, will be held at the Lutheran Diocesan Centre in Central Western Jabavu on October 18 and 19.

A number of crucial issues such as the declaration of a formal dispute with three companies in Johannesburg will be discussed. The disputes involve recog-

nition agreements and retrenchment of Mwasa members.

Mwasa's congress coincides with the ninth anniversary of the banning of 18 political, student, cultural and other organisations on October 19, 1977. Among the banned organisations was the Union of Black Journalists (UBJ).

After the banning of the UBJ, the Writers Association of South Africa (Wasa) was founded and in September 1980 the union opened its doors to all workers in the media and allied industries and its name changed to the Media Workers Association of South Africa.

Also to be brought under the spotlight at the congress will be the Government's refusal to grant visas to three prominent British trade union leaders, who were to have visited South Africa this week.

The trio, Mr Harry Conroy, national secretary of the National Union of Journalists, Miss Brenda Dean, general secretary of the Society of Graphical and Allied Trades, and Mr Hans Larsen, general secretary of the International Federation of Journalists, were to have attended the congress.

# End harassment demands union

THE revived SA Railways and Harbours Workers Union is to

write to the Minister of Transport demanding an end to "the harassment of union members"

Sarhwu has alleged its members were being "harassed, beaten and detained" to prevent them from joining the unions

Instead railway workers were urged by management to join the in-house Staff Association to safeguard their jobs, the newly-elected Sarhwu executive committee told a Press conference this week

## Disrupted

Sarhwu, originally formed in 1936, was revived at an inaugural conference in Grahamstown last weekend, after its activities were disrupted by the state of emergency in 1960

In 1976 the union was revived but failed to survive, according to a Sarhwu spokesman

At last weekend's launch, 180 delegates attending the three-day congress resolved.

• To demand that the SA Transport Services stop deducting subscription fees for the "ineffective" Staff Association from their wages because "this organisation does nothing for us"

## Campaign

• To start a national campaign aimed at getting all workers to resign from this association; and

• To ensure that all workers resign on December 16.

The union also intended taking legal action to prevent "the further assault of its members", the spokesman said

A spokesman for the SATS said they would respond to these allegations later.



the mine's safety system - er Sapa

# Group to help Clover workers

By SELLO SERIPE

A SUPPORT committee to press for the reinstatement of 166 workers - dismissed by the Pietermaritzburg branch of Clover Dairies - has been formed in Durban

The Congress of SA Trade Unions announced that its affiliates, students and community bodies who formed the committee this week "pledged their full support for the workers and their union - the Food and Allied Workers' Union - in their struggle for the reinstatement of its members"

The 166 workers were dismissed in July when they held a work stoppage in protest of the dismissal of a senior Fawu member. Management said the worker was fired for disciplinary reasons

At the meeting to launch the committee, members

expressed concern and pledged that the company's use of the state of emergency to suppress grievances will not deter the struggle for the reinstatement of the dismissed workers

"More suppressive action from the bosses and government will make us more determined. The committee will ensure that all bodies which support the workers' struggle for justice throw their weight behind it," said the statement

A fundraising campaign for the dismissed workers has been started and individuals will be asked to write to the company to register their protest as consumers and concerned citizens

"With this kind of support the community is putting into practice Cosatu's slogan. An injury to one is an injury to all"

## Descom party in Vaal

(139) DD 27/10/76  
**Mwasa consolidates**

**JOHANNESBURG** —  
The Media Workers Association of South Africa (Mwasa) consolidated its re-unification when it adopted a new constitution for the organisation at its national congress held in Soweto this weekend

The new president and other officials will be announced after the next national council meeting of the organisation, Mwasa said yesterday

day

Among the resolutions passed were a call for the lifting of the state of emergency, the release of all detainees and political prisoners

Mwasa also passed a resolution rejecting the pass laws in their "new form".

The government was criticised for its refusal to grant visas to 13 foreign trade unionists and

journalists who were to attend the congress as international observers

The congress held a service to commemorate the banning of three newspapers and the detention of scores of leaders on October 19, 1977

Mwasa also expressed solidarity with the "workers' struggle" as part of the "overall struggle" for liberation

— Sapa

*Conf. Times 20/10/77*  
*137*

## Mwasa consolidates new unified stance

JOHANNESBURG — The Media Workers' Association of South Africa (Mwasa) consolidated its reunification when it adopted a new constitution at its national congress held in Soweto this week

The new president and other officials will be announced after the next national council meeting of the organization

The appointment of Mr Tyrone August as full-time general secretary was confirmed

Among the resolutions passed were a call for the lifting of the state of emergency, the release of all detainees and political prisoners and a rejection of the pass laws in their "new form"

The government was criticized for its refusal to grant visas to 13 foreign trade unionists and journalists who were to attend the congress as observers

"Obviously the government, previously delighted we had split, is now shattered Mwasa is again alive and kicking," said spokesman Mr Mazwai Thami

The congress held a service to commemorate the banning of three newspapers and the detention of scores of leaders on October 19, 1977 — Sapa

INDUST. REL. - WORKERS' Org. - Unregistered Unions -  
UWUSA, SADA, MWASA

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139

## Garment union rejects wage offer

### Labour Reporter

GARMENT industry workers have rejected a 12-percent wage increase offered by their employers

The offer was a counter to the Garment Workers Union demand of 25 percent

Workers said after a meeting that the rejection of the offer was unanimous

Wage talks are part of the negotiations for an Industrial Council agreement to replace one which is due to expire after two years

### TWO PROPOSALS

The union is proposing an 18-month agreement for its 53 000 members, with wage increases introduced in three phases

But employers want another two-year agreement. They have already rejected two proposals from the union — minimum disciplinary, grievance and retrenchment procedures, and time off with full pay for the union's nine-day shop stewards' course

Still under discussion is a union demand for May Day to become a paid holiday

AR 603 5/11/76

## Council workers to open all-white body after poll?

Labour Reporter 208 (204) (139)

RESULTS of a poll on whether the Cape Town branch of the all-white South African Association of Municipal Employees (Saame) should open its membership to all will be announced at a meeting next month.

Association members say about 60 percent voted in favour of opening Saame, but officials would not comment

"The results will be announced to our membership on December 3," said Mr Jack Bondietti, general secretary of Saame's Cape Town branch

The association, with headquarters in Pretoria, was once affiliated to the South African Confederation of Labour and its national president, Mr Attie Nieuwoudt, is a former president of the confederation

Saame has a closed-shop agreement with the Cape Town City Council and has about 4 000 members. Most other council employees belong to the Cape Town Municipal Workers' Association (CTMWA), an affiliate of the Congress of South African Trade Unions, with about 11 500 members

CTMWA has open membership and a few whites have joined since industrial legislation was amended in 1981 to allow non-racial trade unions

**Death of husband: Case**

Mr KHANGALE Ma-  
khado.

# Mwasa man freed

FORMER chairman of  
the Media Workers As-  
sociation of South Africa  
in the northern Trans-  
vaal, Mr Khangale Mak-  
hado (31) has been re-  
leased from detention  
after spending more  
than 200 days.

Mr Makhado, who is a  
director of the Northern  
Transvaal Advice Of-  
fice, said he was re-  
leased from the Benoni  
police station on Tues-  
day. He had been kept  
there as a detainee un-  
der Section 31 of the In-  
ternal Security Act.

He was arrested at his  
place of employment in  
Pietersburg on March 25  
and placed under Sec-  
tion 50 of the Criminal  
Procedure Act. After  
two days he was trans-  
ferred from that section  
and placed under Sec-  
tion 29 of the Internal  
Security Act until Sep-  
tember 26.

*Senofan*

139

6/11/76

Sowetan

6/11/86  
139

# situation

## Call to release unionists

**TWO trade unions have launched local and international campaigns to have their members released from detention.**

The unions are Paper, Wood and Allied Workers' Union (Pwawu) and SA Black Municipal and Allied Workers' Union (Sabmawu)

Pwawu has given the Government until November 12 to release its Transvaal secretary, Mr Siphon Kubheka, who has been in detention since June 12.

The Pwawu official was the subject of unsuccessful Supreme Court application to have him freed a month ago.

### Protest

A Pwawu spokesman told the *Sowetan* that the campaign would also involve the union's 16 000 members who — among other things — would participate in mass protest meetings

At the international level, the spokesman said, the Cosatu affiliated union had sought the help of the International Chemical and Energy Federation which, he added, had agreed to mobilise its 6,5 million members in 78 countries

The union met managements from all organised factories this week over the unionist's detention

6/11/86  
139 329 Sowetan



November 6, 1986

SELF-ADHESIVE PHOTO ALBUMS

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WE RESERVE THE RIGHT TO LIMIT QUANTITIES.

WE ACCEPT

W 36

LOW PRICE STORE



W.C. Adkins

gus, November 8 1986 3

# R32-m for W Cape clothing workers

By DEREK TOMMEY  
Financial Editor

MORE than 53 000 clothing workers in the Western Cape are to receive an additional R32-million in wages next year.

They will also receive a higher holiday payout this Christmas, said Mr A M Rosenberg, chairman of the Industrial Council for the Clothing Industry (Cape)

He said that after hard bargaining between the Garment Workers' Union, the Cape Clothing Manufacturers' Association and the Cape Knitting Industry Association, a new wage agreement had been reached.

This provides for an average increase in wages of 15 percent on basic rates from December 13 and for an increase of up to 31 percent over the two years of the new agreement

## Machinists

"This will inject tens of millions of rands in extra spending power into the Western Cape economy in the next two years," he said

Mr Rosenberg said that although the increases varied slightly over the spectrum of job categories in the industry, the percentages mentioned applied to qualified machinists who made up the bulk of the industry's work force

"The annual holiday payout this year will be at the new wage rates," he said

The new agreement provides for structural wage increases at six-monthly intervals

## Sick fund

It also provides for increased contributions by employers and employees alike to the industry's sick fund and provident fund

The sick fund increases were necessary because of the larger benefits granted and rising medical costs. Payouts from the provident fund, which will receive an extra R3,3-million in the next two years, will also increase

The agreement provides for an increase in travelling allowances to employees who work overtime on Saturdays

Mr Rosenberg said a major concession by employers was a reduction in learnership periods in seven employment categories

Allen 11/11/70

## Motor industry unions in joint stand on pullouts

Labour Reporter

THREE top motor industry unions have taken a joint stand on multinational companies and disinvestment.

They say pressure for sanctions and disinvestment are results of apartheid and that profits, and not jobs or worker safety, should bear the brunt.

Two are affiliates of the Congress of South African Trade Unions (Cosatu). They are the Metal and Allied Workers' Union (Mawu) and the National Automobile and Allied Workers' Union (Naawu) and are discussing unity with the Motor Industry Combined Workers' Union (Micwu). Their total membership is about 100 000.

### MINIMUM CONDITIONS

In a joint statement, they demand that if companies pull out they must give timeous notice and provide details of their plans so workers and unions can decide their future.

Companies must negotiate withdrawal on minimum conditions that:

- No retrenchments or redundancies will result;
- New managements agree to negotiate with representative unions;
- They agree to minimum severance pay of one month's wage for each year of service;
- No benefits are prejudiced and workers' earnings are guaranteed for 12 months.

# Blackjacks down tools

By JOSHUA RABOROKO

MORE than 100 Kagiso Town Council policemen yesterday downed tools after making several demands.

The workers, all members of the South African Black Municipal and Allied Workers' union (Sabmawu) said they presented a list of their demands to management which "had turned a deaf ear" to their demands.

They demand

- A pay rise from R250 pm to R500 a month;
- Payment for overtime;
- Compensation for injury while on duty;
- More policemen;
- Improvement of their barracks;
- More uniforms; and
- Better working relations with the community.

Mr van Rensburg, Kagiso's town clerk, yesterday said he did not want to talk to the Press because the *Sowetan* did not make an appointment with him. He threatened to assault the *Sowetan's* photographer Len Khumalo who was asked to take his picture.

"Ek sal jou bliksem!", he told Kumalo when he tried taking a picture.

Mr van Rensburg later ordered a white blackjack to expel the *Sowetan* team from the council's premises.

A Sabmawu shop steward said that they were dissatisfied with the council's "intransigent attitude" towards them.

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SOWETAN, Wednesday, November 12, 1986

Page 11

# Cops still detained

By MZIKAYISE EDOM

The 115 Katlehong Town Council policemen who were arrested two weeks ago following a strike and a march throughout the township, are still in detention.

The men were arrested on October 30 when they and about 200 of their colleagues went on strike de-

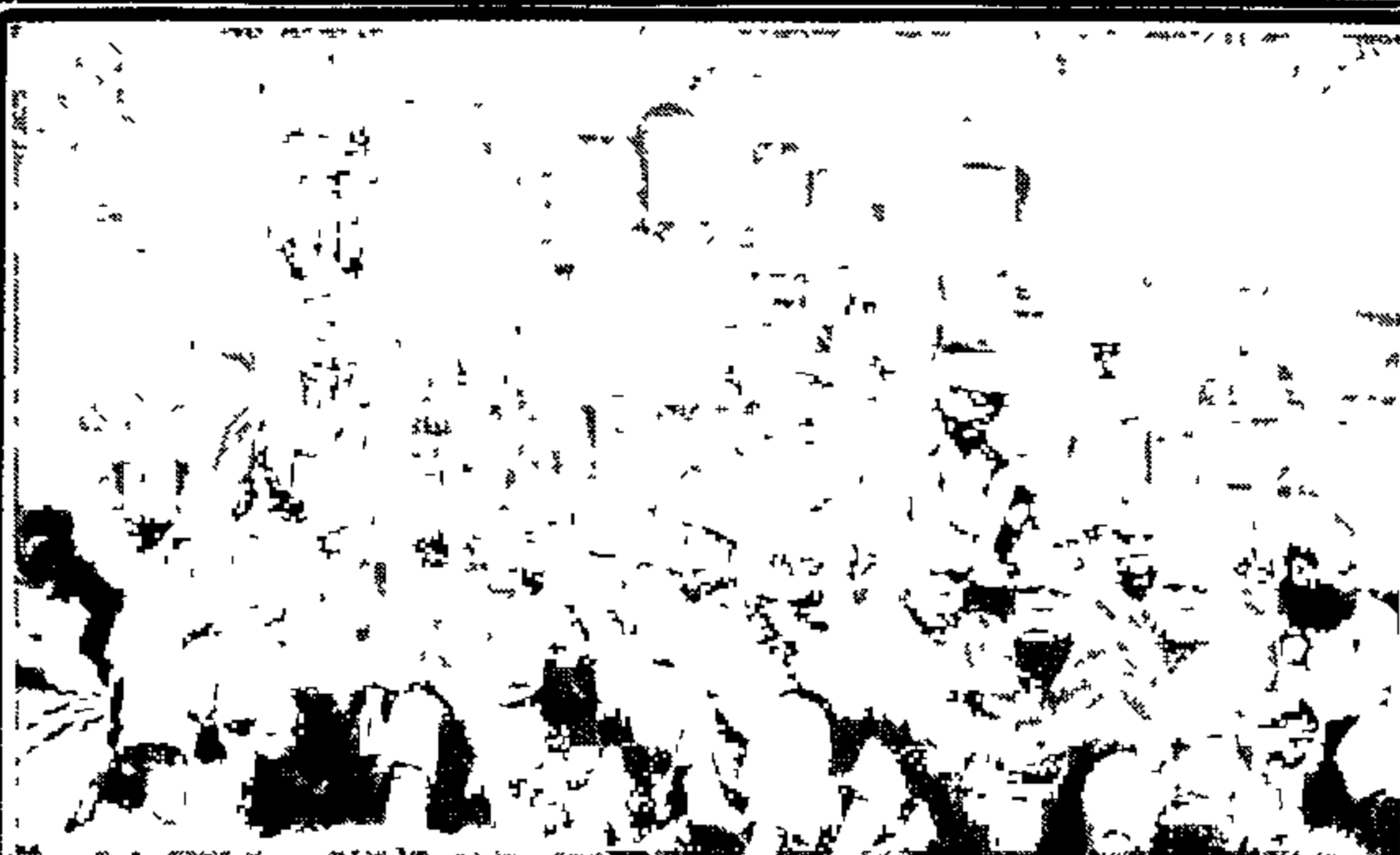
manding higher wages. The 115 policemen are being held under emergency regula-

tions. The East Rand Urban Councils Association will meet today in Vosloorus, Boksburg, to discuss the demands of the

Katlehong council policemen and the detention of the 115 policemen. The Katlehong policemen are demanding an increase in

salary to about R400 a month. Some of them are earning as little as R200 a month. During the march on October 30, the policemen stoned passing cars and barricaded streets with burning tyres. According to the Bureau for Information post office vehicles were also stoned that day.

Mr Phillip Dlamini, a spokesman for the South African Black Municipal Allied Workers Union (Sabmawu), which represents the policemen, said his union was planning to meet the Katlehong council to resolve the matter. Most of the held council policemen and women were recruited from the homelands



SOME of the 40 Kagiso Town Council labourers who downed tools yesterday.

# More council men join strike

MORE Kagiso Town Council employees downed tools yesterday in solidarity with colleagues who went on strike on Monday.

Five clerks and 40 labourers in the local men's hostel joined the close to 100 council police who went on strike on Monday after making several demands.

They are all members of the South African Black Municipal and Allied Worker's Union (SABMU).

The policemen made the following

By MANDLA NDLAZI

demands;

- A pay rise from R250 pm to R500 a month,
- Payment for overtime;
- Compensation for injury while on duty,
- More policemen;
- Improvement of their barracks,
- More uniforms, and
- Better working relations with the community.

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THE Media Workers Association of South Africa has launched a pamphleteering campaign against Afrikaans newspaper group Perskor, following the company's refusal to recognise the union.

# Campaign against Perskor

By LEN MASEKO

The pamphlets distributed in the Transvaal and Eastern Cape, give details of the differences Mwasa had with Perskor over the question of recognition.

The pamphlets state that Perskor management refuses to grant

Mwasa recognition on the grounds that its employees belong to the S.A. Typographical Union (Satu), adding:

"We challenged management to hold a secret ballot to prove Mwasa's popularity with its employees and they refused. They alleged that

some workers had been intimidated into joining Mwasa, but still refused to name the intimidators."

Mwasa's regional chairman, Mr Sam Mabe, confirmed yesterday that the union had launched the campaign, saying the union had declared a dispute with Perskor about three weeks ago.

"We launched the campaign so that readers of magazines such as *Bona*, *Scope*, *Darling* and newspapers like *Citizen*, *Witbank Times*, *Northern Times* and *Imvo Zabantsundu*, could be informed of what goes on at Perskor," Mr Mabe said.

A Perskor personnel manager, Mr Venter, declined to comment yesterday and referred the *Sowetan* to Perskor's newspaper section manager, Mr Willem Allen, who was said to be "out of town."

## Stoppage

About 1 200 Paper Wood and Allied Workers Union members who staged a one-day work stoppage at Sappi's Ngodwana Mill in the Eastern Transvaal this week, have returned to work.

The Pwawu members suspended the work stoppage after they learnt that their wage demands — of a R1,50 per hour increase — were going to be the subject of negotiations between the union and management next Tuesday.

The company said it had taken the decision after "serious consideration." CNA was open for further discussion in case the union proposed another measure to solve the dispute.

The mill's general manager, Mr Barry Melrose, yesterday confirmed that the situation had returned to normal at the plant.

About 600 Ccawusa members are on strike demanding a R 105 across-the-board increase, while the company offers R85.

Pwawu national secretary, Mr Jeremy Baskin, told the *Sowetan* that union members at the plant suspended the work stoppage on Wednesday night.

CNA has stated it has decided against a proposal by the Commercial, Catering and Allied

Workers Union to go to arbitration over the wage dispute that resulted in a strike at the company's outlet.

The company said it had taken the decision after "serious consideration." CNA was open for further discussion in case the union proposed another measure to solve the dispute.

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# Union to draw battle lines for 1987

Blue Ink

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12/11/86

THE SA Black Municipal and Allied Workers' Union is to hold its annual congress at Willge-spruit Fellowship Centre in Roodepoort this week-end.

The theme of the two-day conference is "1987 Ngwaga Wa Kgogola-moko Ya Basumi", loosely translated as 'The Year of The Workers' Storm.'

The Insurance and Allied Workers' Union of SA (Iawusa) has called a meeting of black bank workers, to be held in Johannesburg tomorrow.

The venue for the meeting is Lekton House, 7th Floor, 5 Wanderers Street. The meeting starts at 1 30pm.

A new union with members in retail petrol industry is to be launched in Johannesburg tomorrow (10am).

The launch of the union, to be called the Garage Workers' Union of SA (Gwusa), is a culmination of six months of organising by a steering committee in this industry.

The inaugural meeting takes place at Edingburgh Court, 5th Floor, corner Jeppe and Von Brandis streets.

A spokesman for Gwusa said the union had not yet affiliated with any federation.

The Post and Telecommunications Workers' Association (Potwa) is to host a seminar on grievance procedures and related issues.

The seminar will be held at CWJ Methodist Youth Centre, Soweto, on Sunday (8am). Potwa's Witwaterstrand region is hosting the seminar.

The United Metal Mining and Allied Workers' Union of SA (Ummawusa) is to hold a regional meeting in Benoni on November 22.

The new union joins two other groups in this sector the SA Railways and Harbours Workers' Union and African Railway and Harbours Workers' Union.

Three metal unions meet Standard Telephone Cables management today to discuss workers' wage demands at the company's Boksburg plant.

The talks are a sequel to a work stoppage by 2 000 employees on Monday this week.

The three unions are Electrical and Allied Trades Union of SA, Metal and Allied Workers' Union and Engineering and Allied Workers' Union.

The Ummawusa hierarchy will seek a mandate from the membership on the question of pending wage negotiations in factories organised by the union.

The meeting will be held at St Joseph's church hall, Actonville.

Another union of railway workers is to be launched in Soweto later this month.

reprinted.

16/11/86

# OUT!

CITY PRESS



## Unionist beaten up, charged - and then fired!

134

By DAN DHLAMINI

A WESTERN Transvaal trade unionist who was recently arrested, charged and sentenced to six months' in jail for assault - all on the same day without being given a chance to get legal representation - thought he faced a bleak future.

name as Jacobs, told *City Press* that he knew about Nqosini's dismissal, but was not prepared to give more details to the Press

Motala said his client was now claiming damages from the State for keeping him unlawfully in prison after his bail was paid. The lawyer said papers would be served next week.

To add to his misery, National Union of Public Service Workers shopsteward James Nqosini was fired by Orkney Town Council because of his conviction

But, Nqosini said, other unionists and his wife took the matter up with his lawyers and he appealed against the conviction and sentence.

Lawyer Mohamed Ighbal Motala said leave to appeal was granted. He applied for Nqosini's release on bail and this was also granted.

He said Nqosini was only released from jail four days after bail was paid.

On October 20 the Transvaal Supreme Court set aside the jail term imposed on Nqosini by an Orkney magistrate.

Now Nqosini demands his unconditional reinstatement - and is suing the police and prison department.

Motala said talks with the Orkney Town Council concerning Nqosini's reinstatement ended in a deadlock and the only alternative was to take the matter to industrial court.

Orkney's acting town clerk, who only gave his



(11/11/86)

# Jaffer fined R100 for obstruction

CLOTHING Workers' Union organiser Zubeida Jaffer was this week fined R100 or 50 days' imprisonment for obstructing a security policeman by hanging on to his arms and clothing.

Jaffer, 28, of Wynberg, was further sentenced to three months suspended for three years.

At a previous hearing, Jaffer said she hung onto Lt Frans Mostert to prevent him from shooting and killing her husband Johnny Issel.

Jaffer said Mostert arrived in a vehicle outside her mother's house on September 3 and blocked the way of the van in which her husband and brother were driving off. Her husband jumped out of the van and ran past her into the house.

As he did so, Mostert, who was in the car, "went for his gun".

Thinking he was going to shoot Issel, Jaffer said she "jumped in and grabbed at him."

"My reaction was instinctive because I feared for my husband's life," she said. — Sapa.

# Africanism 'guiding factor'

MORE than 1 000 SA Black Municipal and Allied Workers Union delegates yesterday adopted Africanism as a "guiding

factor" in the black liberation struggle.

The Sabmawu delegates took this resolution at the union's two-day annual congress held in Roodepoort at the weekend

The union delegates also resolved that Sab-

(39) *Soweto*  
By LEN MASEKO

mawu, which organises in the municipal and public health sectors, should not affiliate to any federation

Earlier, Father Sabelo Ntwasa told the conference there was no nego-

tiating about the African continent as it belonged to the Africans. This was the Africanist standpoint, he said

National Forum executive member Dr Neville Alexander said in his speech that "the alliance of liberation forces" should be the goal of the oppressed

"Our struggle is not simply against apartheid," Dr Alexander said

"To free ourselves we have to do away with capitalism"

Other resolutions taken by the union are

- That the union should step up its fight against "stubborn, arrogant" municipalities like Johannesburg, Soweto and Katlehong,

- Call upon the Government to release all people detained under emergency regulations as well as lift the state of emergency, release all political prisoners, Mr Nelson Mandela and Mr Zeph Mothopeng included, and

- That May Day and June 16 should be re-

*17/11/86*  
garded as paid holidays

Sabmawu's new national executive committee comprises Mr Prescott Cwele (president), Ms Neo Chepape (first vice-president), Mr Nyangayezizwe Sibeko (2nd vice-president) and Mr Philip Dlamini (general secretary/treasurer)

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# COUNCIL COPS GRANTED ORDER

## Striking force can now return to the barracks

ABOUT 100 striking Kagiso Council policemen evicted from council-owned barracks last Thursday have been granted a provisional Supreme Court order allowing them to return to the place.

This follows an urgent application lodged in the Rand Supreme Court by the SA Black Municipal and Allied Workers Union (Sabmawu) at the

weekend, seeking the policemen's reinstatement to the barracks

The Kagiso Town Council did not oppose the application

The case will be heard again tomorrow when the council will be called upon to show cause why the policemen should not re-occupy the barracks and why it should not pay the costs of the application

A spokesman for Sabmawu said the

100 policemen were forced to sleep in the veld after they were evicted by police from the Kagiso barracks

Meanwhile the Kagiso policemen resolved at Sabmawu's annual congress held in Roodepoort at the weekend to continue with their wage strike

The council police demand — among other things — a pay rise from R250 to R500, overtime pay and better working conditions

Sabmawu general secretary Mr Philip Dlamini said the striking police were dismissed by the council last Thursday. More council workers, from other departments, have joined the strike in support of the policemen's demands

The strike enters its sixth day today.



SABMAWU members get into the spirit of the occasion at the union's conference at the weekend

# Breakaway union beats rival in ballot

18/11/82  
Own Correspondent  
SAW

DURBAN — The newly formed Textiles and Allied Workers' Union (Tawu) gained a substantial victory over their arch-rival, the United Workers' Union of South Africa (Uwusa), in a secret ballot last week.

The ballot was organised at the Hebox Textiles factory in Hammarsdale where Tawu, Uwusa and the National Union of Textile Workers (NUTW) are all represented and monitored by Independent Mediation Services of South Africa.

One of the conditions of the ballot was that the majority union would be recognised as the sole representative for workers eligible for union membership at the Hebox factory.

## RESULTS

The results were as follows: Tawu 51,8 percent, Uwusa 26,2 percent and NUTW 1,4 percent.

The results are seen as a major blow for Uwusa, which was formed earlier this year and has been struggling to achieve worker acceptance.

Tawu, a breakaway union formed after an internal dispute with NUTW, is at the moment unaligned to other trade union movements. However, a spokesman said yesterday that moves were under way to affiliate with the Congress of South African Trade Unions.

Sowetan  
21/11/82  
XAB

# 3 Union officials detained

THREE SA Railways and Harbours Workers union officials have been detained in the Free State, the union said yesterday.

Sarhu believes the detentions are linked to its opposition to South African Transport Services' in-house Staff Association which has been described as a "toothless body"

The union, an affiliate of the Congress of SA Trade Unions (Cosatu), has launched a campaign to have the Staff Association disbanded

"It is our belief that these detentions are linked to our campaign against the railway's Staff Association," a Sarhu spokesman said

Meanwhile another Cosatu affiliate, Municipal and General Workers Union of SA, has launched a similar campaign against staff associations in the municipal sector

"Our members have resolved that these staff associations should be phased out because they (staff associations) are not unions of their choice," Mgwusa secretary Mr Zola Sikhele told the *Sowetan*.

In some cases workers did not even know the identity of the staff association officials, Mr Sikhele said

Mgwusa would, at present, concentrate its efforts on the Johannesburg City Council Staff Association, he said

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# 500 still on strike at hospital

By JOSHUA RABOROKO

ABOUT 500 workers at the J G Stridom Hospital yesterday entered the seventh day of a strike. Their demands include pay increases and better working conditions.

The workers, all members of the SA Black Municipal and Allied Workers Union (Sbomawu), sang and chanted outside the hospital premises.

In terms of a Supreme Court order, they cannot enter or remain in the hospital without written permission from the authorities.

The workers' strike has left the hospital in a crisis.

Between their normal duties doctors and other staff members have to load vegetables into the refrigerators, wash dishes, clean floors and do other jobs.

The strikers have vowed not to return to work until their demands are met.

However, hospital authorities maintain that workers have still to persuade themselves, by downing tools



SOME of the striking workers outside the J G Stridom Hospital yesterday.

# Dairy favoured

~~General~~

General

N/M 27/11/86 (139)

~~139~~

# Uwusa, Court told

## Pietermaritzburg Bureau

NATIONAL Co-operative Dairies (NCD) had given a 'grossly misleading summary' of a dispute between itself and the Food and Allied Workers Union (Fawu) when they obtained a court interdict restraining the union from instigating a consumer boycott of their products, it was alleged in papers before the Supreme Court here yesterday

In response to the interdict obtained by the dairy, Fawu has lodged a counter application for an order declaring legal the union's call for a consumer boycott of NCD products as a result of a labour dispute

Fawu has also asked the Court in papers for a declaratory order to decide whether such a product boycott would offend the Emergency Regulations and could constitute a 'subversive statement' in terms of the regulations

In papers before Mr Justice Booysen yesterday, Miss Rene Roux, an organiser for the Natal Coastal Branch of Fawu, said her union had given an undertaking to NCD that it would not call for a consumer boycott of its products until the Court had ruled on the legality of doing so in terms of the Emergency Regulations

## Grievances

Miss Roux said in an affidavit a call for a consumer product boycott by a trade union 'wishing to indicate strongly to an employer grievances which have to be addressed' was common throughout the free world

She said Fawu had considered that this form of industrial action was appropriate, following bitter disputes between the two parties. Without such pressure NCD had been completely intransigent and had refused to negoti-

ate meaningfully with Fawu over grievances, she alleged

She said an Industrial Council meeting in August had failed to resolve the dispute between them

In contrast to other employers with which Fawu had dealt, NCD had demonstrated itself to be 'uncompromising and unwilling' to accept standards which had become customary in the dairy industry, she alleged

Miss Roux said Fawu was representative of the vast majority of NCD employees throughout its Natal factories and depots, with some 1 500 members

## Influence

She alleged, however, that NCD management had shown itself to favour the rival United Workers' Union of South Africa (Uwusa), which had only

three members at the Pietermaritzburg factory and two at Congella in Durban. She said NCD unfairly and unreasonably promoted Uwusa to the detriment of Fawu although the vast majority of their employees were opposed to Uwusa

Miss Roux said she believed that NCD's industrial relations manager, Mr Andrew Lynch, wished to break the influence of Fawu in all the dairy's establishments

She denied that a work stoppage at the Pietermaritzburg depot in June was unlawful

More than 160 workers were dismissed at the Pietermaritzburg depot as a result of strikes in June this year

The hearing has been adjourned till March 25 next year

139 27/11/60 27/11/65

# Union: workers were sjambokked

Dispatch Correspondent  
JOHANNESBURG — A spokesman for the South African Black Municipal and Allied Workers' Union (Sabmawu) has claimed that some of 500 workers recently dismissed from the J. G. Strijdom Hospital were injured outside the hospital.

man said the trouble took place while workers were sitting outside the hospital. This they have been doing since they were dismissed about two weeks ago, in order to prevent the hospital authorities from employing new staff.

It is alleged that they were baton-charged and sjamboked.

The Sabmawu spokesman also claimed that at least four of the workers were arrested.

A spokesman for the Bureau for Information said, however, that he knew nothing of the incident and according to his records nothing had happened outside the hospital.

The Sabmawu spokes-



one fraud and all their counts); and to a R150 000 to Aberdeen.

# SABC lay-off plan: union acts

THE Media Workers' Association of SA (Mwasa) has asked the SABC for access to its current financial records in its efforts to minimise the effects of the planned lay-offs of 80 people employed at TV2 and TV3.

Mwasa national treasurer Thami Mazwai said problems arose in September when about 80 workers, including 66 Mwasa members, were issued with notices of retrenchment. SABC later with-

ALAN FINE

drew the notices pending talks with the association

Last week it was agreed that Mwasa could nominate an auditor to examine the SABC's 1985 financial statement. But still at issue is the amount of information on the SABC's current financial situation which will be made available

community and women of all races should be

No 8 of 13% per annum on the issue price, equivalent to 6.50 cents per share.

646-5432

DD. 1/12/86  
Mwasa to inspect SABC records? (139)

Dispatch Correspondent

JOHANNESBURG — The Media Workers' Association of South Africa (Mwasa) has asked the SABC for access to its current financial records in its efforts to minimise the effects of the planned lay-offs of 80 people employed at TV2 and TV3

Last week it was agreed that Mwasa could nominate an auditor to examine the SABC's 1985 financial statement

The national trea-

surer of Mwasa, Mr Thami Mazwai, said the union needed the figures to see whether further retrenchments were justified

He believed that if retrenchments were necessary, this would be because of the SABC's "apartheid structures"

"They are now trying to make our members pay for it," he said

The SABC's director of manpower, Mr Dan Esterhuyse, would only say that the SABC was always rationalising

# Union faces 2 cases

2/12/86 Sowetan

139

ABOUT 600 SA Black Municipal and Allied Workers' Union members will be the subject of two Supreme Court hearings today.

The hearings arise from strikes involving the union's members at Kagiso Town Council and J G Strijdom Hospital.

Judgment is expected today in the case of 500 sacked J G Strijdom Hospital workers who were served with an interim court order barring them from entering the hospital's premises.

By LEN MASEKO

In terms of the interim order these workers cannot enter or remain in the hospital without written permission from management.

Sabmawu general secretary Mr Philip Dlamini said the union would defend the order.

Meanwhile, about 100 Kagiso Town Council policemen, all members of Sabmawu who have been on a wage strike since early last month, may

know today if their occupation of council-owned barracks is legal.

Mr Dlamini said that judgment on the matter was expected today.

The council police, evicted following the strike, were allowed to return to the barracks after a successful urgent application.

## Urgent

The council has to show cause why these policemen should not be allowed to re-occupy the barracks and why it should not pay the costs of the application.

• More than 200 workers at Wynberg's Henlook downed tools last Friday demanding year-end bonuses and overtime pay.

Workers interviewed by the *Sowetan* said their grievances centred on — among other things — management's decision to stop bonus pay-outs this year.

They also accused management of renegeing on "its promise to introduce an overtime system." The overtime system was to have become effective three months ago, the workers said.

(139)

**THE Media Workers' Association of SA (Mwasa) has threatened to take the SA Broadcasting Corporation (SABC) to court over the re-trenchment of its members.**

In a statement released yesterday, the union accused the corporation of unilaterally selecting workers to be retrenched while negotiations on this issue were still on.

# Mwasa, SABC clash

By LEN MASEKO

More than 50 Mwasa members employed by SABC were issued with letters this week informing them of their re-trenchment, effective from December 31, according to the union.

Mwasa's regional chairman Mr Sam Mabe has accused the corpora-

tion of unfair labour practice and of showing "contempt for Mwasa's role in protecting the interests of its members".

The clash between Mwasa and SABC started in September when the corporation informed the union of the re-trenchments only two

days after management had allegedly selected workers to be re-trenched.

Letters informing union members of their re-trenchment were withdrawn after Mwasa's intervention, Mr Mabe said. "We thereafter held

meetings with a view to exploring a number of cost-cutting measures because of the reported R60-million losses SABC incurred in the running of TV1 and TV2," the Mwasa official said.

"We proposed sending our auditors to look at their books and, to our surprise, our members told us that the let-

ters that had been withdrawn had been reissued this week," Mr Mabe said.

SABC labour advisor Mr I Tait could not be reached for comment yesterday.

About 500 J G Stridom Hospital workers, who have been on strike since early November, have called their strike off and returned to work yesterday.

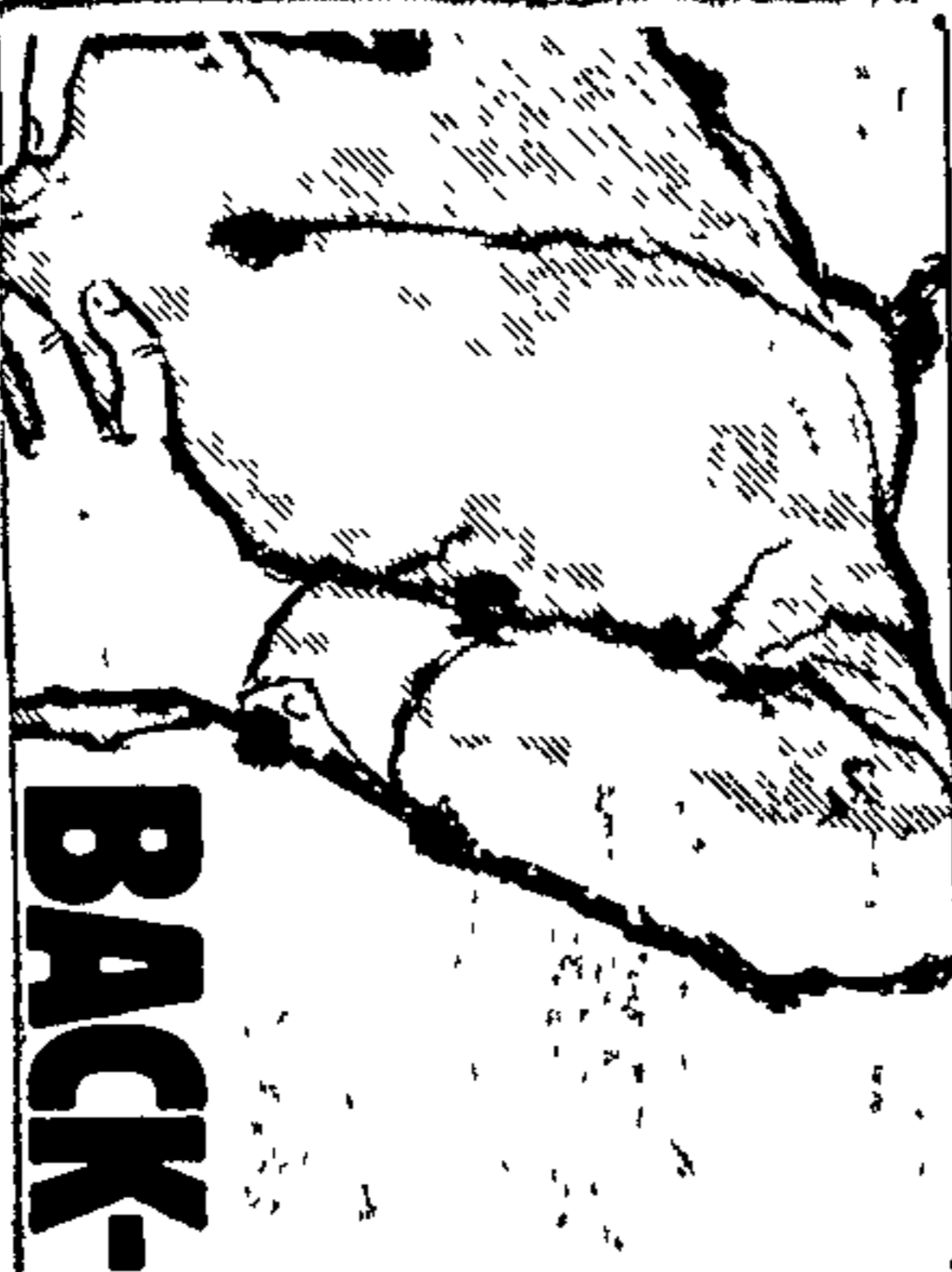
A spokesman for the SA Black Municipal and Allied Workers' Union (Sabmawu) said these workers resolved to resume work pending a possible out-of-court settlement between their lawyers and those representing the Johannesburg hospital.

By yesterday lawyers representing the two parties were still locked in talks, according to the spokesman.

The latest developments unfolded on Tuesday, the same day the 500 hospital workers were to oppose an order barring them from entering the hospital premises without permission from management.

Meanwhile a Rand Supreme Court case involving 100 Sabmawu members — all members of the Kagiso Town Council police force — has been postponed to February 14.

The case is a sequel to a court interdict which allowed the 100 policemen, evicted by the council after a wage strike, to return to the council-owned barracks. The Kagiso council is expected to oppose the interim order.



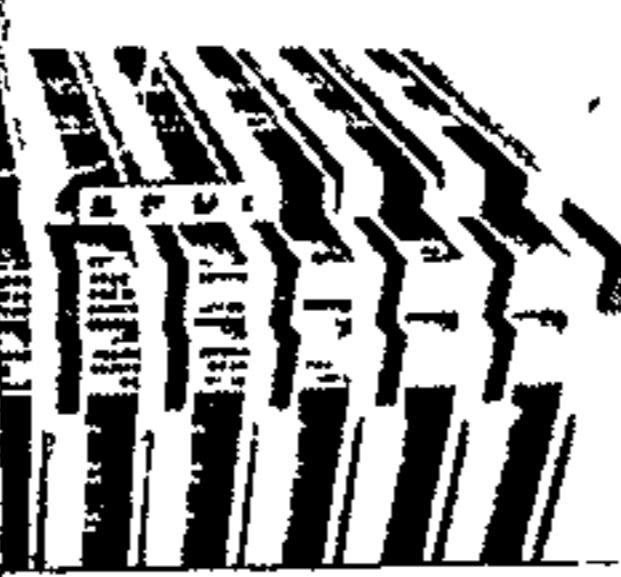
**BACK-**

## BUSINESS ADMINISTRATION AND MANAGEMENT

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- \* Supervisory management
- \* Industrial relations
- \* Production concepts and controls
- \* Bookkeeping and accounting systems



# Fired strikers to take action

*SOWETAN 5/12/86*  
MORE than 50 SA Druggists workers, fired after a strike three months ago, are to take the company to the Industrial Court. *(132)* *(139)*

A spokesman for the SA Black Municipal and Allied Workers Union said the dismissals would be contested at

an Industrial Court hearing scheduled to take place on January 14.

These SA Druggists workers were fired on September 17 after they went on strike in protest against the introduction of a nightshift system at the company's Elandsfontein plant.

INDUST. REL. - WORKERS' ORG. REGISTERED UNION  
(DEFUNCT)

1986-1987

Plan for  
Cosatu

'rival'

Own Correspondent

DURBAN. — A new trade union, a rival to the new Congress of South African Trade Unions (Cosatu), is to be launched soon

Mr M P Gumede, chairman of a co-ordinating committee elected at a meeting of workers in Empangeni last weekend, said the committee received a mandate to form a new union federation for all workers opposed to disinvestment.

He said the meeting also decided to reject Cosatu, mainly because of its pro-disinvestment stance, and supported the formation of a new union federation that subscribes to the principles of a free-enterprise system and supports foreign investment in South Africa

He denied that the new organization was linked to Inkatha

Neither the president of Cosatu, Mr Elijah Barayi, nor the general secretary, Mr Jay Naidoo, could be reached for comment, but a Cosatu official said they were watching the development closely

14/1/86 □□□ BUS DAY (138)  
STRIKES by retail workers at three OK Bazaars branches in Pretoria and at Woolworths' Westgate, in Roodepoort, over separate grievances, began simultaneously last Wednesday.

Industrial action at OK Bazaars branches related to a white till-controller, dismissal of two employees on charges of drunkenness and allegations that a sales manager had assaulted a worker

Woolworths workers said they had been protesting against the "racist" manner of a staff manageress.

A Commercial Catering and Allied Workers Union (Ccawusa) spokesman said Woolworths had suspended the staff manageress pending an investigation. Woolworths confirmed the investigation

Some white Woolworths employees told the Press they believed there was a conspiracy among "hostile black workers" who wanted black supervisors to replace them.

A Ccawusa spokesman said the union had not organised the strike. It had urged workers to return to work on Thursday while Ccawusa took up the issues with management

An OK Bazaars spokesman said striking workers had breached OK Bazaars' recognition agreement with the union by ignoring dispute procedures

● See Page 7



RR645 21/2/86  
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# Building workers' pay talks stalled

## Labour Reporter

PAY talks for the 18 000 building workers in the Peninsula are stalled, with a wide gap between union demands and employer offers

The three unions in the industry, which have formed a combined front to press for their demands, are asking for a 19 percent increase for workers whose wages were last increased in May last year and 30 percent for workers whose previous increase was in November 1984

Employers have offered 20c an hour for skilled workers and 10c an hour for unskilled — about five percent for each category

The South African Woodworkers' Union, the Building Workers' Union and the Amalgamated Union of Building Trade Workers say that to keep up with inflation increases of 12,7 percent and 23 percent are needed

## Real wages down

Real wages — the cash wage deflated by the consumer price index — had fallen in all categories except one since 1976. Pay in nine out of 17 job categories in the Cape building trade was below the supplemented living level

The wages of general workers and craftsmen in the Western Cape are lower than in other areas. The rate for craftsmen in the Cape of R4,50 a hour was lower than that in Natal (R5,10), Bloemfontein (R5,36) and the Transvaal (R6,07)

Employers claim they cannot afford more as the industry has slumped since last March

A third pay meeting will be held next week

● Construction workers are to receive a 7,7 percent increase in minimum wage rates, the Federation of Civil Engineering Contractors reported today

## Natal unionist dies in attack

DURBAN — A prominent member of the Textile Workers' Industrial Union was shot and stabbed to death outside a bus stop near Pinetown yesterday

Mr Petrus Thusi (48) was on his way to work when he was attacked. Police are investigating and no arrests have been made.

According to Mr Chris Chetty, organiser for the union, Mr Thusi worked for Pinetex Mill in New Germany and was a senior shop steward of the union

"His death has come as a shock to us. He was an active member. We do not know exactly the circumstances surrounding his death," Mr Chetty said.

138

STAR

24/12/80

10  
CONTROVERSIAL Natal trade unionist Selby Nsibandé, whose taste for the high life has landed him in a legal wrangle, is now at the centre of a second Natal Supreme Court case

# High-life Selby fights back

138

The vice president of Nsibandé's Inkatha-affiliated National Sugar and Refining and Allied Industries Employees Union, Bernard Mthetwa, brought an application against him last year, alleging various forms of corruption and maladministration

Mthetwa was granted an interim order preventing general secretary Nsibandé from touching union funds and forcing him to return the R75 000 Daimler Benz he bought with members' money  
Now the pro-Nsibandé unionists

have brought a counter application They want president Zebion Mbatsha to be ordered to hold a meeting to consider the "unconditional withdrawal" of the application against Nsibandé, and for him to be allowed access to union funds once again

The two applications have highlighted the constitutional and financial chaos of the union Among the claims made in the anti-Nsibandé application are that all union members were supposed to belong to a funeral insurance scheme Although members had paid their dues, the

## WEEKLY MAIL REPORTER, Durban

premiums had not been paid to the insurers and the members were not covered They claimed Nsibandé had spent more than R5 000 on parking tickets and other traffic-fines He replied that the money was also used for fines incurred by other organisers, not just by himself and that he had personally authorised the spending "because of the exigencies of the job" Audited statements of the year

finances show that in 1985 Nsibandé recorded more than R7 000 for a rally which never occurred In 1984 he authorised a payment of R4 000 to defend a friend charged with theft Vast sums in unaccounted-for petty cash had been found missing In 1984 the audited balance showed that unvouchered-for petty cash stood at a total of R52 000 The following year, the auditors said they could no longer assess how much was missing, but they estimated that 75% of the cash going through the union had not been accounted for

Nsibandé — who claimed he was entitled to buy the Daimler for his use because the union owed him the money in back pay — said it was not his administration which had led to the union being almost bankrupt He blamed it on the recession which had left members unable to pay their fees. On the issue of improvements to his house — paid for from union funds — he said he was given permission to use union money by the national council to provide himself with "a habitable house befitting (his) status" in the union In 1984 alone the auditors found he had spent more than R25 000 on furnishings and improvements to his home

13/2/45  
OK interdict  
STAR (138)  
bid dropped

The Rand Supreme Court application by the OK Bazaars (1929) Ltd against the Commercial, Catering and Allied Workers Union was withdrawn yesterday

This was part of an agreement made an order of court by Mr Justice R J Goldstone

Last week the retail group brought an urgent application for an interdict restraining the union and its general secretary, Mrs E T Mashini, from inciting or calling for an unlawful strike.

In terms of the agreement OK Bazaars withdrew the application and each party agreed to pay its own costs

CAP 71915 13/2/86

# Dispute over Koeberg permit

Staff Reporter

THE case of a worker claiming he was prevented from working at the Koeberg nuclear power station on the advice of security police, and that his employer did little to protect his interests, is to come before the Industrial Court

The dispute is between the French company C Gee Alstom, which employs electrician Mr Cecil Theys, and is a sub-contractor at Koeberg, and Mr Theys's legal representatives, the Legal Resources Centre

Mr Theys contends that the withdrawal of his security clearance effectively cost him his job and constituted an unfair labour practice. The hearing, scheduled for next month, is believed to be the first of its kind involving a French company operating in South Africa

A spokesman for Mr Theys's trade union, the Electrical and Allied Trades Union, said the case had been brought to the attention of the European Parliament, the European Economic Community and French labour unions

An Escom legal adviser confirmed that Mr Theys had first been told by Escom that the permit withdrawal had been on the advice of the police, but said "it was later found that the police were not involved"

The police have also rejected Mr Theys's allegation, and have said "It is the right of any employer to decide on termination of any employee's employment"

Mr Theys said that in December last year his Koeberg work permit had been withdrawn. He believed this was related to his detention last November after allegedly taking part in a candlelight procession

The assistant legal manager of Escom, Mr B F Rheeder, said he had told Mr Theys that the security police had recommended the withdrawal of his permit

"But I found that I had been mistaken," he said. "After further investigation, I found that Koeberg security had actually wanted the withdrawal of the permit. For reasons of security I cannot disclose the reason for this"

making these representations to (any), with a further

# Complaint against Koeberg contractors

Staff Reporter

11/2/86

THE Industrial Court is to hear a complaint of unfair labour practice against a French sub-contractor at the Koeberg nuclear power station following the removal of a Cape Town trade union leader's security permit

The site permit of Mr Cecil Theys, chairman of the Electrical and Allied Trades Union of South Africa (Eatusa), was withdrawn by Escom officials on December 12

Union officials allege this was after a meeting between Escom, the security police and a representative of C Gee Alsthom, the French electrical sub-contractor employing Mr Theys

They have accused the company of "victimising" Mr Theys and of "an unfair labour practice".

## HEAD OFFICE

The company denies attending the meeting and claims it had no say in the issue of security permits, which was done by Escom

A representative of the International Metal Federation (IMF), Mr Brian Fredericks, said details of the matter had been referred to the head office in Geneva, who would liaise with French union affiliates

These included FLM, a major metal union at car manufacturers Renault. He could not "give detail" of possible strategies "at this stage", but did not rule out union action.

Mr Theys is still employed by C Gee Alsthom, but cannot work as he is unable to enter Koeberg power station. Officials claim he has not been paid since the end of December

## FULL COMPENSATION

Eatusa has demanded that C Gee Alsthom ensure the "physical reinstatement" of Mr Theys or pay him full compensation to the end of the company's contract at Koeberg

Mr M Janot, deputy-site manager for C Gee Alsthom, refused to comment on any of the points raised, saying it was a "company matter". He confirmed that Mr Theys was still employed by C Gee Alsthom

In a prepared statement Escom said. "Mr Theys's permit was withdrawn in accordance with Escom's responsibility in terms of the National Keypoints Act"

The matter was heard by the Industrial Council for the Electrical Contracting and Servicing Industry (Cape) last week and has been referred to the Industrial Court

845 DAY 6/2/86  
130

# Union vows No OK strike

Supreme Court Reporter

THE Commercial Catering and Allied Workers' Union of SA (Ccaawusa) has undertaken not to organise strikes at OK Bazaars stores, pending the hearing of a company application for an interdict in the Rand Supreme Court on Tuesday.

OK Bazaars says a threatened national strike is connected with the case of Fransina Pitze, an employee of the Menlyn Hyperama, who is the subject of internal disciplinary proceedings.

GM Personnel Richard Blackwell says OK Bazaars has 170 stores nationwide with 25 000 employees, of whom 7 867 belong to the union. He says any national strike will have serious consequences for the company. Daily sales at OK Bazaars total R10m, he says.

OK Bazaars says there are no grounds for calling a strike, which will be unlawful, as no dispute has been declared and no conciliation board appointed.

Counsel for the union, Wim Trengove, says it has no intention of taking strike action and allegations to the contrary resulted from the unauthorised statements of a minor official.

# Job reservation comes into spotlight again as unions look set to flex worker muscles

JOB reservation comes into the spotlight again this year as unions seem bent on flexing their muscles. The issue of job reservation was set to dominate the annual conference of the fighting white Mine Workers Union (MWTU) last week and its leader Artie Paulus plans to reveal the outcome at a Press conference this week.

The MWTU refuses to be associated with proposals from other white mining unions for the amendment of the Mines and Works Act and expresses vehement distrust of employers' guarantees of employment security.

The black National Union of Mineworkers' (NUM) is holding its annual congress this month and is expected to launch blistering attacks on employers and government for excluding NUM from talks on change and moving slowly on the issue.

Council of Metal and Building Unions (CMBU) secretary Ben Nicholson said on Friday the Chamber of Mines and eight white mining unions had come a 'long way towards reaching agreement on the amendment of the Mines and Works Act'.

Nicholson said these unions — which do not include the MWTU — would be meeting with Minister of Mineral and Energy Affairs Danie Steyn this week to "clear up differences" before finalising talks on the scrapping of job reservation — job security safeguards. Meanwhile it seems that SA has developed little case law regarding instances where managerial employees are forced to resign.

An industrial court case which could clarify the situation begins tomorrow with Carol Valentine, a former product manager at Adcock-Ingram Labour-

tories, charging the company with committing 13 unfair labour practices.

Lawyers Webber, Wentzel and Co have filed papers in which Valentine claims she was forced to resign by group product manager Hazel Bagley in May last year.

Valentine claims the company forced her to resign, treated her in a discriminatory manner, failed to furnish an explanation for ending her employment, failed to counsel her before the event and immediately withdrew her company car and medical aid benefits.

Lawyers say dismissed managerial employees are increasingly exercising their rights by using machinery primarily designed for workers.

A sit-in sympathy strike at several Kanyim-owned butcheries in Pretoria began on Thursday after the closure of Kanyim's Pretoria wholesale operation.

A Sweet Food and Allied Workers Union (SFAWU) spokesman said the strike was in protest against the retrenchment of Kanyim workers.

A management spokesman would not say how many workers were involved in the strike. He said the company was having talks with the union although they did not have a formal recognition agreement.

138 - BUS DAY 3/2/86

**BUSINESS DAY Labour Reporter CLAIRE PICKARD-CAMBRIDGE looks at topical issues in a weekly round-up of events on the labour front**



ARBUS 3/3/86,  
**'Bugging' of  
meeting:  
Railmen  
see Minister**

138  
Political Correspondent

RAILMEN today complained to the Minister of Transport Affairs, Mr Hendrik Schoeman, about the alleged recording of some of their meetings by members of the security branch of the Railways Police.

An 18-men delegation of the Artisans' Staff Association led by the chairman, Mr Jimmy Zurich, presented Mr Schoeman with a sworn affidavit from a member on the alleged bugging of a meeting at Avalon Park railway recreation centre at Jan Smuts Airport on Thursday night.

They also brought to Mr Schoeman's attention the alleged bugging of another meeting at Germiston.

Mr Zurich said these were ordinary branch meeting of the association and feelings were running high among members.

#### NOT DISCUSSED

At today's meeting dissatisfaction about the recent 10-per cent salary increase was not discussed. Mr Zurich said this matter would be raised at a meeting between the Minister and the South African Transport Services federation of nine trade unions in Cape Town next Monday.

Apart from anger about the alleged police activities members of his association were still upset by the reduction in the 13th cheque last year — this has now been restored — and about losses being through wage incentive schemes being stopped.

This has resulted in some railwaymen losing up to R300 a month.

There was also the question of 950 trained apprentices who could not find work in their trades and who had been given jobs at a lower rate of pay.

CAM-TIXES  
7/3/86  
Koeberg  
man re-hired

Staff Reporter

A LABOUR dispute has been settled between a French sub-contractor at Koeberg and a worker of the Electrical and Allied Trades Union

Mr Cecil Theys, an electrician and an employee of the French firm, C Gee Alsthom, had his permit to work at Koeberg withdrawn by Escom on December 12

The union, claiming unfair labour practice, took the matter before the Industrial Council last month. The case was then referred to the Industrial Court.

A spokesman for the union, Mr Brian Williams, said yesterday that the dispute would not come before the court, as it had been settled "satisfactorily".

"He has received full physical reinstatement from C Gee Alsthom and has been paid for every day he did not work," said Mr Williams

AR 615 6/3/85  
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# UCT agreement today

Labour Reporter

**A RECOGNITION**  
agreement between the  
University of Cape  
Town Workers' Commit-  
tee and the university  
will be signed at an  
open ceremony today

likely one of the clauses  
will make a concession  
on this issue

The agreement covers  
about 600 UCT workers  
in all departments,  
grades and pay classes,  
with most members  
from lower-paid grades

The agreement, com-  
pleted after several  
months of hard negotia-  
tion, is understood to  
contain several signifi-  
cant clauses which are  
to be disclosed at the  
ceremony.

Many unions are bar-  
gaining for May Day  
(May 1) to be granted as  
a public holiday and it is

# 'We will arm' say white mineworkers

8 PM 5/3/86 (138)

"When they go on strike, you see many of them armed with pieces of iron, sticks and all kinds of crude weapons. And then there are the sjambok gangs, marching around and threatening to teach the whites a lesson."

"Isn't that reason enough for allowing us to carry firearms for self-protection?" asked white workers at the Wolvekrans Colliery near Witbank.

Their concern was not the black miners they work with every day. On this level relations were good, the white workers said

Their big fear was the potential consequences of a strike situation, they said

## 'TROUBLE'

Mr G W Fouche, a worker at the open-cast mine at Wolvekrans, explained "When we went to work on Friday morning it was clear that there was going to be trouble again

"I was working in the open-cast mine with about 15 workers, when I heard noise and shouting

"A truck loaded with blacks who went on strike entered the area to picket the group working with me

"They were armed with pieces of iron, sticks and other crude weapons, shouting abuse I was the only white in the area and decided to make a very hasty retreat

"I jumped into my vehicle and drove towards the exit of the mine But the truck stopped and the workers got off and obstructed the road

"There was no way to get through without confronting them I turned around and for-

After weeks of unrest and labour trouble, white mineworkers at Witbank collieries this week threatened to arm themselves for protection. Mr Arrie Paulus, general secretary of the white Mineworkers' Union, described the situation as extremely tense. Yesterday reporters from *The Star* visited Wolvekrans Colliery, one of the latest trouble spots.

unately found another road to leave the area.

"And then people ask why we feel threatened"

It was for situations such as this that he wanted to carry a firearm to work, and not because of bad feelings between him and the miners he worked with, said Mr Fouche.

Mr D S Jacobs agreed

"If you don't feel afraid in a strike situation, you must be stupid

"I have a very good understanding with the blacks I work with But once you have to do with a large, agitated group, it is a different cup of tea They behave differently, their emotions are easily swept away," Mr Jacobs said

He then told the story of the alleged sjambok gang

"That's what they call themselves, in any case

"With the strike on Friday, they marched around on the mine, shouting that they were going to teach the whites a lesson

"Should we just laugh it off as idle threats?"

Most of the white workers were convinced that intimidation played a big role in the strikes and unrest.

They said the majority of the workers did not want "trouble".

"But they get beaten up if they don't co-operate. I know of specific workers with whom this happened," said Mr Jacobs

Intimidation was not limited to the mine, said residents living in the nearby mining village

"We have to do all our garden work ourselves these days," said Mrs S Cox

"About a month ago our gardener was ordered to stop working for us And we never saw him again

"This happened to all the houses around us," she added

## 'INVADED'

The white workers now also fear for the safety of their wives There had been threats that the village would be "invaded", they alleged

"About two weeks ago, the mine management promised to erect a security fence and flood lights around the village but nothing has happened so far," said Mr Fouche

The mine's own security personnel were not sufficient protection for either the women in the village or for the miners, he claimed

"They will be the first to run away if there's real trouble," Mr Fouche said

248 138

2 Cape Times, Wed

## Wage dispute with WCDB

### Political Staff

A DISPUTE over wages has been declared between the Western Cape Development Board and the registered trade union representing most of its black workers

A conciliation board into the dispute, which met for the first time on March 19 and is due to reconvene on April 9, has been appointed by the Minister of Manpower, Mr Pietie du Plessis

The WCDB Workers' Union, with 1 350 paid-up members, has demanded a 25 percent wage increase, a union spokesman said

It made its demands on wages and other conditions of employment in August 1985 and declared a dispute in November, the spokesman said yesterday

# Inkatha a target — Buthelezi

Own Correspondent

DURBAN — Chief Mangosuthu Buthelezi has warned of plans to stage violent confrontations in KwaZulu/Natal before June 16, with Inkatha as the main target for enemies of negotiated peace for South Africa.

He called on all who rejected disinvestment — and the starvation and increased unemployment it would bring — to turn out at Durban's King's Park Stadium on May 1 for the launching of the United Workers' Union of South Africa (Uwusa).

## Blamed

In his presidential address to Inkatha's central committee on Saturday, Chief Buthelezi blamed President Botha's intransigence and inability to face real reform for the emergence of the pro-disinvestment Congress of South African Trade

Unions (Cosatu), which Uwusa will oppose.

However, he strongly criticized 'fashionable white super-liberals' and those white-owned newspapers who castigated Inkatha for defending itself against attacks instigated by anti-democratic forces and who helped create a climate of "ANC euphoria".

They were behaving like mobs which egged people on to commit suicide by jumping off tall buildings.

Chief Buthelezi said there was no outcry when the UDF and Azapo killed each other and when the ANC Mission-in-Exile ordered blacks to kill fellow blacks.

## Expectations

However, whenever ordinary black people resisted the politics of violence and intimidation, Inkatha was blamed bitterly.

"We are expected to behave so that we do not contradict white liberal traditions, whereas those same white liberal traditions lead to our castigation by some of the clergy, the Black Sash, Nusas, the SACC, Diakonia, university groups and the like," he said.

If white society did not do something about the government, and if white liberal opinion tried to use Inkatha as a smoke-screen for its failure, they should not expect Inkatha to bear the brunt of their failures, he said.

Certain white-owned newspapers expected Inkatha to bear the brunt of attacks against democracy without retaliating.

When supporters of the UDF killed those of Azapo, and vice versa, it

was reported as a political fact.

When Inkatha defended itself against Azapo and the UDF, however, it was accused of committing hideous crimes against humanity and the forces of democracy. This state of affairs could no longer be tolerated, said Chief Buthelezi.

He recalled having told the KwaZulu Legislative Assembly last week that he was sceptical about whether whites had learnt anything. This was because they were doing nothing to halt the State President's blundering into a political abyss and were allowing Mr Botha to drag South Africa down by his refusal to address fundamental issues.

"We will perish if we sit and wait for the State President to make meaningful moves which will defuse the violence in South Africa. I do not exercise my leadership with the prime objective of perpetrating it (to) perish in the pursuit of futility," said Chief Buthelezi.

## Gets rough

"I lead to win. When the going gets rough, I will get rougher. When courses of action, which are imperative for survival, have to be adopted, they must be adopted, even at great risk."

Chief Buthelezi called on the Inkatha Central Committee to "exceed all the bounds of duty to the movement" by ensuring that people were at the launching of Uwusa at King's Park on May 1 in their tens of thousands.

The mass meeting had to be such a resounding rejection of disinvestment and the destruction of the economy that its message would reverberate around the world.

Cape Times 14/5/86

Cape Times  
16/4/86

# SAAN moves: SASJ hits at 'secrecy'

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Staff Reporter

AN emergency meeting of the SAAN Cape Town Chapel of the Southern African Society of Journalists, representing most journalists on the Cape Times, was held on Monday

Members unanimously expressed grave concern about the imminent "rationalization" of the Cape Times and Argus newspapers

This statement was issued on behalf of the executive committee

"We deplore the secrecy surrounding the 'rationalization' and note that no concrete details have been released on the imminent process whereby the two newspapers will be rationalized. We have had to request a meeting with our management on the matter

"The Chapel believes the current negotiations between the Argus and SAAN management will jeopardise both the Cape Times' editorial independence and its future existence

"The meeting resolved

"To request an urgent meeting with SAAN MD, Mr Stephen Mulholland, and Mr Gordon Waddell of JCI — the major shareholder in SAAN and Argus — to answer questions on the implications of the merger for the Cape Times

"To request a meeting in Cape Town with the Argus management, Johannesburg

"The concern of the chapel has also been expressed by employees in other departments of the Cape Times as well as members of the SA Typographical Union"

● An ad hoc committee of Cape Times employees has also requested a meeting with Mr Mulholland

● Mr Mulholland said last night he would be "more than happy to meet with the staff of the Cape Times to discuss the issues involved as soon as possible

"But I must stress that the purpose of what we are doing is the opposite of what the SASJ statement says is their concern — our purpose is the survival of their publication, the Cape Times

## 'Fair spirit'

"My sense of the arrangements with the Argus company is that these are motivated on both sides by the determination to return SAAN to profitability, and with that return, the ensuring of the survival of the existing SAAN titles

"My sense of the negotiations is that they are being conducted in a fair and reasonable spirit on both sides, and I am confident that this will continue to be the case

"As regards the nuts and bolts of the day to day developments in the process of rationalization, I must say that the situation is fluid at the moment, and it is simply not realistic to give a running commentary on these developments

"But the the staff of the Cape Times and of SAAN can rest assured that editorial independence is a non-negotiable issue

"Our prime objective is the return of the SAAN group, of which the Cape Times is a member, to profitability, from a very difficult financial position

"Journalists and others must understand that the company is in trouble, and our shareholders have been very understanding and supportive, to a degree which is more than one can reasonably ask under the circumstances

"We are working day and night to sort out the problems we are facing. I have been a journalist for 31 years and I hold as sacred the principle of editorial independence," he said

Orange Free State have been  
... to the same period

# Dairy Belle hires guards for replacement delivery drivers

Dairy Belle in Pretoria has hired security guards to protect drivers of milk delivery vans employed to replace 500 black employees dismissed for striking

A company spokesman said after intimidation of replacement drivers supplied by an outside contractor, guards were hired to accompany milk rounds from the company's Clayville factory in Pretoria

About 1 000 Dairy Belle workers organised by the Food and Canning Workers' Union (FCWU), are still on strike at three Pretoria depots and the Turffontein West depot in Johannesburg

The dispute between the company and the union began at Clayville two weeks ago. About 500 black employees went on strike, demanding the reinstatement of three shop-stewards dismissed for allegedly using violence on workers hired to replace them during a previous strike. The union denied the claim of violence.

When Dairy Belle dismissed the 500 strikers, workers at four other depots went on strike, demanding their reinstatement.

The company has so far dismissed 75 sympathy strikers from the Koedoespoort depot in Pretoria.

Mr Jan Theron of the FCWU said a meeting had been arranged with the company for Sunday to discuss the situation.

# 60 in court after necklace killings

More than 60 people appeared in the Sekhukhune Magistrates Court on Tuesday and Wednesday in connection with the deaths of 32 suspected witches "necklaced" at the Lebowa villages of Mafgane and Nchabeng recently.

Lebowa Police liaison officer Major Thys du Preez said the case was postponed to May 15 pending further investigations.

He said the bodies of three other people who had been burnt to death were found at Spruitkraal, also in Lebowa. Several people have been arrested in connection with the killings. Police investigations were still continuing on the killings at the two villages.

● See Page 15

Pulco to cut Veal Demand level is still falling



**Union  
to quit**

**Tucsa**

Staff Reporter

ONE of the oldest unions in Cape Town, the Tramways and Omnibus Workers' Union (TOWU), has decided to disaffiliate from the Trade Union Council of South Africa, of which it was a founder member

The general secretary of TOWU, Mr Mogamat Soeker, said the decision had been unanimously agreed on at the annual general meeting on March 25, and formalized at the weekend.

He said the 2 000-member closed-shop union remained unaffiliated at the moment, and workers would decide whether to affiliate to another union grouping

He said the reason for the disaffiliation was "a feeling by workers that Tucsa had done nothing for the members"

Another source, who attended both meetings, said workers believed that Tucsa was undemocratic because report-backs from meetings did not take place

# Union condemns May 1 killing

SPARK  
7/5/86

By Mike Siluma ~~138~~ 138

The 18 000-strong Electrical and Allied Workers' Trade Union of SA has strongly condemned the killing by police of one of its members during unrest in Wattville on May Day

The union's general secretary, Mr Tommy Oliphant, said Mr Manuel Hermanus (27) had been shot dead after he and other people had fled into a house during disturbances which broke out after a rally in the township

Mr Oliphant said the shooting of Mr Hermanus showed "the heartlessness and brutality" of the police. He accused police of indiscriminate attacks on people on May Day

A police spokesman said Mr Hermanus had been fatally wounded when a policeman, who was being attacked in Wattville, fired on his attackers. The policeman was killed by the mob, he said

The Council of Unions of South Africa (Cusa)

has also claimed that on Saturday police, together with members of the Defence Force, attacked mourners returning from the funeral of two Vosloorus residents killed during unrest

Cusa's president, Mr James Mndaweni, said police sjambokked all mourners who wore Cusa and United Democratic Front T-shirts, forcing them to take the T-shirts off

A Cusa organiser at Unilever, Mr Joseph Oupa Masuku, was detained

Reacting to Mr Mndaweni's allegations, a police spokesman in Pretoria said police rejected charges that they and the Defence Force attacked mourners at Vosloorus

"If, however, anyone is of the opinion that there is legal cause for complaint, an affidavit can be filed through any of the existing channels," said the spokesman

He added a black man had been arrested and was due to appear in court

678  
28  
703

# 'Stop the killings' — union campaign after two deaths

By DICK USHER  
Labour Reporter

19/5/86  
THE death of two members in a petrol-bomb attack has spurred the Electrical and Allied Workers' Trade Union (Eatwu) into launching a "stop the killings" campaign in the Western Cape

The campaign will be announced at a memorial service on Thursday night for Mr Rashid Abrahams and Mr David Ndude, who died after their vehicle was stoned and petrol-bombed near Crossroads last month

Mr Abrahams died immediately and Mr Ndude died six days later

Mr Brian Williams, regional secretary of the union, said many community, political, student and teacher organisations and other unions had been sounded out and supported the idea

## MANY TRAGEDIES

"Their death really shocked us and we realised that someone needed to take a lead to halt the killings. Our union, which is independent but has many connections in the community, is in a good position for this

"Once we found strong support for the idea, we wrote to many progressive organisations calling for a joint meet-

ing soon at which we will discuss concrete measures to stop the violence

"There is a strong determination by the union to get this going

"We feel the death of Rashid and David, which happened in only one of many such tragic events, must be a launching pad for a concerted movement to end these counter-productive actions," he said

Eatwu, an independent trade union, was formed recently from the Electrical and Allied Workers' Union and the Electrical and Allied Trades Union. It has about 20 000 members nationally, skilled and unskilled

The memorial service will be at St John the Evangelist Church, Belgravia Road, Athlone at 7.30pm on Thursday

Mr Williams appealed to all relevant organisations to support the campaign. He said the union's national executive in Johannesburg would decide whether to make it a country-wide campaign.

# WCDB <sup>OFF TOP</sup> workers <sup>150</sup> 27pc rise <sup>250</sup>

By BARRY STREEK  
Political Staff

BLACK workers for the Western Cape Development Board have been granted large pay increases after a wage dispute was referred to a conciliation board

A 12 percent allowance, backdated to January 1 last year, a 5,5 percent pay increase also dating back to January 1 last year and a 10 percent pay increase, as from January 1 this year, have been awarded

The effective 27,5 percent increase in salaries has been incorporated into a formal agreement between the WCDB and the Western Cape Administration Board Workers' Union, which is a registered trade union representing about 1900 of the 2 236 black workers employed by the board

## 'Minimum'

As from July 1 this year, the minimum wage to be paid by the board will be R382 a month

The agreement was signed by the board and the union last week.

The conciliation board was appointed by the Minister of Manpower, Pietie du Plessis, in February this year after the union demanded a 25 percent salary increase for all workers employed by the board.

"We have won," the union's secretary, Mr Boy Mafunga, said yesterday

But this victory has been soured by the government's decision to phase out the development boards from July 1 this year

Mr Mafunga asked: "What is going to happen to the black employees when the development boards are phased out?"

Development board employees had been told that they would be transferred to the provincial

administrations but the union was worried about the possibility of retrenchments and it wanted to know what would happen to their pensions and other benefits, Mr Mafunga said

## 'Transfer'

At present, development board employees had a private pension scheme and they were covered by group life insurance policies, but they did not know if these would be transferred to the provincial administrations

People who had worked for the city council and divisional council before being transferred to the development board still had not been informed about their accumulated service benefits, Mr Mafunga said.

"The workers must be given the opportunity to decide for themselves if they want their accumulated benefits to be transferred," Mr Mafunga said

"We want an appointment with the provincial secretary to find out what is going on"

The union was very concerned about its position in the provincial administration because in the government service only staff associations had been permitted in the past.

## 'United'

Mr Mafunga said: "If we are not united, the people will join the radical unions

"It is very important that members of this union fight together. If we are not united we will not be able to fight for those things.

"We wish to stress that we identify ourselves with the problems of black people in the communities"

He said the union will hold a general meeting in Langa on Saturday

CAF 7/12/20/5/76  
Support  
for 'stop  
killing'  
campaign

Labour Reporter

PROGRESSIVE organizations throughout the Western Cape have given their support in principle to a "stop the killings" campaign initiated by the Electrical and Allied Workers Trade Union (Eawtu), according to Eawtu's Southern Areas secretary, Mr Brian Williams.

The union decided to organize the campaign after two of its members, Mr Rashid Abrahams and Mr David Ndude, were killed when their vehicle was stoned and petrol-bombed near Crossroads last month.

The campaign will be officially announced at a memorial service for the two men on Thursday at 7.30pm at St John the Evangelist Church, Belgravia Road, Athlone.

All the progressive community, education, sport, church and labour organizations contacted had expressed enthusiasm for the campaign which will seek ways to overcome the political and social conditions responsible for indiscriminate violence.

The union has blamed the two deaths on "the State's dehumanization of our people through its oppressive and exploitative system".

Mr Williams said the campaign would examine both State and community violence and try to encourage discipline in an effort to end "counter-productive actions".

The union hopes to organize a meeting of all interested organizations next week to plan a course of action.

Eawtu's national executive in Johannesburg would decide whether to extend the campaign to the rest of the country, he said.

dition  
CAPE TIMES 20/5/86  
35 percent  
pay increase

Labour Reporter

WORKERS in the electrical contracting industry in the Western Cape have won a 35 percent pay increase — the highest in 12 years.

The regional secretary of the Electrical and Allied Workers Trade Union, Mr Brian Williams, said management had agreed to the increase and had committed itself to providing pension and medical aid for workers during a month of negotiation at the Cape Town industrial council.

Workers on the lowest grade will get 58 cents more an hour and artisans and licensed electricians 74 cents more.

The union had majority membership among workers in the electrical industry, but stronger membership would enhance its ability to negotiate more favourable medical-aid and pension schemes, said Mr Williams.

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ARG 21/5/86 (138)

# Support for campaign to stop killings

## Labour Reporter

THE campaign to stop the killings, started in the Western Cape, is gathering momentum

Mr Brian Williams, southern areas secretary of the Electrical and Allied Workers' Trades Union (Eawtusa), said many organisations had responded positively to the union's initiative

The campaign will be launched at a memorial service tomorrow for union members Mr Rashid Abrahams and Mr David Ndude who died in a

petrol bomb attack

Mr Williams said the campaign had been spurred by shock at the deaths of members, including Mr Manuel Hermanus who died on May 1, and Mr Moses Landani

Messages of support for the campaign had been received from the Congress of South African Trade Unions, the Azanian Confederation of Trade Unions, the Council of Unions of South Africa, the United Democratic Front, National

Forum, New Unity Movement, the Azanian Peoples' Organisation, the South African Council on Sport and others

Some money had been received and the union would set up a trust fund for Mr Ndude's family

Eawtusa was also discussing with another union building a home for Mrs Ndude

Spokesmen for many organisations welcomed the campaign

They pointed out that the vi-

olence affecting large areas of South Africa was counter-productive and switched the focus of the struggle from the system against which the violence was directed to black on black killings

The memorial service will be at St John the Evangelist Church, Belgravia Road, Athlone at 7 30pm tomorrow.

Mr Williams said measures to end the violence would be discussed at a meeting next week



# Divided by hate, — united in grief

By DICK USHER, Labour Reporter

**C**CARELESS death walked in on Samuel Isaacs one evening

He was holding a class for Sunday school teachers when his wife arrived

"I knew immediately something terrible had happened. Then she told me about David and Rashid. Actually, she told me she thought something had happened. Nobody was quite sure yet," he said.

What had happened was that Rashid Abrahams and David Ndude, an electrician and labourer employed by his firm, had been travelling past Crossroads on the evening of April 28 when their van was stoned, ran out of control into a tree and then petrol bombed.

Mr Abrahams died immediately, Mr Ndude died six days later from his burns.

They were both members of the Electrical and Allied Workers' Trade Union of South Africa (Eawtusa) which has started a campaign to end the killings.

**T**HE union's concern is not just about members who have been killed, but for all people affected by the surge of violence, and also for what it is doing to South Africa.

With many others, it views the swell of killings and burnings and internecine warfare as debilitating and counter-productive, locking people into anarchic resistance against a system they find reprehensible, but resulting only in self-destruction.

Mr Isaacs, an employer and regional chairman of the Electrical Contractors' Association of South Africa, shares those concerns and looks forward to a changed society where we do not live in the vortex of violence.

He had to break the news to Nazli Abrahams, expecting a baby in June, and Vivienne

Ndude, a tent-dweller at Khayelitsha.

"It's another strange thing about our society. At this time of tragedy we found ourselves united in grief. But all the time in South Africa we are being divided by hate. Why can't we unite in love?" he said.

"The terrible thing is that this division is there even in death.

"Rashid and David joined us about the same time five years ago and for the past year worked as a team.

**"B**UT because he was an artisan, Rashid's family has benefits available through the industrial council pension fund, so at least Nazli and their children will have something.

"But David, as a labourer, wasn't eligible for these benefits.

"His widow gets death benefits from the Department of Manpower, equal to six months' unemployment benefits, and a union death benefit.

"The union and the association are working through the industrial council for labourers to be included in the pension and medical aid schemes, but that isn't going to help Vivienne.

"When he died we had been collecting materials and, with the help of some builders, we were going to build him a house at Khayelitsha.

"Since his death, some money has been donated and we are going to go ahead with the project," said Mr Isaacs.

"I know that people are dying every day, but when people have become part of your life, their deaths are much more personal.

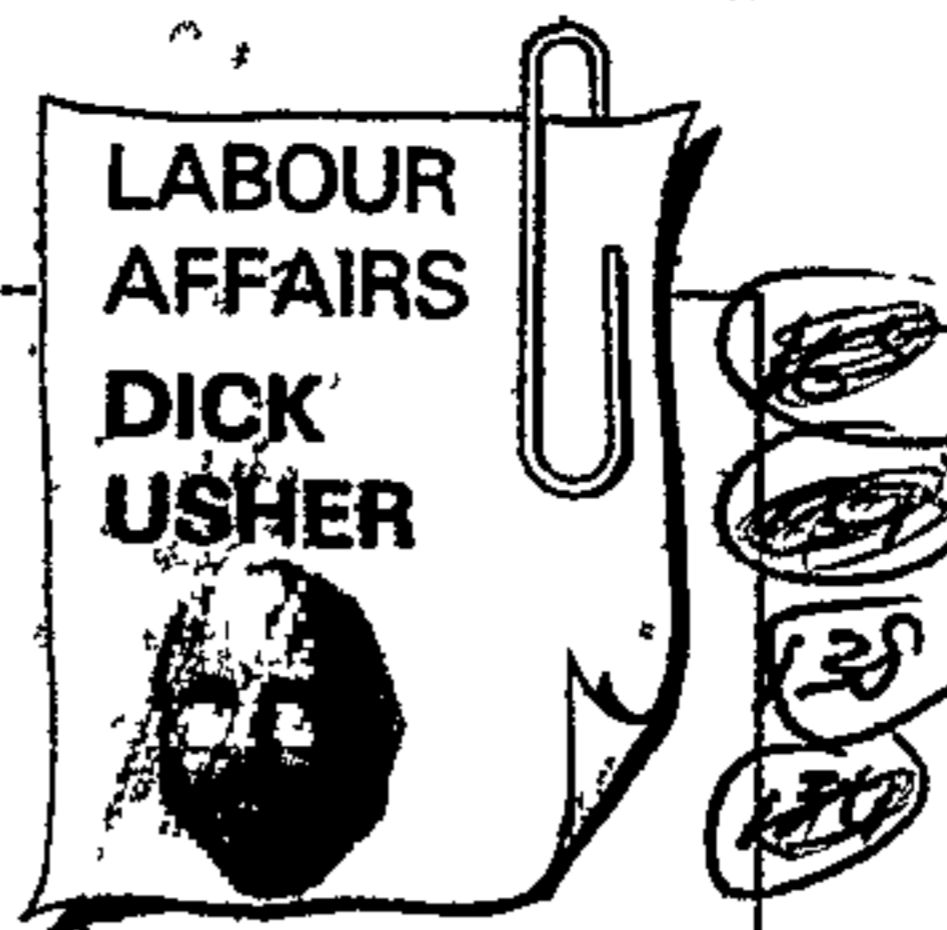
"Although I want to condemn the people who threw the bombs as thugs, there is another dimension — the quality of their lives and the battle to survive.



10/16 AR 43

24/5/86

## No bar to joining a union



**STRANGE** though it may seem, there are still employers who think they can decide on their employees' right to associate in trade unions.

In a recent case in Johannesburg, the Industrial Court ordered the reinstatement of four employees, members of the Electrical and Allied Workers' Trade Union of South Africa, unfairly dismissed from Sinesonics in Edenvale.

Trouble started at Sinesonics when a director and main shareholder of the company, Mr A J Synesiou, discovered that 12 of his 16 black workers had joined the union.

Workers claimed he told them that those who remained members of the union would have to leave the company.

Mr Meshack Motloun, one of the applicants, said he was dismissed and while being escorted from the premises all other union members downed tools and walked out.

Mr Synesiou denied telling workers he would dismiss them if they belonged to a union. He said he had questioned the benefits of trade union membership and put it to the workers that as a matter of courtesy he should have been told of their intention to join a union.

"It appears to the court, however, that there is no obligation on an employee to inform his employer that he has joined a union," said the presiding officer, Dr D G John.

After discussions with the union, Mr Synesiou agreed to take back all employees who had walked out except four he claimed were "intimidators and agitators".

Although Mr Synesiou said the work of the four had deteriorated, the court found the only reasonable conclusion was that he had refused to take them back because they belonged to a union and had taken a leading role in union affairs.

"The picture which the evidence presents is of an autocratic employer who nevertheless treated his employees generously and encouraged them to undergo training to improve their skills and prospects.

"He was angered by their joining a trade union and by the ingratitude which this step seemed to him to indicate," said Dr John, finding that the four had been unfairly dismissed and failure to re-employ them was an unfair labour practice.

Union reports raid on office

Political Staff

THE offices of the Electrical and Allied Workers' Trade Union (EAWTU) in Cape Town were raided yesterday afternoon by the security police, according to the union's southern areas secretary, Mr Brian Williams

The union's offices have been used for meet-

ings of Stop the Killings Interim Committee, committee formed to end inter-organization violence and killings in black areas

Mr Williams said copies of a summary of SKIC meeting and number of documents and pamphlets had been removed by the police

Too late for classification

DEATHS

BAXTER. — Lurline Died yesterday after suffering bravely We will miss you Our deepest sympathy to Jewel, Robert, Janus Janine and Melissa From Lillie, Eric Theo, Sylvia, Charles Ada, Des, Mavis and their families

● A spokesman for the Bureau for Information yesterday said he had no comment to make on the raid, and a Pretoria police spokesman said he was not able to comment as all such matters were being handled by the bureau

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# Judge orders new polls in union row

Staff Reporter

A DISPUTE between members and officials of the Tramways and Omnibus Workers Union has led to a Supreme Court judge ordering the officials to hold two meetings to consider constitutional changes and elect new officials

Mr Peter Arendse, a union member, applied to the court to order the acting secretary Mr Mogamat Soeker and the executive committee to implement a decision made at an annual meeting on March 25 to hold a special meeting to consider changes to the union's constitution and to hold elections

The legal representatives of the two parties reached an agreement out of court

In terms of the agreement, made an order of the court, Mr Soeker will send out notices before July 18 announcing two meetings on August 3 to consider amendments to the constitution submitted to him and on August 17, or two weeks after the amendments are approved by the Industrial Registrar, to elect officials.

## Change

The dispute centred on the decision made at the annual meeting to remove racial provisions from the constitution and alter the make-up of the executive committee

It was claimed that the acting secretary and executive of the union called off a special meeting because they were not happy with the members' decision

According to papers before the court, the union's constitution provides for the appointment of a chairman, a vice-chairman, a white treasurer, four committee members (two

white) and 14 shop stewards (one black)

Mr Arendse said in an affidavit that at the annual meeting members voted to remove these racial provisions and expressed the wish to change the structure of the union.

Mr Arendse said Mr Soeker was reluctant to hold the meeting called for at the annual meeting. After a petition was submitted, a special meeting was held on April 20 where constitutional amendments were adopted and a further meeting was arranged

Mr Soeker and the committee cancelled the meeting "because they were not happy with the decisions of members", said Mr Arendse

Meanwhile, after a request by Mr Soeker and "certain other members", the Industrial Registrar issued directives that the union was not able to function in terms of its constitution and appointed an interim executive committee until July 31

This committee was instructed to call a special meeting to elect a new executive and no constitutional amendments were to be made until this had been done

Mr Arendse said "There is at present great dissatisfaction among large numbers of members at the way in which the affairs of TOWU have been conducted by the interim executive committee - which is in fact the old executive committee."

In answering affidavits, Mr Soeker and committee members denied the allegations, saying the union meetings dissolved into "chaos" and were very poorly attended

Mr Justice Howie was on the Bench. Mr A M Omar appeared for Mr Arendse. Mr A P Blignaut appeared for Mr Soeker and the committee

*Cape Times 1/8/86*

# Workers back after firm agrees to talk

Labour Reporter *130*

WORKERS at the Renak electronics factory in Diep River returned to work yesterday after striking for one day in protest at the company's failure to respond to their demand for a minimum wage increase

A spokesperson for the Electrical and Allied Workers' Trades Union (EAWTU), which has more than 80 percent membership at the plant, said the strike was called off when management agreed to discuss wage increases with the union

The union is demanding an increase in the minimum wage from R2,30 an hour to R3,90 an hour

The factory — part of the multi-national Plessey group — has been troubled by industrial action since Monday, when the workers introduced an overtime ban to support their demand for a living wage, and refused to work shifts

Apart from the fact that the shift system would undermine the overtime ban, the mainly female work-force did not want to work night shifts because of the disruption this would cause to their family life, the union spokesperson said

EAWTU has also accused Renak of trying to recruit scab labour from among engineering students at UCT to work the shift system

The managing director of Renak, Mr A J Chisholm, said management had agreed to meet the union and did not want to comment further on industrial action being taken at the plant

# Conflict growing within Towu

By HILARY VENABLES  
Labour Reporter

THE executive committee of the Transport and Omnibus Workers' Union (Towu) is heading for a showdown with its members after closing a meeting called on Sunday to resolve growing conflict between the rank and file and the executive.

The executive agreed to the meeting only after members had applied for a Supreme Court order to force them to hold it.

In terms of the agreement, the executive was obliged to call a general meeting on August 3 to amend the constitution, and a second meeting two weeks later to elect a new executive.

Before the agreement, which was made an order of the court last month, the executive had repeatedly refused to hold general meetings with its members or to accept amendments to the constitution which were supported by the majority of members at a meeting earlier this year.

One of the amendments proposed by members was the deletion of a clause which specifies that the treasurer of the union must be white.

## 'Undemocratic'

According to union members who attended Sunday's meeting, the executive failed to follow the procedure set down in the constitution, and conducted the meeting in "an undemocratic manner".

As the union has had no chairperson for some time, the meeting was constitutionally entitled to elect an acting chairman from the floor.

According to witnesses, the executive appointed its own chairman, a Mr Mostert, and refused to allow members to motivate the amendments.

"They just read them out and urged members to vote against them," one said.

When the majority of the audience protested, they were shouted down by executive committee supporters and the chairman closed the meeting.

## Forced to leave

Workers who gathered outside the locked building in Woodstock for the afternoon session of the meeting were forced to leave.

In terms of the emergency regulations, the reasons for their departure may not be reported, but workers claim the secretary of the union, Mr Mogamat Soeker, had requested the action which led to their leaving.

Members have accused the executive committee of deliberately sabotaging the meeting to delay the passing of the amendments and to stall the election of a new executive.

The executive has already requested, and been granted, two extensions to its three-year term of office from the Industrial Registrar in Pretoria.

The executive committee is believed to have offered members a ballot on the amendments.

# Mediator sought for city bus union

Labour Reporter

ARKW b/110 (138) 138

THE Industrial Registrar has been asked to appoint an independent mediator to take over the executive functions of the Tramways and Omnibus Workers' Union

This would include holding meetings to consider long-delayed amendments to the constitution and elections for a new executive committee for the 2 000-member union to resolve the conflict within its ranks

A reply is expected this week to the proposals made by a dissident group within the union which is alleging maladministration and that the union executive is not acting in members' interests

They follow a general meeting on Sunday which was closed after only one of two sessions required by the constitution had been held

The meeting was called in terms of a Supreme Court ruling last month to consider proposed amendments to the constitution which, the dissident group claims, had been consistently evaded by the executive

## HALL LOCKED

After the first session on Sunday morning workers said they returned for the afternoon session to find the hall locked They were told this had been done on the instruction of acting-general secretary Mr M Soeker

A second general meeting is due to be held on August 17 to elect union officials and office-bearers

The registrar has also been asked to cancel the extension of the executive committee's term of office and appoint a new interim executive committee drawn equally from both sides to run the union until elections can be held

Mr Soeker said he would "tell the whole story" at a Press conference today

CAPE TOWN 7/18/86

# TOWU: 'Rebel clique' accused

Staff Reporter

THE embattled executive of the Tramways and Omnibus Workers' Union (TOWU) yesterday accused a "rebel clique" of trying to smash the present union leadership and lead the membership into "another union"

Months of simmering discontent in the union appear to be heading for a major showdown between the rank and file of TOWU — where the "rebels" appear to have widespread support — and the present executive. TOWU represents some 2 100 busdrivers and other workers at City Tramways.

The rank-and-file membership have already forced the executive to disaffiliate TOWU from the conservative Trade Union Council of South Africa (Tucsa) and have obtained a Supreme Court order forcing the executive to hold an annual general meeting.

At a press conference yesterday Mr Mogamat Soeker, general secretary, Mr J H Mostert, acting-chairman, Mr N H Hanslo, treasurer, Mr P J Abrahams, shop steward, and the executive's attorney, Mr Hermann Nieuwoudt, said they were considering a secret ballot among members to determine who should lead the union.

Mr Soeker said pamphlets put out by the "rebels" bore the slogan "an injury to one is an injury to all" and "we all know that is a Cosatu (Congress of South African Trade Unions) slogan".

W/C Affairs  
9/1/86 (138)

## Battle for Towu control

LABOUR  
AFFAIRS  
DICK  
USHER



THERE'S a sweet little war underway for control of the Tramway and Omnibus Workers' Union (Towu)

It's been going on for some months now, with occasional muzzle-flashes visible to the casual observer in Press reports about isolated skirmishes

Although the battles between the "rebels" and the "establishment" in the courts and general meetings appear to be mainly about constitutional matters, it all goes a lot deeper than that

Towu, as acting general secretary Mr Moga-mat Soeker said several times at a Press conference this week, has been in existence for 74 years. The big question is whether it's going to continue that way much longer

The dissident group has forced Towu's disaffiliation from the Trade Union Council of South Africa (Tucsa), in which Mr Soeker was a member of the transportation committee

The disaffiliation issue is quite symbolic in the overall situation

An aggressive new spirit of unionism is abroad in the land. Although there are at least two strands — workerist and populist — clearly discernible (see last week's column), the "new" unionism has a very firm base in its concern for workers' rights and also in the fact that unions are the only structures through which black workers, denied political participation, can find expression of their aspirations

Tucsa, on the other hand, has an understanding of unionism which former General Workers Union secretary Mr David Lewis called "grotesque". The latest issue of *Industrial Relations Data*, by consultants Andrew Levy, said "any industrial relations league of table of lost causes would surely find Tucsa close to the top"

Later it said "The Tucsa drama is arguably one of the most visible examples of the unpleasant fact that the middle ground in South African labour relations (and politics) is becoming sparsely populated and that Tucsa in particular is probably going to be safest in a trade union hospice"

Many of the new unions have built their strength on unwavering commitment to shopfloor issues and the creation of structures through which membership has democratic control of the union

Tucsa unions, on the other hand, are often accused of being too accommodating of management, of being run by their bureaucracies too distanced from their membership and of maladministration

Mr Soeker is probably quite right when he claims, at this stage, that the majority of members are with the current union administration

But "with" in this sense is an imprecise term. It often means that people have so little enthusiasm for the organisation that they really couldn't care one way or the other



entire Times 14/10/86

# BBC says why it fired 'singing' correspondent

JOHANNESBURG. — The BBC's dismissal of journalist Miss Sarah Crowe for singing "Nkosi, Sikelele'i Afrika" was condemned by a local International Federation of Journalists vice-president, the South African Catholic Bishops Conference and the Media Workers Association of SA yesterday.

It was unwise as it affected the feelings of South African blacks, the vice-president for Africa of IFJ, Mr Thami Mazwai, said.

Mr Mazwai was commenting on last week's dismissal of Miss Crowe for singing the song at a memorial service.

Margaret Smith reports from London that a BBC spokesman said last night the decision to terminate Miss Crowe's contract was taken "because BBC journalists and freelance contributors are required to be impartial and objective".

"It is also necessary that they are seen to be both of these at all times,"

the spokesman added "Obviously the decision was taken with regret."

The singing of "Nkosi, Sikelele'i Afrika" was only one of the reasons for Miss Crowe's dismissal, he said.

The Southern African Catholic Bishops' Conference (SACBC), which employed Miss Crowe earlier this year before she joined the BBC, said her dismissal was "outrageous".

Calling for her re-instatement, the SACBC said in a statement: "To sing this Christian anthem at a memorial service with the customary raised fist — as is done at many church services throughout South Africa — is a prayer of petition, not a political statement."

The BBC's dismissal of Miss Crowe was an insult to South Africa's "national anthem", a spokesman for the Mwasa said.

"When 'God Save the Queen' is sung in Britain, a South African in that country will stand to attention and sing with everybody else as a gesture of respect for the Queen.

"We believe Sarah Crowe had a moral obligation to sing Nkosi Sikelele'i Afrika too, especially because she is a South African."

The SACBC failed to see how this impaired journalistic objectivity "all the more since Miss Crowe participated in the Kinross mine disaster memorial service while not on assignment".

Mr Mazwai said her dismissal was "completely unexpected from an organization that has covered explosive situations in most parts of the world".

Mr Mazwai called for her immediate re-instatement. — Sapa